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### **High Court Ruling on JLCs is a Negative Outcome for ISIA Members**

Guarding Service members of the Irish Security Industry Association (ISIA) are extremely concerned about yesterday's ruling by the High Court, which found the JLCs unconstitutional.

Guarding Services is a labour intensive activity and mandatory minimum rates of pay have been dictated through Security Industry Employment Regulation Orders (ERO'S) agreed through the JLC mechanism. The ISIA recognises that certain critical changes do need to be made to the ERO, but would like to see these changes managed through the JLC mechanism. Removing it would not be in the interests of the members of the ISIA and industry stakeholders in general. To date the ERO has ensured greater equality in competing for contacts and protected industry standards from dropping below a certain level. An abolition of the ERO puts this at risk.

Security Guarding Service companies provide critical protection for assets, information & personnel across a wide range of industries, government bodies, institutions and to the general public nationwide. The ERO has ensured that the industry attract the right employees, safe in the knowledge that wage levels are protected and it allows the companies in the industry to compete fairly. Current ERO mandatory rates of pay under the JLC are set out and protected in the terms and conditions of existing security employees. By removing the current JLC mechanism and ERO, established Private Security Authority (PSA) licensed companies will come under attack and will be at an unfair competitive disadvantage.

The ISIA calls on the government to ensure that any decision on legislation, interim or otherwise, takes into consideration the particular requirements of private security that have led to the wage setting mechanisms of this industry and the establishment of the ERO. The JLC has protected the private security industry, its employees and the quality of the service delivered to the market. The ISIA strongly believes that the JLC mechanism is a critical element within the industry which needs to be retained.

#### **About the ISIA**

The Irish Security Industry is estimated at €1.2 Billion and ISIA members account for over 70% of the security industry turnover. Established in 1972, the ISIA is the only industry body that represents the full spectrum of companies across six divisions of the private security sector; guarding, electronic security, event and entertainment security, monitoring centres, cash-in-transit, physical security and security consultants.

The ISIA has campaigned assertively over the last number of years to achieve regulation and compliance through the PSA and to drive industry standards through the national IS999 standard and through the ISIA's own Quality scheme, Qualsec. Qualsec is a three tiered quality scheme which is independently audited and gives assurance of standards to purchasers of security services. Further information on Qualsec is available [here](#).

For further information or to schedule an interview with an ISIA representative contact:

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