

**Residential Security Services in the Housing society.**

* **What is the purpose to hire security services in the housing society?**

1. **To avoid crime**

If you are appointing security to your society, only one man can avoid the intensity of the crime. He can observe many things; he is taking round of the property to check whether everything is on its place or something doubtful, keeping watch on incomers and outers of the society. It is helping to avoid the crime in the society.

1. **To provide a better service to the members**

Security guards providing a better service to the members and entire society like information of the visitors, noting down details of the visitors, helping to the members who is returning late night from the office, many times helping to the senior citizens and children when they are moving alone in the society compound and seeking for help.

1. **To communicate with the members**

Usually security guards helping for circulating the information within the members, circulars, and messages from the Managing Committee members to the general members.

1. **Managing and monitor the resources**

Security guards managing water systems of the society, electricity meter rooms, monitoring housekeeping staffs, utilities bills and other things.

1. **Providing stress free life**

Without security everyone get scared in the society about increasing crimes, bribes in the society. Keeping security guards giving stress free life to the all members.

* **How to hire security services?**

1. **Decide the no. of security guards you required for your society**.

It depends on the number of flats or size of the society e.g. if your society is small and having only one entrance then one security guard for days and one for night is sufficient for your society but if your society is having more than 80 members and having 2 or more entrance in the building it needs more security guards in the society.

1. **Decide budget before hiring a security guard to your society**

It’s very crucial part to decide budget for hiring security guards. Usually Managing Committee deciding small budget and expecting more things from the security guards.

1. **Discuss the requirements with Managing Committee and General Members of the Society.**

Discussing with the members will provide the idea of the requirements and it will help you to choose a better security for your society.

1. **Hire security agency instead of hiring personal security guard**

Hiring security agency is the best option for the society. It gives many more benefits to the society. Like giving immediate replacement of the security incase required, monitoring to the security guards, providing trainings to the guards etc.

1. **Do proper inquiry about the services**

Inquire in the nearest communities regarding the security, Ask to the agency for the required certificates, what kind of license company is having, what kind of trainings agency providing to the guards, all needs to be check.

1. **Check whether security guard is capable to maintain safety in your society**

Safety of the members and society is first aim to hiring the security services. Therefore check it while appointing the guard whether he is capable to manage the activities, handle the emergency situation. It matters always.

1. Some societies hiring ladies security guards as they are loyal and providing a better service to the members. So if your society is ready for ladies guards you may appoint them.

* **Why societies facing issues with the security services?**

1. Agencies accepting the contract of the society in lowest quotation but they are not compromising with their amount. They are paying fewer amounts to the security guards hence young and active peoples not sticking with this job. E.g. Society is paying Rs. 8000 for one security guard to the agency in this case agency paying only 5500 or 6000 for 12 hrs. Which is de motivate the guards.
2. Society members or Managing Committee members forcing security guards to do their personal work in duty hours. E.g. bring the vegetables from the market or bring the grocery from the shop, Deposit the cheques or pay the utilities bills etc. in this case guards not available on their place usually and him or her get habitual for this. Sometimes guards misusing the time or creating the fight between members and committee members.
3. Society is not treating well sometimes. Sometime this guards staying alone and doing 24 hrs. Duty due to short salary. Therefore sometimes guards found sleeping in the night or on duty and society deducting his salary which is de motivate the guards and they are not happy with the society. In this case society should speak with the agency and find a better solution.

* **What society can do?**
* Based on the decided budget, society can find a better security agency. It will provide a safe and proper service and give the satisfaction.
* If you are expecting the more services from the guards choose a proper option with suitable payment. Keep in the mind what you will to them; they will give only that kind of service.
* Conduct the meeting with the security agency and guards at least quarterly to discuss the problems and find a solution.
* Give time to time trainings to the guards to maintain the safe and peaceful environment in the society.
* Appreciate the guards if they are doing well or helping to the members. Appreciate someone for their good work will not take money.
* Treat the security guards as human and understand the situations. Speak with the guards in case any nuisance or error occurred during the work.
* Managing Committee should not allow to security to do the personal work of any one or Committee members should take care of this. Because keeping change the security agencies and guards will never give satisfaction to the society and the members.

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