

JOHN W. PETTIT

FORENSIC SECURITY CONSULTANT

"SECURITY NEGLIGENCE & LIABILITY"

CURRICULUM VITAE

The following paragraphs outline the Curriculum Vitae of John William PETTIT:

Vocational Experience

1985 – 2012 Commence business as *'Gladiator Security Service & Investigations'* later changing my trading name to *'Corporate Risk Support'*, providing security guards, mobile patrols, cash-in-transit, alarm responses, investigations, process serving and surveillance. During this period I held the following vocational licences: Private Inquiry Agent's Licence, Crowd Controller/Security Guard Licence; Security Firms Licence; Commercial Agents Licence; Private Investigators Licence; Security Guard's Weapons Licence; Concealable Weapons Licence; and, a Security Firms Weapons Licence.

As part of my vocational development I completed the mandatory training and refresher courses (Cert II in Security Operations; Cert III in Security (Guarding); Tri-annual training, Manage Conflict through Negotiation, Control persons using empty hand technique, First Aid & Firearms training) that all security guards and crowd controllers are required to undertake in order to obtain and maintain their licences.

During this time I personally performed the tasks associated with the above duties as well as employing a number of guards, investigators, process servers and surveillance agents.

As an employer of security guards I have written operational procedures manuals and developed *'use of force'* policies. During this time I was responsible for the overseeing of OHS and have written OHS policies for use in the security industry. I have also developed and written operational security plans and appreciations using the SMEAC format.

Over a period of twenty-six years as an operational security officer, I have attended such incidents as responding to burglar alarm activations, breakers on premises, armed robberies, break & enters, suicides, vehicle accidents and industrial fires. In this time I have apprehended in the vicinity of 30 suspects for various criminal acts. On a number of occasions I have been patrolling premises when offenders have broken into the premises. During my time as an operational security officer I have on

34 occasion had to deal with a number of *quarrelsome, disobedient,*
35 *distressed, unco-operative and dangerous people.* I have also performed:
36 Cash-In-Transit duties (Armoured Cars); cash & personal escorts; opening
37 & closing duties; static guard duties; mobile patrols; worked with guard
38 dogs; patrolled service stations & commercial high-rise building; retail &
39 loss prevention; and performed security supervisory duties at a large
40 regional shopping complex.

41 I have provided security for major infrastructure projects (Leighton
42 Contractors – Upgrade of the Pacific Highway & the Matter Hill bus tunnel;
43 Walters Construction – South-east Busway & Extension to the Century
44 Highway; NSW Rail Infrastructure Corporation – Upgrade of the Qld/NSW
45 Interstate rail line), provided armed guards for the Bank of Queensland
46 Headquarters and for an arms shipment of 2000 Vickers Machine Guns. I
47 have also provided security for school fares and guarded Art Exhibitions. I
48 have patrolled car yards and wrecking yards. I have also provided security
49 to industrial sites, sporting complexes (Albion Park Paceway), special
50 events (V8 Super Cars - Queensland Raceway, Tae kwon do National
51 Titles), and educational facilities (Redeemer Lutheran College).

52 2009 – Present Commence sole practice as an expert witness in the field of Security Risk
53 Management, Risk Management, OHS, Crime Prevention, Criminology,
54 Security Management, Security Operations, Armed Robbery Prevention;
55 Workplace Violence and Excessive Use of Force. During this time I have
56 reviewed over 150 different cases involving armed robbery, excessive use
57 of force and inadequate security.

58 Tertiary Qualifications

59 **Master of Occupational Health and Safety (with a Specialisation in Occupational Safety) –**
60 ***Edith Cowan University (2013) MOccHlth&Saf***

61 *Edith Cowan University Student Handbook*

62 *The aim of the Master of Occupational Health and Safety program is to develop professionals in*
63 *the field of Occupational Health and Safety who are able to develop OHS systems and research*
64 *workplace OHS issues. Occupational Health and Safety professionals who hold Masters degree are*
65 *in current demand in industry and will be needed in the future to assist managers in meeting their*
66 *Occupational Health and Safety responsibilities.*

67 *On completion of the Master of Occupational Health and Safety program it is expected that*
68 *students should be able to:*

- 69 • design and implement an Occupational Health and Safety Management System that reflects
70 the OHS needs of an organisation;
- 71 • critically review the risk management processes that have been developed for a workplace
72 and/or industry including the characterisation of incident investigation processes identifying
73 issues in specific industries/workplaces
- 74 • critically review and synthesise the factors that influence the application of Occupational
75 Health and Safety legislation in the workplace;
- 76 • synthesise the potential impacts of hazards according to type, predict when a hazard may
77 become a risk;
- 78 • using research skills assess the implementation of safe design in relation to controlling
79 potential impacts on people, plant and/or the environment;
- 80 • undertake and report on a workplace based research project; and
- 81 • demonstrate professional skills which include making verbal and written arguments in
82 support of workplace safety and health issues, and undertaking a research project at a
83 coursework postgraduate level.

84 **Subjects MOcCHth&Saf**

- 85 • **Occupational Health and Safety Law and Guidance Material**

86 **Subject Description**

87 Occupational safety and health is relevant to every organisation and is directed by a variety of governing bodies
88 and legislative frameworks on a local and international level. In this unit students are introduced to occupational
89 safety and health law from a state, federal and international perspective. The unit develops the students' skills
90 in applying various occupational safety and health requirements as a minimum standard and best practice to
91 achieve a safe and healthy workplace.

- 92 • **Risk Management**

93 **Subject Description**

94 In this unit students are introduced to the risk management process as described in the Australian and New
95 Zealand Standard 4360. Students will develop the skills required to manage any occupational safety and health
96 risk using risk management tools. In this unit students will develop the skills to assess a workplace, formulate
97 priorities and devise practical solutions to enhance work place occupational safety and health.

- 98 • **Occupational Health and Safety Management Systems**

99 **Subject Description**

100 In this unit students will develop skills in the management of occupational safety and health using a systems-
101 based approach as detailed in the Australian and New Zealand Standards 4804 and 4801. Students will explore
102 the safety case regime within the context of the international oil and gas industry. Some common occupational
103 safety and health issues that exist in today's work environments are examined and used as case studies to
104 develop an appreciation of occupational safety and health management systems.

- 105 • **Safe Design and Ergonomics**

106 **Subject Description**

107 *This unit deals with proactive measures that can be implemented during the design phase of new plant or*
108 *equipment in order to prevent work related injury, and mitigate ergonomic hazards in existing facilities.*
109 *Students will investigate the interaction between humans and their work environment and will develop*
110 *appropriate injury reduction strategies.*

111 • **Occupational Safety Management**

112 *Subject Description*

113 *This unit focuses on the management of safety aspects of occupational health and safety processes. Students*
114 *will further enhance their skills in the development of occupational safety management systems, accident*
115 *investigation techniques and the evaluation and auditing of existing safety management systems. Case studies*
116 *drawn mainly from the resources, oil and gas sectors will be utilised to demonstrate industry best practice*

117 • **Emergency Management**

118 *Subject Description*

119 *This unit provides practical learning experiences in the efficient and effective management of a variety of*
120 *emergency situations that could occur in an industrial setting. Students explore risk analysis and control*
121 *methodologies as well as strategies for the management of a disaster and the mitigation of impact. Of*
122 *particular importance is the minimisation of reputational damage and business continuity after the event.*

123 • **Systems Safety**

124 *Subject Description*

125 *This unit focuses on the combined application of engineering and management systems. Students will examine*
126 *a "cradle-to-grave" approach to safety systems including the conceptual design, development, fabrication,*
127 *construction, commissioning, production, modification, and ultimately decommissioning of a facility. Students*
128 *will also be introduced to the safety case system as well as major hazard facilities legislation underpinning*
129 *systems safety.*

130 • **Workers Compensation & Rehabilitation**

131 *Subject Description*

132 *In this unit students develop an understanding of effective rehabilitation, workers compensation and workplace*
133 *health promotion practices using Australian and international case studies. In this unit students explore the*
134 *legal requirements of rehabilitation and compensation practices from a state and national perspective. This unit*
135 *investigates multi-disciplinary case management processes for the purpose of achieving successfully return to*
136 *work.*

137 • **Psychology of Workplace Safety**

138 *Subject Description*

139 *This unit examines the psychological issues associated with safe work places. This unit will draw upon theory,*
140 *research and current practice in occupational health and environment to understand the factors contributing*
141 *to workplace safety and to design evidence based workplace interventions to support a safety culture and to*
142 *restore sense of safety if and when an injury and workplace incident occurs. This course is designed for those*
143 *who are employed in roles related to occupational health and for external consultants as a foundation unit.*

144 *Improving workplace safety is directly related to reduced overheads for business and reduced attrition of the*
145 *workforce.*

146 **Master of Criminology – Bond University (2011) MCrim**

147 *Bond University*

148 *The Master of Criminology program gives students skill development and training as well as*
149 *scholarly appreciation of crime, justice and forensic issues. The program provides an*
150 *understanding of a broad range of issues involving criminology theories, contemporary*
151 *information on crime prevention, the theory and practice of punishment, criminal offenders, the*
152 *police, courts and correctional institutions, including current crime and deviance issues. Students*
153 *will be provided with both knowledge and research skills and techniques required for the analysis*
154 *of criminological issues and an understanding of how to critically evaluate published research.*

155 *The Master of Criminology program enables students with an existing knowledge or early career*
156 *in Criminology to develop research skills as they relate to various areas of criminological enquiry,*
157 *and communicate the results of any research findings to both technical and non-technical*
158 *audiences. It will equip graduates with the critical thinking skills and strategic development*
159 *required to expand their criminology careers.*

160 **Subjects MCrim**

161 • **Research Methods in Humanities and Social Sciences**

162 **Subject Description**

163 *This is a postgraduate research methods class designed for Masters students pursuing advanced*
164 *specialisations in the humanities or social sciences. The subject reviews the purposes for social research,*
165 *competing paradigms, qualitative and quantitative research designs and tools for analysis.*

166 *Outcomes include knowledge of the types of research conducted in the humanities and social sciences, the*
167 *ability to conceptualise and design research projects and carry out elementary analyses and reporting.*

168 • **Advanced Criminal Profiling**

169 **Subject Description**

170 *This subject aims to address the field of criminal profiling from an academic and analytical perspective, but*
171 *also incorporates practical exercises to provide students with experience in a range of profiling techniques. The*
172 *weekly tutorial sessions are designed to offer practical exercises that focus on comparative analyses between*
173 *the differing profiling types or to introduce students to various skills-based aspects of profiling techniques.*

174 *At the end of this subject students should be able to (1) understand comparisons between the various `schools*
175 *of profiling FBI Crime Scene Analysis, Canters Investigative Psychology, Turveys Behavioural Evidence Analysis,*
176 *the Diagnostic Evaluations of individual clinicians, as well as contributions in Offender Typologies drawn from*
177 *the criminological literature as an introductory knowledge base for students, (2) understand techniques*
178 *associated with profiling such as case linkage, and inductive and deductive reasoning, (3) discuss the*
179 *application of profiling to different types and forms of crime from arson through to sexual assault and serial*
180 *murder.*

181

182 • **Advanced Applied Behavioural Evidence Analysis**

183 **Subject Description**

184 *This innovative course in criminal profiling focuses on a specific form of profiling, namely Behavioural Evidence*
185 *Analysis. It covers crime scene characteristics, victimology, exposure assessment and specific issues relating to*
186 *the application of forensics science to the construction of profiles.*

187 • **Introduction to Criminology**

188 **Subject Description**

189 *A cursory glance at international comparative statistics on rates of crime reveals significant differences in the*
190 *frequencies and types of criminal activities across nations. This observation suggests that there are cultural*
191 *and social differences in defining crime and in delimiting what is proscribed as deviant activity. This subject*
192 *provides an overview of crime and deviance in Australia as an introduction for postgraduate students.*

193 *This subject provides an overview of crime and justice issues in Australia in a survey/magazine format so*
194 *successful students will then possess a basic knowledge and awareness of crime data and aspects of the*
195 *operations of the criminal justice system.*

196 • **Advanced Crime Prevention**

197 **Subject Description**

198 *This subject covers the analytic approach, sets of techniques and practical application of crime prevention. This*
199 *involves the analysis of discrete situations, environments or crime types such as graffiti on public transport,*
200 *car theft in shopping centres, or assaults near nightclubs. Students will be involved in practical crime*
201 *prevention research and projects.*

202 *Students who complete this subject will be able to analyse discrete crime situations and devise strategies for*
203 *intervention, as well as have a familiarity with the empirical evaluations of crime prevention measures.*

204 • **Advanced Global Criminology**

205 **Subject Description**

206 *This subject examines the operations of criminal justice systems as they pertain to specific countries and*
207 *regions. It provides a comparative framework for examining justice systems and criminological topics. In*
208 *particular, it addresses policing, judiciaries and corrections, but also explores global crime issues such as*
209 *terrorism, environmental crime, internet offences and the trafficking of humans or drugs.*

210 *On completion of this subject, students should be able to: demonstrate a broad understanding of*
211 *criminological theory and criminal justice systems practised on an international scale; possess a generalised*
212 *knowledge of the operations of the criminal justice system within Australia or other relevant comparative*
213 *countries; possess a generalised understanding of some key criminological issues and developments in*
214 *Australia or in other selected relevant comparative countries; demonstrate an appreciation of the breadth of*
215 *issues covered in the contemporary criminological literature, especially in their chosen field.*

216

217

218 • **Advanced Forensic Victimology**

219 **Subject Description**

220 *This subject addresses the lack of attention paid to the victims of crime and introduces students to the sub-*
221 *discipline of victimology in two separate but related ways. The first is an academic approach which*
222 *incorporates examinations of victim surveys, theories of victimisation, fear of crime and prevention issues. The*
223 *second approach is an applied one where this subject looks at how victimology is utilised in criminal profiling*
224 *methods. Topics covered include human rights, victim impact statements and the use of family group*
225 *conferencing or restorative styles of justice.*

226 *This subject provides students with two broad areas of knowledge and application. The first is an academic*
227 *approach which incorporates examinations of victim surveys, theories of victimisation, fear of crime and*
228 *prevention issues. The second is where this subject looks at how victimology is utilised in criminal profiling*
229 *methods. On completion, students will have an appreciation and skills in both these areas.*

230 • **Advanced Forensic Criminology**

231 **Subject Description**

232 *Forensic criminology involves the application of criminological knowledge to investigative and forensic issues.*
233 *It is a science in that it uses the scientific method as well as logic, reasoning and critical thinking to address a*
234 *variety of applied issues. Forensic Criminology introduces students to this applied field of criminology by*
235 *introducing the concepts and principles involved. To meet this end, students will be exposed to the wide variety*
236 *of professionals they may encounter in professional practice, many of whom could be considered forensic*
237 *practitioners in their own right. This includes police and private investigators, forensic scientists, and lawyers*
238 *and other legal counsel. Students will also learn about the nature and scope of forensic criminology matters*
239 *include ethics and report writing.*

240 • **Epistemology and Theory of Knowledge**

241 **Subject Description**

242 *This subject is concerned with how knowledge is generated and justified in different academic disciplines. It*
243 *will explore ways of constructing and criticizing arguments and compare the methods employed in the*
244 *sciences, social sciences and humanities. Students will be exposed to basic philosophical ideas about*
245 *knowledge, and will become familiar with perspectives drawn from the philosophy of science and sociology of*
246 *knowledge.*

247 *Students who successfully complete this subject will not only be better equipped to recognise and address the*
248 *most fundamental questions that arise in their advanced study and research, but also to contribute in a more*
249 *rigorous way to questions of public controversy.*

250 • **Advanced Alcohol Drugs and Crime**

251 **Subject Description**

252 *The empirical evidence confirms that alcohol and drugs play a central role in the commission of certain crimes.*
253 *This subject takes a criminological perspective on the factors that contribute to crime and criminality where*
254 *alcohol or drug use is an issue. It covers usage patterns and offence types, along with law reform and justice*
255 *innovations such as drug courts.*

256 *On successful completion of this subject, students will possess an appreciation of the criminological factors*
257 *associated with both licit and illicit drug use, as well as basic knowledge about treatment programs, legal*
258 *options and other intervention schemes*

259 • **Forensic Sciences**

260 **Subject Description**

261 *This subject introduces students to criminalistics, criminal investigations, forensic science, evidence and expert*
262 *testimony. It discusses techniques such as criminal profiling and DNA testing, to provide a basic appreciation*
263 *of the field of forensic science and how it impacts on our understanding of crime and criminal justice processes.*
264 *The subject is based around a series of guest lecturers in crime scene investigations, courtroom, laboratories,*
265 *morgue and other specialised forensic environments.*

266 *The aim is to provide those studying biomedical or social sciences, law, journalism or indeed a range of related*
267 *disciplines, with a basic appreciation of the burgeoning field of forensic science and how it impacts on our*
268 *understanding of crime and criminal justice processes.*

269 • **Criminal Investigations**

270 **Subject Description**

271 *This subject presents students with the policies and practice involved in criminal investigation. The subject*
272 *provides students with an in-depth understanding of a range of techniques including suspect identification,*
273 *physical evidence, searches, crime scenes, rules of evidence, and a number of other topical issues for criminal*
274 *investigators. In addition, it will provide students with an understanding of the documents generated during*
275 *criminal investigations, as well as working with others involved in the criminal justice system, such as*
276 *pathologists, legal professionals, scenes of crime officers and uniformed police.*

277 **Bachelor of Science (Security) - Edith Cowan University (2009) BSc(Security)**

278 *Edith Cowan University Student Handbook*

279 *The Bachelor of Science (Security) course is designed to develop knowledge and skills in security*
280 *management and security technologies necessary for employment in such areas as: government*
281 *security, private sector security, strategic facilities security, retail security, financial institutions*
282 *security, corporate security, and major security organisations.*

283 *The course emphasises security risk and the function and management of the security technology*
284 *in the protection of assets, and is supported by appropriate studies in law and ethics. Graduates*
285 *will be will equipped for a career in the security industry*

286 **Subjects BSc(Security)**

287 • **Information Security**

288 **Subject Description**

289 *This unit covers the basic principles and techniques used to protect information. The areas covered are up:*
290 *defining, identifying and classifying information as a resource, access control, and information risk analysis,*
291 *and contingency planning, information technology systems, threats to information systems security, data*
292 *security legislation, database systems and associated security, the procedures to secure information flow,*

293 *classification systems, document and records storage, case studies of information technology systems and*
294 *abuse including fraud, industrial espionage, confidentiality and privacy breaches, data protection and*
295 *copyright, and ethical issues associated with information security.*

296 • **Building Management Systems**

297 **Subject Description**

298 *The concept of building Management will be introduced with emphasis placed on the interaction between fire*
299 *protection and asset security. By protection will include detection systems, alarm systems, codes and*
300 *standards, high-rise fire management, industrial fire management and evacuation processes. Also energy*
301 *management and light control, air-conditioning systems, lifts and escalators, and audio system control will be*
302 *discussed. Personnel movement and access control, together with CCTV systems will be included.*

303 • **Security and Risk Management**

304 **Subject Description**

305 *This unit will introduce a student to security and risk management concepts. It will examine the development*
306 *of security and the application of criminological theory to security. Students will be introduced to risk the, and*
307 *assessment, analysis and management applied to risk. Students will consider the requirements for conducting*
308 *and documenting security surveys. An introduction to crisis management theory, security planning, policy and*
309 *procedures will be presented.*

310 • **Physical Security**

311 **Subject Description**

312 *This unit will develop an understanding of the principles and applications of technology used in physical*
313 *security systems. The scientific foundation for physical security technology in modern security applications and*
314 *techniques will be presented. The technology treated will include: locks; safes; strong rooms; Perimeter*
315 *protection; structural strength of buildings; physical barriers; lighting: conducting and documenting a security*
316 *survey; and properties of materials of security protection.*

317 • **Security Risk**

318 **Subject Description**

319 *This unit builds on ‘security and risk management’ introducing students to quantitative and qualitative risk*
320 *analysis tools. Students will examine AS/NZS 4360:1999 Risk Management in more detail and will develop an*
321 *understanding of how it can be applied outside security. The unit will consider other areas of risk such as*
322 *organisational safety and human factor in risk.*

323 • **Industrial Security Procedures**

324 **Subject Description**

325 *This unit will develop an understanding for the application of security technology, practice and management*
326 *to securing specific industries. General security issues which will be examined include fraud, workplace*
327 *violence, substance abuse, legal issues and industrial intelligence/espionage. This unit will consider the security*
328 *of strategic installations and airports. Other industries which may be discussed include hotels and resorts,*
329 *banking and finance, transport, retail, entertainment, mining, the petrochemical industry and campus security.*

330 • **Security in Government**

331 **Subject Description**

332 *This unit will introduce students to the issues that any national, state or local government must consider in the*
333 *development and implementation of security policies and procedures. The unit will develop an understanding*
334 *of government decision-making and security policy making, espionage and tamper evident security, terrorism*
335 *and intelligence, private sector involvement in government security, privacy and security legislation, and*
336 *security in public places.*

337 • **Intrusion Detection Systems**

338 **Subject Description**

339 *The unit will outline the principles underlying applications of electronic security technology for the protection*
340 *of assets of an organisation. As the techniques and devices available become more sophisticated, so the need*
341 *for law enforcement agencies and security professionals to have a comprehensive knowledge and*
342 *understanding of security technology principles and practices increases. This unit develops an understanding*
343 *of the principles and applications of technology used in security systems. It will include the scientific foundation*
344 *for security technology in barrier protection, open ground detection, and intruder detection systems.*

345 • **Counterterrorism**

346 **Subject Description**

347 *This unit synthesis students' learning about the terrorism and counter terrorism strategies. The unit provides*
348 *students with the opportunity to develop their understanding of terrorism, evaluate the terrorist threat and*
349 *propose appropriate responses to the threat. Students will learn how to access and analyse data about*
350 *terrorist operations and judge the impact of such operations in order to determine appropriate responses and*
351 *make recommendations about counter terrorism.*

352 • **Facility Management**

353 **Subject Description**

354 *This unit will develop an understanding of the managerial and legal requirements for managing a facility. The*
355 *security and facility manager are required to be able to participate in the tender process; manage and develop*
356 *contracts; manage human resources, including OHS issues; understanding risk beyond security risk*
357 *management; and be able to function as a manager. This unit introduces students to areas of general*
358 *management within a security and facility management context.*

359 • **Writing Technical, Scientific and Business Reports**

360 **Subject Description**

361 *This unit provides students with the knowledge and skills necessary to undertake technical, scientific and*
362 *business report writing in a professional manner.*

363

364

365 • **Management of the Security Function**

366 **Subject Description**

367 *This unit will develop an understanding of managing the security function and is a Stone unit for the security*
368 *major. Legal framework and the security manager’s role in managing crises will be examined. Security*
369 *management planning will be discussed and tools such as PEST and SWOT will be covered as part of developing*
370 *the planning process. Security intelligence will be introduced as a decision making tool and security*
371 *investigations and their management will be discussed.*

372 • **Access Control Systems**

373 **Subject Description**

374 *This unit will examine the security technologies of access control systems (ACS). It will identify, define and*
375 *explained the scientific principles, technologies, design, integration and application of ACS. Analysis of current*
376 *advancements in technology is applied, including biometric identification, smartcard technology and system*
377 *software.*

378 • **CCTV and Imaging System**

379 **Subject Description**

380 *This unit will examine the security technology of closed circuit television (CCTV). It will identify, define and*
381 *explain the scientific principles, technologies, design, integration and application of CCTV. Analysis of current*
382 *advances in technology is applied, including digital imaging, multiplexing and video motion detection.*

383 • **Security Project 1**

384 **Subject Description**

385 *This unit will provide that the discipline with principles underlying the capacity to conduct independent*
386 *research in a security environment. Participants will plan and undertake an individual research project*
387 *concerned with security signs or the application for management of security technology in the workplace. The*
388 *project will require the participant to be involved in research relevant to the security sector and the project*
389 *topic should involve the planning of an applied investigation.*

390 • **Security Project 2**

391 **Subject Description**

392 *This unit will provide the participant with the principles which underpinned the capacity to conduct*
393 *independent research in a security work related environment. Participants will plan and undertake an*
394 *individual project concerned with security science or the application or management of security technology in*
395 *the workplace. The project will require the participant to be involved in research relevant to the security sector,*
396 *and the project topic should involve the planning of an actual investigation of the situation.*

397

398 **Vocational Qualifications (Nationally Recognised)**

399 ***Diploma of Security and Risk Management – Australian Security Academy (2006)***

400 ***Units of Competencies***

- 401 • *PRSSM501A Establish and maintain an OH&S system*
- 402 • *PRSSM502A Co-ordinate security operations*
- 403 • *PRSSM503A Assess security risk management option*
- 404 • *BSBFLM501A Manage personal work priorities and professional development*
- 405 • *BSBFLM502A Provide leadership in the workplace*
- 406 • *BSBFLM503A Establish effective workplace relationships*
- 407 • *BSBLM504A Facilitate work teams*
- 408 • *BSBFLM507A Manage quality customer service*
- 409 • *PRSSM504A Prepare security risk management plan*
- 410 • *PRSSM505A Implement security risk management plan*
- 411 • *PRSSM506A Establish and implement a marketing strategy*
- 412 • *PRSSM507A Develop and implement a business plan*
- 413 • *BSBMGT506A Recruit, select and induct staff*
- 414 • *BSBMGT503A Prepare budgets and financial plans*
- 415 • *BSBMGT504A Manage budgets and financial plans*

416 ***Diploma of Government (Investigation) – Australian Security Academy (2006)***

417 ***Units of Competencies***

- 418 • *PSTHHC501C Promote the values and ethos of public service*
- 419 • *PSPGOV503B Coordinate resource allocation and usage*
- 420 • *PSPGOV512A Use complex workplace communication strategies*
- 421 • *PSPLEGN501B Promote compliance with legislation in the public sector*
- 422 • *PSPREG502A Coordinate investigation processes*
- 423 • *PUAPOL024A Conduct investigations*
- 424 • *UPAPOL028A Manage investigation information processes*
- 425 • *PUAPOL030A Review and evaluate major investigations*
- 426 • *PSPOHS501A Monitor and maintain workplace safety*
- 427 • *PUAPOL001A Maintain operational safety*
- 428 • *PSPFRAU501B Communicate fraud control awareness*
- 429 • *PSPFRAU502A Anticipate and detect possible fraud activity*
- 430 • *PSPFRAU402A Receive and validate information*

431 ***Certificate IV in Government (Investigation) – Australian Security Academy (2006)***

432 ***Units of Competencies***

- 433 • *PSPETHC401A Uphold and support the values and principles of public service*
- 434 • *PSPGOV512A Use complex workplace communication strategies*
- 435 • *PSPGOV402B Deliver and monitor services to clients*
- 436 • *PSPGOV408A Value diversity*
- 437 • *PSPGOV422A Apply government processes*

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- 438 • PSPLEGN401A Encourage compliance with legislation in the public sector
 - 439 • PSPPOL404A Support policy implementation
 - 440 • PSPREG401C Exercise regulatory powers
 - 441 • PSPREG404C Investigate non-compliance
 - 442 • PSPREG407B Produce formal record of interview
 - 443 • PSPREG411A Gather information through interviews
 - 444 • PSPREG412A Gather and manager evidence
 - 445 • PSPREG418A Advise on progress of investigations
 - 446 • PSPREG419A Finalize and report on investigations
 - 447 • PSPOHS301A Contribute to workplace safety
 - 448 • PSPREG413A Undertake inspections and monitoring
 - 449 • PSPREG408C Conduct search and seizure
 - 450 • PSPREG409B Prepare brief of evidence
 - 451 • PSPREG410B Give evidence

452 **Certificate IV in Security and Risk Management – Australian Security Academy (2006)**

453 **Units of Competencies**

- 454 • BSBFLM403A Manage effective workplace relationships
- 455 • PRSSM404A Advise on security needs
- 456 • BSBCN402A Develop work priorities
- 457 • PRSSM407A Facilitate workplace briefing and debriefing processes
- 458 • PRSSM414A Identify and assess assets
- 459 • PRSSM413A Assess threat
- 460 • PRSSM409A Assess risks
- 461 • BSBFLM402A Provide leadership in the workplace
- 462 • PRSSM408A Lead work teams
- 463 • BSBFLM409A Implement continuous improvement
- 464 • PRSSM412A Coordinate field activity from control room
- 465 • BSBCMN407A Coordinate business resources
- 466 • BSBCMN407A Coordinate implementation of customer service strategies
- 467 • PRSSM406A Monitor and review security operations

468 **Certificate IV in Training and Assessment – Southern Cross Connection (2007)**

469 **Units of Competencies**

- 470 • TAAENV401A Work Effectively in vocational education and training
- 471 • TAAENV402A Foster and promote an inclusive learning culture
- 472 • TAAENV403A Ensure a safe and healthy learning environment
- 473 • TAADES401A Use training package to meet client needs
- 474 • TAADES402A Design and develop learning programmes
- 475 • TAADEL401A Plan and organise group-based delivery
- 476 • TAADEL403A Facilitate individual learning
- 477 • TAADEL404A Facilitate work-based learning
- 478 • TAAASS401A Plan and organise assessment
- 479 • TAAASS402A Assess competence
- 480 • TAAASS403A Develop assessment tools

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- 481 • TAAASS404A Participate in assessment validation
 - 482 • TAADEL402A Facilitate group-based learning
 - 483 • TAADEL502A Facilitate action learning projects

484 **Certificate III in Security (Guarding) – Green & Gold Training Institute (2002)**

485 **Units of Competencies**

- 486 • PRSSG01A Maintain Security of Premises & property
- 487 • PRSSG02A Control Access and exit from premises
- 488 • PRSSG03A Maintain safety of premises and personnel
- 489 • PRSSG04A Communicate in the workplace
- 490 • PRSSG05A Manage conflict
- 491 • PRSSG06A Maintain occupational Health and Safety
- 492 • PRSSG07A Manage Own performance
- 493 • PRSSG08A Operate basic security equipment
- 494 • PRSSG011 Escort and Carry valuables
- 495 • PRSSG12A Provide for Safety of persons
- 496 • PRSSG15A Handle Firearms
- 497 • PRSSG16A Batons and Handcuffs
- 498 • PRSSG13A Control Crowds
- 499 • PRSSG17 A Maintain effective relationship with clients/customers
- 500 • PRSSG18A Work as part of team
- 501 • THHBTHS16A Plan and Conduct Evacuation of Premises
- 502 • PRSSG28A Interpret & Comply with legal & procedural requirements
- 503 • THHBTHS04A Manage intoxicated persons
- 504 • PRSSG23A Operate Security vehicle
- 505 • THHBTHS16A Provide Lost and Found
- 506 • THHBTHS02A Provide Safety of VIP's

507 **Certificate III in Micro Business Operations – Business Success Group (2010)**

508 **Units of Competencies**

- 509 • BSBCUS301A Deliver and Monitor Service to Customers
- 510 • BSBFIA301A Maintain Financial Records
- 511 • BSBSMB301A Investigate Micro Business Opportunities
- 512 • BSBSMB302A Develop a Micro Business Proposal
- 513 • BSBSMB303A Organise Finances for the Micro Business
- 514 • BSBSMB304A Determine Resources Required for the Micro Business
- 515 • BSBSMB305A Comply with Regulatory, Taxation and Insurance Requirements for the Micro Business
- 516 • BSBSMB306A Plan a Home-based Business
- 517 • BSBSMB404A Undertake Small Business Planning
- 518 • FNSFLIT201B Develop and Use a Personal Budget

519

520 **Certificate II in Security Operations – Green & Gold Training Institute (2006)**

521 **Units of Competencies**

- 522 • PRSS0201 Communicate Effectively in the Security Industry
- 523 • PRSS0202 Maintain Workplace Safety
- 524 • PRSS0203 Work Effectively in the Security Industry
- 525 • PRSS0204 Work as Part of a Team
- 526 • PRSS0205 Provide Security Services to Customers
- 527 • PRSS0206 Provide First Aid – Senior First Aid Level
- 528 • PRSS0207 Respond to Security Risk Situation
- 529 • PRSS02010 Control Access to and Exit from Premises
- 530 • PRSS0211 Monitor and Control Individual Crowd Control Behaviour
- 531 • PRSS0215 Operate Basic Security Equipment
- 532 • PRSS0216 Patrol Premises
- 533 • PRSS0222 Protect Self and Others Using Basic Defensive Tactics

534 **Mandatory Tri-annual Security Training - Green & Gold Training Institute (2011)**

535 **Units of Competencies**

- 536 • HLTF301B Apply first aid
- 537 • HLTCP201A Perform CPR
- 538 • CPPSEC3002A Manage Conflict through Negotiation
- 539 • CPPSEC3013A Control persons using empty hand techniques

540 **Mandatory Tri-annual Security Training - Green & Gold Training Institute (2010)**

541 **Units of Competencies**

- 542 • HLTF301B Apply first aid

543 **Statement of Attainment – Weapons Act Security Guard Licensing Course – Green & Gold**
544 **Training Academy (24/8/1999)**

545 **Units of Competencies**

- 546 • SGC01 Legislative requirements
- 547 • SGC02 Category C weapons (semi-automatic rimfire rifle, semi-automatic shotgun & pump action
548 shotgun)
- 549 • SGC03 Category E weapons (Bulletproof vests)
- 550 • SGC04 Category H weapons – Revolvers
- 551 • SGC05 Category H weapons – Semi-auto pistols
- 552 • SGC06 Batons
- 553 • SGC07 Handcuffs

554 **Statement of Attainment – Weapons Act Security Guard Licensing Course – Green & Gold**
555 **Training Academy (19/9/1998)**

556 ***Units of Competencies***

- 557 • *Law*
- 558 • *Revolver*
- 559 • *Semi Auto Pistol*
- 560 • *Shotguns*
- 561 • *Batons*
- 562 • *Handcuffs*

563 **Statement of Attainment – Weapons Act Security Guard Licensing Course – Green & Gold**
564 **Training Academy (26/11/1997)**

565 ***Units of Competencies***

- 566 • *Law*
- 567 • *Revolver*
- 568 • *Semi Auto Pistol*
- 569 • *Shotguns*
- 570 • *Batons – Standard & Tonfa Type (Side Handle Baton)*
- 571 • *Handcuffs*

572 **Statement of Attainment - Weapons Act and Regulations (Theory and Practical Instruction)**
573 **– Queensland Security Training Academy (11/1993)**

574 **International Certifications - ASIS International Professional Certification Board (PCB)**

575 I hold the following three internationally recognised certifications:

576 **Certified Protection Professional (CPP)**

577 CPP Certification requires understanding of the following eight major knowledge
578 domains:

- 579 • ***Security Principles and Practices (Domain One)***
 - 580 ○ Plan, organize, direct, and manage the organization's security program to avoid/control losses
 - 581 and apply the processes to provide a secure work environment.
 - 582 ○ Develop, manage, or conduct threat/vulnerability analyses to determine the probable
 - 583 frequency and severity of natural and man-made disasters and criminal activity on the
 - 584 organization's profitability and/or ability to deliver products/services.
 - 585 ○ Evaluate methods to improve security and loss prevention systems on a continuous basis
 - 586 through auditing, review, and assessment.
 - 587 ○ Develop and manage external relations programs with public sector law enforcement or other
 - 588 external organizations to assist in achievement of loss prevention objectives.
 - 589 ○ Develop and present employee security awareness programs to achieve organizational goals
 - 590 and objectives.

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- 591
- *Business Principles and Practices (Domain Two)*
 - Develop and manage budgets and financial controls to achieve fiscal responsibility.
 - Develop, implement, and manage policies, procedures, plans, and directives to achieve organizational objectives.
 - Develop procedures/techniques to measure and improve organizational productivity.
 - Develop, implement, and manage staffing, leadership, training, and management programs in order to achieve organizational objectives.
 - Monitor and ensure a sound ethical climate in accordance with the laws and the organization’s directives and standards to support and promote proper business practices.
- 600
- *Legal Aspects (Domain Three)*
 - Develop and maintain security policies, procedures, and practices which comply with relevant elements of criminal, civil, administrative, and regulatory law to minimize adverse legal consequences.
 - Provide coordination, assistance, and evidence such as documentation and testimony to support legal counsel in actual or potential criminal and/or civil proceedings.
 - Provide advice and assistance to management and others in developing performance requirements and contractual terms for security vendors/suppliers and establish effective monitoring processes to ensure that organizational needs and contractual requirements are met.
 - Provide assistance to management, legal counsel, and human resources in developing strategic and tactical plans for responding to labor disputes, including strikes.
 - Develop and maintain security policies, procedures, and practices that comply with relevant laws regarding investigations.
 - Develop and maintain security policies, procedures, and practices that comply with relevant laws regarding personnel security.
 - Develop and maintain security policies, procedures, and practices that comply with relevant laws regarding information security.
- 618
- *Personnel Security (Domain Four)*
 - Develop, implement, and manage background investigations to validate individuals for hiring, promotion, or retention.
 - Develop, implement, manage, and evaluate policies, procedures, programs, and methods to protect individuals in the workplace against harassment, threats, and violence.
 - Develop, implement, and manage executive protection programs.
- 624
- *Physical Security (Domain Five)*
 - Survey facilities in order to manage and/or evaluate the current status of physical security, emergency and/or restoration capabilities.
 - Select, implement, and manage security processes to reduce the risk of loss.
 - Assess the effectiveness of security measures by testing and monitoring.
- 629
- *Information Security (Domain Six)*
 - Survey information facilities, processes, and systems to evaluate current status of: physical security, procedural security, information systems security, employee awareness, and information destruction and recovery capabilities.
 - Develop and implement policies and standards to ensure information is evaluated and protected against all forms of unauthorized/inadvertent access, use, disclosure, modification, destruction, or denial.
 - Develop and manage a program of integrated security controls and safeguards to ensure confidentiality, integrity, availability, authentication, non-repudiation, accountability, recoverability, and audit ability of sensitive information and associated information technology resources, assets, and investigations.
 - Evaluate the effectiveness of the information security program’s integrated security controls, to include related policies, procedures, and plans, to ensure consistency with organization strategy, goals, and objectives.
- 643
- *Crisis Management (Domain Seven)*
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- 644 ○ Assess and prioritize risks to mitigate potential consequences of incidents.
- 645 ○ Prepare and plan how the organization will respond to incidents.
- 646 ○ Respond to and manage an incident.
- 647 ○ Recover from incidents by managing the recovery and resumption of operations.
- 648 ● *Investigations (Domain Eight)*
- 649 ○ Develop and manage investigation programs.
- 650 ○ Manage or conduct the collection and preservation of evidence to support post-investigation
- 651 actions (employee discipline, criminal or civil proceedings, arbitration).
- 652 ○ Manage or conduct surveillance processes.
- 653 ○ Manage and conduct specialized investigations.
- 654 ○ Manage or conduct investigative interviews.

655 **Physical Security Professional (PSP)**

656 PSP Certification requires knowledge of the following three major knowledge domains:

- 657 ● *Physical Security Assessment (Domain One)*
- 658 ○ Identify assets to determine their value loss impact and criticality.
- 659 ○ Assess the nature of threats so that the scope of the problem can be determined.
- 660 ○ Conduct a physical security survey in order to identify the vulnerabilities of the organization.
- 661 ○ Perform a risk analysis so that appropriate countermeasures can be developed.
- 662 ● *Application, Design, and Integration of Physical Security (Domain Two)*
- 663 ○ Establish security system requirements and performance specifications.
- 664 ○ Apply physical security measures and select appropriate system components.
- 665 ○ Develop and document system design and pre-implementation plans.
- 666 ● *Implementation of Physical Security Measures (Domain Three)*
- 667 ○ Outline criteria for pre-bid meeting to ensure comprehensiveness and appropriateness of
- 668 implementation.
- 669 ○ Procure physical security measures and implement recommended quality assurance plan.
- 670 ○ Conduct commissioning, acceptance testing, and delivery of the physical security measure.

671 **Professional Certified Investigator (PCI)**

672 PCI Certification requires knowledge of the following three major knowledge domains:

- 673 ● *Case Management (Domain One)*
- 674 ○ Analyse case for applicable ethical conflicts.
- 675 ○ Analyse and assess case elements and strategies.
- 676 ○ Determine need and develop strategy by reviewing procedural options.
- 677 ○ Manage and implement investigative resources necessary to address case objectives.
- 678 ○ Identify and evaluate investigative process improvement opportunities.
- 679 ● *Investigative Techniques and Procedures (Domain Two)*
- 680 ○ Conduct surveillance by physical and electronic means in order to obtain relevant information.
- 681 ○ Conduct interviews/interrogations of witnesses and subjects to obtain relevant information.
- 682 ○ Collect and preserve objects and data for assessment and analysis.
- 683 ○ Conduct research by physical and electronic means and analyse data to obtain relevant
- 684 information.
- 685 ○ Collect and report relevant information.
- 686 ○ Use computers/digital media to gather information/evidence.
- 687 ○ Use special investigative techniques to gather critical information/evidence.
- 688

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- 689 • *Case Presentation (Domain Three)*
690 ○ Prepare reports to substantiate investigative findings.
691 ○ Prepare and present testimony by reviewing case files, meeting with counsel, and presenting
692 relevant facts.

693 **Professional Memberships**

694 I am a member of the following industry associations:

- 695 • ASIS International (American Society of Industrial Security)
696 • International CPTED Association

697 I also hold the honorary position of Assistant Regional Vice President (Region 15B) with ASIS
698 International.

699 **Committee Member - American National Standards**

700 I have been involved in the development of the following two international security
701 standards:

- 702 • Chief Security Officer – An Organizational Model ANIS/ASIS CSO.1-2013
703 • Auditing Management Systems – Risk, Resilience, Security and Continuity – Guidance
704 for Applications ASIS SPC.2-2014

705 **Courses, Seminars & Workshops**

706 I have attended the following course, seminars and workshops:

- 707 • School Security & Crime Prevention for Principals & Administrators Seminar -
708 *International Security Management and Crime Prevention Institute (6 June 2000)*
709 • Conducting a Security Survey Seminar - *International Security Management and Crime*
710 *Prevention Institute (25 July 2000)*
711 • Integrated Security Management Workshop – *International Security Management and*
712 *Crime Prevention Institute (5-9 February 2001)*

713 **Vocational Licences**

714 I have held the following vocational licences:

- 715 • Private Inquiry Agent Licence (26/3/1985 – 26/3/1995)
716 • Security Officer/Crowd Controller's Licence (Number CCS8225) (1995 – 2012)
717 • Private Investigators Licence (Number PIV40068) (1995 – 2012)
718 • Security Firms Licence (No. SFM40039)
719 • Commercial Agents Licence (No. 1303344)

- 720 • Security Organisation Weapons Licence (No. 6000022300) Category C, E & H (1995 –
721 2001)
- 722 • Security Guards Weapon License (No. 61001097) Category C, E & H (05/10/1993 –
723 2001)
- 724 • Security Advisor License No 3247151 (2005 – 2010)
- 725 • Concealable Firearms Licence, .357 Smith & Wesson Revolver, (Serial No. AJF33070)
726 (Licence No. Z6447) 10/1987 – 10/1993
- 727 • Concealable Firearms Licence 7.65mm Astra Auto Pistol (Serial No. 1141239) (Licence
728 No. Z 7860) 2/2/1989 – 1/2/1993)
- 729 • Concealable Firearms Licence 9mm Smith & Wesson Auto Pistol (Serial No. TCL4914)
730 (Licence No. Z 9515) (18/9/1990 – 18/9/1992)
- 731 • Exemption under Firearms and Offensive Weapons Act to possess and transport 2,000
732 Vickers and Bren Machine Guns, issued 24/7/1990.

733 **Miscellaneous Education, Experience & Training**

- 734 • Forensic Security Expert to the NSW Police Service
- 735 • Mobil Team Pak Training – Service Station Safety (5/3/1997)
- 736 • Former member of the Australian Army Reserve (1981-1983)

737 **Military Training:**

- 738 ○ Field Craft
- 739 ○ Infantry Minor Tactics
- 740 ○ Nuclear, Biological & Chemical Warfare Training
- 741 ○ Infantry Small Arms Training (7.62 SLR, 9mm F1 Sub-machine Gun, 7.62mm M60 Machine Gun,
742 M79 Grenade Launcher, M72 LAWS Rocket [light anti-armour weapon system], 9mm Browning
743 Hi-power Pistol, M69 Hand Grenade & Claymore Mines)

744 **Authorship**

- 745 Retail Loss Prevention – *Australian Security Magazine (July/August 2009)*
- 746 The Nexus Between Security and OHS - *Security Solutions (Issue 64 – March/April*
747 *2010)*
- 748 Playing it Safe with IT Security Part 1– *Education Technology Solutions (Issue 36 –*
749 *June/July 2010)*
- 750 Playing it Safe with IT Security Part 2– *Education Technology Solutions (Issue 37 –*
751 *August/September 2010)*
- 752 How the Security Industry is Driving Itself to Collapse - *Security Solutions (Issue 74 –*
753 *October/November 2011)*

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“SECURITY NEGLIGENCE & LIABILITY”

RE: JOHN PETTIT - CV

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- 754 The Model Work Health and Safety Act and the Security Industry - *Security Solutions*
755 (*Issue 75 – December/January 2012*)
- 756 A Deadly Game: How Outlaw Motorcycle Gangs Are Manipulating the Security
757 Industry (Cover Story) - *Security Solutions (Issue 77 – April/May 2012)*
- 758 Is Corruption Killing the Security Industry – *Security Solutions (Issue 80 –*
759 *October/November 2012)*
- 760 The Importance of Understanding the Law for Security Personnel (Part 1) - *Security*
761 *Solutions (Issue 87 – February/March 2014)*
- 762 The Importance of Understanding the Law for Security Personnel (Part 2) - *Security*
763 *Solutions (Issue 89 – May/June 2014)*
- 764 The Importance of Understanding the Law for Security Personnel (Part 3) - *Security*
765 *Solutions (Issue 90 – July/August 2014)*