





Curriculum

National Vocational & Technical Training Commission





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1. Introduction

Security services or persons provided to public / private sector to protect the assets, property and personnel etc. from a variety of hazards such as waste, damaged property, unsafe worker behavior, criminal activity such as theft, etc. by enforcing preventative measures. Security guards do this by maintaining a high-visibility presence to deter illegal and inappropriate actions, looking either directly, through patrols, or indirectly, by monitoring alarm systems or video surveillance cameras for signs of crime or other hazards such as a fire, taking action to minimize damage such as warning and escorting trespassers off property, and reporting any incidents to their clients and emergency services such as the police or paramedics. Security guards and their officers are generally uniformed to represent their lawful authority to protect private property. Security guards are generally governed by legal regulations, which set out the requirements for eligibility (e.g., a criminal record check) and the permitted authorities of a security guard in a given jurisdiction. The authorities permitted to security guards vary by country and subnational jurisdiction.

Until the 1980s, the term watchman and then night-watchman was more commonly applied to this function. Both the terms were replaced with the modern security-based titles. Security guards/officers are sometimes regarded as fulfilling a private policing function.

Security services have significant role in the life of every human being, though one may not truly sense its importance in our daily routine. Thus, the importance of Security services may be determined according to its usefulness in our daily life. Therefore, industry expectations for skilled workforce are also dynamic which can only be managed through setting relevant competency standards in collaboration with the leading industries. Being familiar of this fact, National Vocational & Technical Training Commission (NAVTTC) developed competency standards for Security services under National Vocational Qualifications Framework (NVQF). These competency standards have been developed by a Qualifications Development Committee (QDC) and validated by the Qualifications Validation Committee (QVC) having representation from the leading agencies of the country.

2. Purpose of the training programme

The Security Services programme is to engage young people with a programme of development that will provide them with the knowledge, skills and understanding to start this career in Pakistan. The specific objectives of developing these qualifications are as under:





- Improve the professional competence of the trainees
- Provide opportunities for recognition of skills attained through non-formal or informal pathways
- Improve the quality and effectiveness of training and assessment for security services industry

3. Overall objectives of training programme

The overall objectives of the Security Services program are producing skilled staff to:

- Patrolling
- Monitoring
- Use surveillance systems
- Respond to alarms
- Investigate problems with the desire to create a safe living environment

4. Competencies to be gained after completion of course

- Monitor areas Through CCTV systems.
- Perform Planning and execution of authorized entry/exit of vehicles and personnel
- Carry-out Detention by security operative.
- Maintain CCTV recording media libraries and preserve potential evidence.
- Maintain security of property and premises through observation.

5. Possible available job opportunities available immediately and later in the future

- Security Guard
- Security Supervisor





- Security Officers
- Security Manager
- CCTV Supervisor
- Airport Security Officer
- Cash Transit Security Guard
- VIP Protection Guard
- Educational Institution Security Guard
- Security Guard with Guard Dog

6. Trainee entry level

- Middle (English, Urdu and Numeracy reading and writing skills)
- Age 18 years or above

7. Minimum qualification of trainer

Teaching staff should be ex-army/ex-police personnel/Level 5-Security Services qualified. They should also hold or be working towards a formal teaching qualification/experience.

Recommended trainer: trainee ratio

The recommended maximum trainer: trainee ratio for this programme is 1 trainer for 25 trainees.

8. Medium of instruction (language of instruction)

Instruction will be Urdu and English.

9. Duration of the course (Total time, Theory & Practical time)





This curriculum comprises 5 modules. The recommended delivery time is 1200 hours. Delivery of the course could therefore be full time, 5 days a week, for 12 months. Training providers are at liberty to develop other models of delivery, including part-time and evening delivery.

The full structure of the course is as follow:

C. Level-4 (Security Officer)

Modules	Theory	Practice	Total Contact hours	Credit hours
Module 22: Monitor areas Through CCTV systems.	60	140	200	20
Module 23: Perform Planning and execution of authorized entry/exit of vehicles and personnel	60	240	300	30
Module 24: Carry-out Detention by security operative.	60	140	200	20
Module 25: Maintain CCTV recording media libraries and preserve potential evidence.	60	140	200	20
Module 26: Maintains Security of Property and Premises through Observation.		240	300	30
Total	300	900	1200	120





10. Summary – overview of the curriculum

Module Title and Aim	Learning Units	Theory Days/hours	Workplace Days/hours	Timeframe of modules
Module 22: Monitor areas Through CCTV systems	LU1: Monitor areas using CCTV systems	-	-	
Aim: The aim of this module to develop advanced knowledge, skills and understanding for Monitoring areas Through CCTV systems	LU2: Monitor CCTV camera images and react to incidents LU3: Locate pre-determined targets using CCTV	60	140	200
Module 23: Perform Planning and execution of authorized entry/exit of vehicles and personnel Aim: The aim of this module to develop advanced knowledge, skills and understanding for Performing planning and execution of authorized entry/exit of vehicles and personnel	LU1: Plan to control entry and exit of the vehicles and personnel LU2: Execute the security plan for the entry and exit of the vehicles and personnel	60	240	300





Module Title and Aim	Learning Units	Theory Days/hours	Workplace Days/hours	Timeframe of modules
Module 24: Carry-out Detention by security operative Aim: The aim of this module to develop advanced knowledge, skills and understanding for Carrying- out Detention by security operative	 LU1: Perform a lawful detention to preserve the scene for potential evidence LU2: Detain people suspected of committing a crime for which they can be arrested LU3: Detain people who have been arrested on suspicion of committing a crime for which they can be arrested LU4: preserve the integrity of potential evidence 	60	140	200
Module 25: Maintain CCTV recording media libraries and preserve potential evidence. Aim: The aim of this module to develop advanced knowledge, skills and understanding for Maintaining CCTV recording media libraries and preserve potential evidence.	LU1: Maintain CCTV recording media storage system, Measure a Line LU2: Preserve potential media evidence LU3: Report operational errors/faults	60	140	200
Module 26: Maintains Security of Property and Premises through Observation Aim: The aim of this module to develop advanced knowledge, skills and understanding for Maintaining Security of Property and Premises through Observation	LU1: Monitor property and premises using security and protective systems LU2: Respond to breaches in security or safety	60	240	300





11. Details of Modules

C. National Certificate of Level-4 in Security Services. (Security Officer)

Module 22: Monitor areas Through CCTV systems

Objective of the module: The aim of this module to get knowledge, skills and understanding to monitor areas Through CCTV systems

Duration: 200 hours Theory: 60 hours Practical: 140 hours

Learning Unit	Learning Outcomes	Learning Elements	Duration	Materials Required	Learning Place
LU1: Monitor areas using CCTV systems	 Identify the area of responsibility Check that the CCTV equipment is working properly, following organizational instructions and procedures Adjust the CCTV equipment and system controls, including external lighting, to get the best performance Investigate the system for any faults when performance is adversely affected Clean monitor screens to maximize clarity of image 	 Main purpose of CCTV Cameras Advantages of Using CCTV Systems Duties and responsibilities of CCTV operator/staff Parts of CCTV camera Operations of CCTV Equipment Functioning Troubleshooting/Adjustments Organization's instructions and procedures regarding CCTV 	Total: 80hrs Theory: 30hrs Practical: 50hrs	 Notebooks Pencils Erasers Sharpeners White board Multimedia Internet Computer system CCTV equipment 	Class room Computer lab
LU2: Monitor CCTV	The trainee will be able to: 1. Operate CCTV systems and equipment in line	 Camera Knowledge of legal constraints while using CCTV equipment 	Total: 120hrs Theory: 40hrs Practical: 180hrs	NotebooksPencils	Class room Computer lab





camera	with operating instructions and within legal	Accurate and concise	Erasers
images and react to	constraints	information of	Sharpeners
incidents	2. Locate pre-determined targets using CCTV	predetermined/multiple targets	White board
	3. Record activities or incidents following the	Recording/data management	Multimedia
	organizations instructions and guidelines	regarding incidents	• Internet
	4. Demonstrate how to prioritize multiple	Reporting of incidents	Computer
	incidents in relation to their seriousness or to	Importance of prioritization in	system
	instructions	relation to the	• CCTV
	5. Interpret and report incidents promptly and	seriousness/severity of the	equipment
	clearly to the appropriate person	incidents	
	6. Demonstrate how to work with external	Interpretation and reporting of	
	agencies in a way that is effective and	incidents clearly and accurately	
	efficient	Procedure for liaison and	
	7. Maintain the confidentiality of information	coordination with external	
	observed and recorded as per SOP	agencies (LEAs)	
	8. Complete incident logs accurately and clearly	Importance of confidentiality	
	9. Communicate with the field / concern staff.		





Module 23: Perform Planning and execution of authorised entry/exit of vehicles and personnel

Objective of the module: The aim of this module to get knowledge, skills and understanding to perform planning and execution of authorised entry/exit of vehicles and personnel

Duration: 300 hours Theory: 60 hours Practical: 240 hours

Learning Unit	Learning Outcomes	Learning Elements	Duration	Materials Required	Learning Place
LU1: Plan to	The trainee will be able to:	Knowledge of security	Total: 150hrs	 Notebooks 	Class room
control entry and exit of the	Identify security parameters	parameters	Theory: 50hrs Practical: 100hrs	Pencils	
vehicles and	2. Allocate area of responsibility to	Knowledge of required	Fractical. 100ms	Erasers	
personnel	security supervisors	resources		Sharpeners	
	3. Demand and obtain			White board	
		Procedure for requisition of		Multimedia	
	required/additional resources from additional resources from	InternetComputer			
	the competent authority.	competent authorities		system	
LU2: Execute	The trainee will be able to:	Knowledge of security plans	Total: 150hrs	Notebooks	Class room
the security plan for the	Provide equipment, weapons and	Explanation of plan to the	Theory: 50hrs Practical: 100hrs	Pencils	
entry and exit of	resources as per requirement	security supervisors		 Erasers 	
the vehicles and personnel	2. Deliver the security plan to	Implementation/execution of		Sharpeners	
	supervisors and monitor the efficient	security plan according to		White board	
	execution.	given instructions		Multimedia	
	3. Respond in a timely manner to the	Knowledge of relevant		 Internet 	
	reported incidents	authorities and reporting		Computer	
	4. Report the relevant authority about	procedures		system	
	any incident/breaches.				





Module 24: Carry-out Detention by security operative

Objective of the module: The aim of this module to get knowledge, skills and understanding to carry-out Detention by security operative

Duration: 200 hours Theory: 60 hours Practical: 140 hours

Learning Unit	Learning Outcomes	Learning Elements	Duration	Materials Required	Learning Place
LU1: Perform a lawful detention to preserve the scene for potential evidence	 The trainee will be able to: Ensure preservation of scene till LEAs arrive Ensure all potential evidences preserved till LEAs Ensure forcefully detention till arrival of LEAs Identify for lawful arrest by law enforcement agencies (LEAs) Hand over evidences to LEA representatives 	 Procedure for preservation of scene Procedure to prevent access to scenes of suspected offences by unauthorized people Procedure for preservation of potential evidence Knowledge/explanation of lawful detention Difference between detention and imprisonment Procedure for lawful detention Procedure for handing over suspect and evidence to LEAs 	Total: 120hrs Theory: 40hrs Practical: 80hrs	 Notebooks Pencils Erasers Sharpeners White board Multimedia Internet Computer system 	Class room
LU2: Detain people suspected of committing a crime for which they can be	The trainee will be able to:1. Inform the relevant people and authorities that a suspect has been	 Procedure to inform/report arrest of suspects to relevant authority in a timely manner Procedure to record accurate 	Total: 80hrs Theory: 20hrs Practical: 60hrs	NotebooksPencilsErasers	Class room





arrested	apprehended, in line with instructions	details of incident in timely	Sharpeners
	and within required timescales	manner	White board
	2. Record full and accurate details of the	Procedure for identification of	Multimedia
	arrest as soon as practicable	witnesses and recording their	Internet
	3. Ensure that all witnesses are correctly	contact details.	Computer system
	identified and their contact details	Procedure for obtaining	
	obtained	evidence from suspect	
	4. Ensure to obtain evidence while taking		
	item from suspect		





Module 25: Maintain CCTV recording media libraries and preserve potential evidence

Objective of the module: The aim of this module to get knowledge, skills and understanding to maintain CCTV recording media libraries and preserve potential evidence

Duration: 200 hours Theory: 60 hours Practical: 140 hours

Learning Unit	Learning Outcomes	Learning Elements	Duration	Materials Required	Learning Place
LU1: Maintain CCTV recording media storage system	 The trainee will be able to: Store recording media in approved locations to maintain their operational condition Demonstrate how to use recording media in line with the organizational SOPs. Recognize when recording media is missing and take required action in line with given instructions Maintain the confidentiality of recorded information, in line with relevant legislation and codes of practice Complete required records accurately, legibly and within required timescales. 	 Procedure to store recorded media in appropriate locations Organizational SOPs regarding use of recorded media Procedure for periodic examination of media libraries to ensure the proper maintenance of the records Management of media libraries 	Total: 120hrs Theory: 40hrs Practical: 80hrs	 Notebooks Pencils Erasers Sharpeners White board Multimedia Internet Computer system CCTV equipment 	Class room





LUQ. Donort	6. Demonstrate how to preserve recording media that contains potential evidence	Kanada da a ƙasar a GOTV	Tatal: 90hra	Natabaaba	Class room
LU2: Report operational errors/faults	 Identify the fault/error in CCTV equipment or component Report the fault/error to concern department Maintain operational log Make necessary arrangements to carry out the work when CCTV system is in maintenance work. 	 Knowledge of common CCTV faults/errors Maintenance of operational log and appropriate procedure to report faults/errors Procedure for alternative monitoring arrangements in case of CCTV failure/maintenance process 	Total: 80hrs Theory: 20hrs Practical: 60hrs	 Notebooks Pencils Erasers Sharpeners White board Multimedia Internet Computer system CCTV equipment 	Class room





Module 26: Maintain Security of Property and Premises through Observation

Objective of the module: The aim of this module to get knowledge, skills and understanding to maintain Security of Property and Premises through Observation

Duration: 300 hours Theory: 60 hours Practical: 240 hours

Learning Unit	Learning Outcomes	Learning Elements	Duration	Materials Required	Learning Place
LU1: Monitor property and premises using security and protective systems	 Check protection system are working as per SOPs. Perform monitoring of property and premises as per SOPs. Take prompt action to respond to alarms, indications or other signals from security and protection systems. Record and report malfunctions / breakdown in equipment promptly. Complete required documentation in line with instructions and within required time scales. 	 Organizational SOPs regarding functioning of protection/security systems Organizational SOPs regarding monitoring of property and premises Actions/response to alarms, indications or other signals from security and protection systems. Procedure for reporting malfunctions /breakdown in equipment Procedure for documentation in line with instructions and within required time scales. 	Total: 120hrs Theory: 40hrs Practical: 80hrs	 Notebooks Pencils Erasers Sharpeners White board Multimedia Internet Computer system CCTV equipment 	Class room Simulated Environment
LU2: Respond to breaches in security or	The trainee will be able to: 1. Identify actual or potential	Knowledge of potential breaches of security and safety	Total: 180hrs Theory: 60hrs Practical: 120hrs	Notebooks • Pencils	Class room









12. General assessment guidance for "Security Officer"

Good practice in Pakistan makes use of sessional and final assessments, the basis of which is described below. Good practice by vocational training providers in Pakistan is to use a combination of these sessional and final assessments, combined to produce the final qualification result.

Sessional assessment is going on all the time. Its purpose is to provide feedback on what students are learning:

- To the student: to identify achievement and areas for further work
- To the teacher: to evaluate the effectiveness of teaching to date, and to focus future plans.

Assessors need to devise sessional assessments for both theoretical and practical work. Guidance is provided in the assessment strategy

Final assessment is the assessment, usually on completion of a course or module, which says whether or not the student has "passed". It is – or should be – undertaken with reference to all the objectives or outcomes of the course, and is usually fairly formal. Considerations of security – ensuring that the student who gets the credit is the person who did the work – assume considerable importance in final assessment.

Methods of assessment

For lessons with a high quantity of theory, written or oral tests related to learning outcomes and/ or learning content can be conducted. For workplace lessons, assessment can focus on the quality of planning the related process, the quality of executing the process, the quality of the product and/or evaluation of the process.

Methods include direct assessment, which is the most desirable form of assessment. For this method, evidence is obtained by direct observation of the student's performance.

Examples for direct assessment of Security Services:

- Work performances, for example maintaining security of property and premises to include: monitoring property and premises using security and protective systems as well as response to breaches in security.
- Work Performances, for example Manage security plans to include: managing activities within the area of responsibility and designing systems for security reports.





- Demonstrations, for example Execution of security plan.
- Direct questioning, where the assessor would ask the student why he is preparing for a particular application.
- Paper-based tests, such as short answer questions on health and safety, communication skills etc.

Indirect assessment is the method used where the performance could not be watched and evidence is gained indirectly.

Examples for indirect assessment of Security Services include:

- Work products, such as different procedures of First Aids etc.
- Workplace documents, such as a report on health and safety etc.

Indirect assessment should only be a second choice. (In some cases, it may not even be guaranteed that the work products were produced by the person being assessed.)

Principles of assessment

All assessments should be valid, reliable, fair and flexible:

Fairness means that there should be no advantages or disadvantages for any assessed person. For example, it should not happen that one student gets prior information about the type of work performance that will be assessed, while another candidate does not get any prior information.

Validity means that a valid assessment assesses what it claims to assess For example, if Monitor areas Through CCTV systems needs to be analyzed and certificated, the assessment should be involved according to performance criteria that are directly related to that particular monitoring task.

Reliability means that the assessment is consistent and reproducible. The results for the particular application should be the same.

Flexibility means that the assessor has to be flexible concerning the assessment approach. For example, if there is a power failure during the assessment, the assessor should modify the arrangements to accommodate the students' needs.





Assessment strategy for "Security Services"

This curriculum consists of 5 modules:

Module 22: Monitor areas Through CCTV systems.

Module 23: Perform Planning and execution of authorized entry/exit of vehicles and personnel

Module 24: Carry-out Detention by security operative.

Module 25: Maintain CCTV recording media libraries and preserve potential evidence.

Module 26: Maintain security of property and premises through observation.

Sessional assessment

The Sessional assessment for all modules shall be in two parts: theoretical assessment and practical assessment. The Sessional marks shall contribute to the final qualification.

Theoretical assessment for all learning modules must consist of a written paper lasting at least half-hour per module. This can be short answer questions.

For practical assessment, all procedures and methods for the modules must be assessed on a sessional basis. Guidance is provided below under Planning for assessment.

Final assessment

Final assessment shall be in two parts: theoretical assessment and practical assessment. The final assessment marks shall contribute to the final qualification.

The final theoretical assessment shall consist of short-answer questions. This part shall cover the technical, functional and generic modules:





For Level -4

- Module 22: Monitor areas Through CCTV systems.
- Module 23: Perform Planning and execution of authorized entry/exit of vehicles and personnel
- Module 24: Carry-out Detention by security operative.
- Module 25: Maintain CCTV recording media libraries and preserve potential evidence.
- Module 26: Maintain security of property and premises through observation.

For the final practical assessment each student shall be assessed over a period of one day, with Four hours sessions for each student. During this period, each student must be assessed on his/her ability to the following parameters of security services;

- Area of responsibility
- Tasks
- Guards
- Resources and duties





13. List of tools and equipment

Sr#	Description	Quantity
1.	Computer with software –Word, Excel, Power point	25
2.	Printer	1
3.	Multimedia	1
4.	Power supply	5
5.	White board	1
6.	Walkthrough gate	1
7.	Metal detector	1
8.	CCTV equipment (DVR, Monitor, Cameras, Wire)	5
9.	X-Ray machine	1
10.	Vehicle searching mirror	5
11.	Radio communication equipment with accessories (Antennas, batteries and cables, etc.):	
	Walkie Talkie	5
	Wireless set	5
12.	First Aid Box	5
13.	Pistol with ammunition	5
14.	Rifle with ammunition	5
15.	Short Gun	5

14. List of consumable supplies

- 1. Note books
- 2. Inventory registers
- 3. Pen
- 4. Pencils
- 5. Sharpeners
- 6. Erasers





- 7. White board markers (Different colors)
- 8. A4 papers
- 9. Internet
- 10. Ammunition