



MOBILITY IN THE PRIVATE SECURITY INDUSTRY



BELGIUM

INFORMATION FOR EMPLOYERS

This document sets out the labour market, social security, taxation and private security industry rules applying to the employment of foreign nationals in the private security industry in Belgium.

Employers wishing to find out about the basic training and qualifications requirements and criminal records checks employees from other EU, EEA and non-EU countries will have been subject to in their home country should refer to the information for the respective country by clicking on the relevant flag/country button.



Labour market entry rules

Residence permit	EU	EEA	Other non-EU
	Required*	Not required	Required **
<p>*An EU national is granted a temporary residence permit valid for three to five months, which can be renewed for a further three months once the individual finds a job and is registered with the Belgian Social Security System. Employees may then apply for an identity card and to be officially registered in the foreign population register.</p> <p>** Non EU-nationals must register with their local commune within eight days of their arrival in Belgium.</p> <p>Responsible agency</p> <p>The registration must be done in the town hall of the commune where the employee is staying within three days of their arrival in Belgium.</p> <p>http://www.justlanded.com</p> <p>Le Service Public Fédéral Intérieur (Office des étrangers)</p> <p>http://www.ibz.fgov.be</p> <p>http://www.dofi.fgov.be</p> <p>Who is responsible for obtaining the residence permit?</p> <p>The employee is responsible for the registration.</p>			
Work permit	EU	EEA	Other non-EU
	Not required, except for BG and RO nationals*	Not required	Required
<p>*Belgian Embassy or Consulate in the country of the applicant: www.diplomatie.be</p> <p>Responsible agency</p> <p>National Employment Department:</p> <ul style="list-style-type: none"> http://www.employment.belgium.be/home.aspx <p>Regional Employment Departments:</p> <p>Brussels :</p> <ul style="list-style-type: none"> http://www.bruxelles.irisnet.be http://www.actiris.be 			

	<p>Wallonia :</p> <ul style="list-style-type: none"> • http://emploi.wallonie.be • http://www.leforem.be <p>Flanders :</p> <ul style="list-style-type: none"> • http://www.werk.be • http://vdab.be <p>German speaking Community :</p> <ul style="list-style-type: none"> • http://www.dglive.be • http://www.adg.be <p>Who is responsible for obtaining the work permit?</p> <p>There are different types of work permit. The employee is responsible for obtaining the A & C permit. The employer is responsible for obtaining the B permit.</p>								
Other visas/permits required	<table border="1"> <thead> <tr> <th data-bbox="564 949 794 1016">EU</th> <th data-bbox="794 949 1018 1016">EEA</th> <th data-bbox="1018 949 1241 1016">Other non-EU</th> </tr> </thead> <tbody> <tr> <td data-bbox="564 1016 794 1090">Not required*</td> <td data-bbox="794 1016 1018 1090">Not required</td> <td data-bbox="1018 1016 1241 1090">Required</td> </tr> </tbody> </table>	EU	EEA	Other non-EU	Not required*	Not required	Required		
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Not required*	Not required	Required							
<p>* BG and ROM nationals need a permit to start working.</p> <p>Responsible agency</p> <p>Belgian Embassy or Consulate in the country of the applicant http://www.diplomatie.be</p> <p>Service Public Fédéral Affaires étrangères, Commerce extérieur et Coopération au développement http://www.diplomatie.be/fr/default.asp</p> <p>Who is responsible for obtaining visa/permit?</p> <p>The employee is responsible for obtaining the permit.</p>									

Social security/taxation rules

<p>Social security registration</p>	<p>Social security registration is required. Foreign employees, self-employed people, and apprentices must declare their activities in Belgium to the government in advance. This mandatory declaration is part of a larger project: Limosa. The Belgian government hopes that Limosa will create a better framework for the correct employment of foreign workers in Belgium. Special attention will be paid to their rights and conditions of employment.</p> <p>Employees and apprentices who come to work in Belgium temporarily or partially are, in principle, not subject to the Belgian social security system. http://www.socialsecurity.be/foreign/en/employer_limosa/home</p> <p>The employee is responsible for the registration if s/he is self-employed. The employer is responsible for the registration if s/he hires someone who is not registered. A third party can also do this on their behalf. FPS Social Security. https://www.socialsecurity.be/foreign/en/employer_limosa/home.html</p>
<p>Health insurance registration</p>	<p>Health insurance registration is required. Health insurance is mandatory in Belgium and basic cover is generally provided by the national social security system. (http://www.justlanded.com)</p> <p>Employees have to join a health insurance scheme, choosing a mutual association or register with a supplementary health insurance fund. All employees and self-employed people in Belgium must contribute to a health insurance fund (<i>mutualité/ziekenfonds</i>) as part of the normal social security enrolment process.</p> <p>The employee is responsible for the registration.</p> <p>Institut National d'Assurance Maladie-invalidité</p> <p>http://www.inami.fgov.be</p> <p>Examples:</p> <ul style="list-style-type: none"> - http://www.mloz.be - http://www.mutsoc.be - http://www.cm.be - http://www.mut400.be - http://www.neutrale-ziekenfondsen.be
<p>Registration with tax authorities</p>	<p>According to the Belgian Income Tax Code of 1992, the Belgian tax system distinguishes between "resident" and "non-resident" taxpayers when it comes to determining what income is subject to taxation. Each foreigner will be considered to be a Belgian resident (for tax purposes) as soon as s/he enters into the local population register and, as a result, is domiciled</p>

	<p>in a Belgian community.</p> <p>http://www.belgium.be</p> <p>http://www.justlanded.com/english/Belgium/Belgium-Guide/Money/Income-tax-liability</p> <p>Registration with tax authority is required. Both the employer and the employee are responsible for the registration.</p> <p>Service Public Fédéral Finances http://minfin.fgov.be</p>
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Private security industry rules

<p>Professional licence/documentation</p>	<p>A professional licence is required for workers and managers. The licence is valid for 5 years and is renewable for the same period. An identification card is also mandatory. This is designed and delivered by the Ministry of the Interior, is valid for 5 years and must be shown by the guard upon request. The company remains the owner of the identification card.</p> <p>Awarding authority: Ministry of Interior</p> <p>http://www.vigilis.be</p> <p><u>Workers (operational staff):</u></p> <p>A professional licence is required for workers in the sector</p> <p>The worker must:</p> <ul style="list-style-type: none"> • pass the examinations (medical examinations and psycho technical tests) • pass the training and examinations • meet the security requirements (security investigation by the Ministry of the Interior). • have the nationality of one of the EU Member States • have attained the age of 21. <p>It is only after fulfilling all these conditions that the worker may obtain an identification card and carry out security activities.</p> <p>Awarding authority: Ministry of the Interior, Direction Private Security</p> <p>http://www.ibz.be</p> <p>http://www.vigilis.be</p> <p><u>Managers (managing staff):</u></p> <p>A professional licence is required for managers in the sector.</p> <ul style="list-style-type: none"> • Certain conditions must be met by the leaders of security companies. <p>Main conditions:</p> <ul style="list-style-type: none"> • Have not been sentenced for any crime or misdemeanor involving a fine, community service or imprisonment; • Meet the training requirement; • Meet the citizenship requirement (citizenship of an EU Member State) • Refrain from certain incompatible activities; • Satisfy the condition regarding prohibition of passage; • Comply with security conditions and having committed no act that was contrary to professional ethics;
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- Have attained the age of 21.

The security managers must also meet certain conditions such as having successfully completed training in a recognized centre, have not been sentenced for any crime or misdemeanor involving a fine, community service or imprisonment or have passed the psychological test is imposed on them. If the conditions are met, officers and directors may then apply for their ID card at the Ministry of Interior. This card will allow them to practice in the field of security in Belgium.

Awarding authority: Ministry of the Interior, Direction Private security

<http://www.ibz.be>

<http://www.vigilis.be>

Examples of ID card:



Membership of professional body

Membership of a professional body is not required. Access to the professional body is limited to companies. Employees can apply to be members of a trade

	<p>union.</p> <p>List of trade unions:</p> <p>http://www.csc-en-ligne.be (ACV – CSC)</p> <p>http://www.fgtb.be (ABVV-FGTB) (For employees: http://www.setca.org (Setca-BBTK))</p> <p>http://www.cgsib.be (ACLVB-CGSLB)</p>
<p>Criminal records check/other checks to be performed in order to obtain employment</p>	<p>Workers/managers in the sector have to undergo a criminal records check to work in the industry. This check is done by the Ministry of the Interior.</p> <p><u>Enquiry on security conditions</u></p> <p>Staff officers and any operational personnel (caretaking, agents, administrative and logistics staff, responsible for courses), as well as some administrators of internal security guard services companies or training centres are expressly expected not to have committed any reprehensible acts in the past. These include acts constituting a serious breach of ethics rules for the guard or staff leader. They are acts which are perhaps not considered to be very serious by ordinary citizens and are not necessarily subject to a criminal conviction. However, they may be important in the case of someone who works in the security sector. This is why the Minister of Internal Affairs may estimate that these acts constitute an impediment to exercising some functions in the security sector. To verify whether the person concerned has committed such acts or to know if s/he maintains relations with the criminal environment, the Ministry of Interior may decide to launch an investigation into the conditions of security, also called "screening". This survey will be provided by officials of the Ministry of Interior, the police or national security officials.</p> <p>The facts, on which the screening is based, are information provided by the police or found on the past professional career. Other data, falling under the privacy of the person concerned, and including his family and financial situation, political or trade union beliefs, his emotional and sexual life, are not subject of the investigation, at least insofar as they do not may have repercussions on the specific professional missions of the concerned person.</p> <p>Awarding authority: Ministry of Interior, Direction Private Security</p> <p>http://www.ibz.be/code/fr/loc/secuprev.shtml</p> <p>http://www.vigilis.be</p>
<p>Training/qualification requirements</p>	<p>Training is obligatory; length varies depending on sector of activity. Basic training 132 hours. Various compulsory additional and specific training (managerial staff of different levels, body-guarding, mobile patrolling, use of weapons, CIT, dog handlers, museum guards, etc).</p> <ul style="list-style-type: none"> • Having completed the necessary training, education and experience: Operational staff: Basic training • Complementary training:

- Protection of persons: 66 hrs
- Transport of valuables: 78 hrs
- Mobile guarding and intervention after alarm: 42 hrs
- Operator control room: 58 hrs
- Store detective: 45 hrs
- Access control persons and event security: 58 hrs
- Traffic monitoring (new activity): 16 hrs
- Registration of material facts on public domain: 16 hrs
- Hotel security: 40 hrs
- Recycling: every 5 years minimal 32 hrs (including 2 hrs updated legislation)
- Arms training: 42 hrs (Including 2 hrs updated legislation) + follow-up training every 6 months
- Employer organises training
- Duration and content decided on company level
- Follow up training is voluntary
- No legal provisions for continuous training

The training centres are licensed by the Ministry of the Interior. Training has to be provided in approved training centres and examinations lead to the award of a certificate valid for a period of 5 years (if other conditions – see above – also fulfilled). Re-training must take place after 5 years and needs to be of at least 12 hours duration for operational staff and 6 hours for management staff. A Commission on training in security companies advises the Ministry of the Interior on the content of curricula. Trainers also have to provide character references and must be approved by the Ministry of the Interior, just as all the handbooks being used.

Workers: operational staff

1) The "general competence certificate security guard" is only provided after an individual training of 132 hours and consisting of the following courses is successfully completed:

1 ° Organization of the security industry and their activities: 8 hours;

2 ° the study of law concerning guarding thorough study of the rights and obligations of the security guard: 16 hours;

3 ° applied common law rights and obligations: 8 hours;

4 ° communication techniques: 10 hours;

5 ° analogue and digital communication: 4 hours;

6 ° cultural understanding and diversity: 12 hours;

	<p>7 ° observation and reporting: 12 hours;</p> <p>8 ° psychological conflict: 16 hours;</p> <p>9 ° physical avoidance techniques: 8 hours</p> <p>10 ° appropriately respond to fire disasters and bomb-alarms: 12 hours;</p> <p>11 ° company first rescuer: 20 hours;</p> <p>12 ° social relations in the security industry: 6 hours.</p> <p>2) The "attestation security guard - mobile surveillance" is provided only after relevant training of 40 hours and consisting of the following courses is successfully completed:</p> <p>1° mobile surveillance and alarm management legislation: 8 hours;</p> <p>2° knowledge of alarm systems, emergency centers and remote monitoring: 8 hours;</p> <p>3° safe driving: 8 hours;</p> <p>4° risk assessment: 4 hours;</p> <p>5° used avoidance techniques: 4 hours;</p> <p>6° intervention methods and procedures: 8 hours.</p> <p>3) The "attestation security guard - cafe and dance venues" is only provided after an individual course of 32 hours and consisting of the following courses is successfully completed:</p> <p>1 ° specific risks breaking the law: 8 hours;</p> <p>2 ° specific security risks in a given area: 12 hours;</p> <p>3 ° violent surveillance methods in a given area: 12 hours.</p> <p>4) The "attestation security guard - shop inspector" is only provided after an individual course of 20 hours and consisting of the following courses, successfully completed:</p> <p>1 ° common law and specific powers and duties of the shop inspector: 8 hours;</p> <p>2 ° depth study of the crimes of interest to the shop inspector: 4 hours;</p> <p>3 ° product knowledge and intervention methods: 8 hours.</p> <p>5) The "attestation security guard - protecting people" is only provided after an individual course of 51 hours and consisting of the following courses is successfully completed:</p> <p>1 ° safety analysis and construction of the security: 16 hours;</p> <p>2 ° formations and procedures to protect people: 12 hours;</p> <p>3 ° protection with individual cars: 12 hours;</p> <p>4 ° shielding techniques: 8 hours;</p> <p>5 ° police organization: 3 hours.</p>
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	<p>6) The "attestation security guard - secure transport is only provided after an individual course of 69 hours and consisting of the following courses is successfully completed has followed:</p> <ul style="list-style-type: none"> 1 ° organization and secure transport types: 3 hours; 2 ° laws protected the value of transportation: 15 hours; 3 ° driving techniques, defensive driving and crash techniques : 16 hours; 4 ° techniques of secure transportation: 10 hours; 5 ° for secure transport vehicles: 3 hours; 6 ° used analogue and digital communication techniques: 3 hours; 7 ° risk management and dealing with crises: 16 hours; 8 ° applied knowledge of police and the public: 3 hours. <p>7) The "attestation security guard - alarm center operator" is only provided after an individual course of 70 hours and consisting of the following courses is successfully completed:</p> <ul style="list-style-type: none"> 1 ° legislation alarm management, tracking and management intervention after alarm: 12 hours; 2 ° knowledge of alarm systems, emergency centers and remote monitoring: 18 hours; 3 ° telephone communication skills and problem solving: 24 hours; 4 ° applied analogue and digital communication techniques: 6 hours; 5 ° methods of technical alarm verification and alarm procedures: 8 hours; 6 ° Organization of the intervention services: 2 hours. <p>8) The "attestation security guard - ascertain material facts" is provided only after 24 hours of training one person and consisting of the following courses is successfully completed:</p> <ul style="list-style-type: none"> 1 ° applied legislation parking: 4 hours; 2 ° applied the law on the powers of security guards: 4 hours; 3 ° findings and determination methods: 8 hours; 4 ° risk management and conflict resolution: 8 hours. <p>9) The "attestation security guard - traffic" is only reinforced when a person 20 hours of training and consisting of the following courses is successfully completed:</p> <ul style="list-style-type: none"> 1 ° traffic: 4 hours; 2 ° applied traffic regulations: 8 hours; 3 ° techniques and task performance: 8 hours. <p>10) The "attestation security guard - museum guard" is only provided after an individual course of 72 hours and consisting of the following courses is</p>
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successfully completed:

1 ° study of the rules relating to monitoring and thorough study of the rights and obligations of the security guard: 20 hours;

2 ° prevention and intervention used in museums: 12 hours;

3 ° cultural understanding and diversity: 12 hours;

4 ° observation and reporting: 12 hours;

5 ° psychological problems : 16 hours.

11) The "attestation security guard - Armed activities" is only provided after an individual course of 42 hours and consisting of the following courses is successfully completed:

1 ° legislation used on the arms act, legal defense and course of using weapons conducting surveillance activities: 12 hours;

2 ° applied knowledge weapon: 6 hours;

3 ° security techniques used in handling a weapon: 12 hours;

4 ° fire exercise : 12 hours.

Private security managers:

1 ° for the exercise of authority over security guards, employed in the territory of Brussels Capital Region, one or more counties or all of the security guards security firm or internal security: holding an "attestation managerial type A";

2 ° for the exercise of authority over more than 15 security agents, without responsibility, as provided under 1 °, hold, either:

a) the "attestation managerial type A";

b) the "attestation managerial type B".

3 ° for the exercise of authority over a maximum of 15 security guards, without responsibilities, as sought by 1 °, hold either:

a) the "attestation managerial type A";

b) the "attestation managerial type B;

c) the certificate of competence required for the security guards under their charge at least six months and hold an identification card for this monitoring activity.

The "attestation managerial type A person is only given after a course of 100 class hours and consists of the following courses, successfully completed:

1 ° the organization of private and public security sector: 12 hours;

2 ° fundamental rights and safety: 12 hours;

3 ° depth study regulations regarding guarding: 24 hours;

- 4 ° applied Liability: 8 hours;
- 5 ° cultural understanding and diversity: 8 hours;
- 6 ° social relations in the guarding and applied social law: 8 hours;
- 7 ° applied security analysis and guarding techniques: 24 hours;
- 8 ° integrity and professional ethics: 4 hours.

The "attestation managerial type B is only provided after an individual course of 52 hours and consisting of the following courses is successfully completed:

- 1 ° Organization of the security industry: 8 hours;
- 2 ° study regulations regarding guarding: 16 hours;
- 3 ° rights and security: 8 hours;
- 4 ° cultural understanding and diversity: 8 hours;
- 5 ° applied security analysis and guarding techniques: 8 hours;
- 6 ° integrity and professional ethics: 4 hours

To work in Belgium with a training obtained abroad, authorisation of the Ministry of Interior are required.

<http://www.ibz.be>

For the complete list of authorised training centres, see www.vigilis.be

Main training centers:

Belinsec-SBD

Belgian Institute for Security
Nieuwbrugstraat 85
1830 Machelen
T 02-745 37 11
F 02-757 93 43
belinsec@seris.be
www.belinsec.be

Fact Training Center

Rue Acreman 2
1300 Limal
T 010-41 88 40
F 010-40 01 55
info@cimseg.be
www.cimseg.be

G4S Training Services sa

Poverstraat 75, blok 44
1731 Asse
T 02-451 62 00

F 02-451 62 01
training@be.g4s.com
www.g4s.be

Securitas Training sa

Sint-Lendriksborre 3
1120 Neder-over-Heembeek
T 02-263 58 00
F 02-263 58 01
www.securitas.be

Awarding authority: Ministry of Interior

<http://www.ibz.be>

<http://www.vigilis.be>

- For certification of training obtained in other countries:
http://www.vigilis.be/upload/documents/KB_100208_EGBeroepskwalificaties.pdf

Useful contacts

<p>CoESS member</p>	<p>APEG. – BVBO Association professionnelle des entreprises de gardiennage - Beroepsvereniging van bewakingsondernemingen Jan Bogemansstraat 249, 1780 WEMMEL, BELGIUM T: +32 2 462 0773 F: +32 2 460 1431 apeg-bvbo@i-b-s.be http://www.apeg-bvbo.be</p> <p>ACA Alarm Centrale Associatie/Association Centrale d'Alarme Jaargetijdenlaan/Avenue des Saisons 100-102, B 30, 1050 BRUSSELS, BELGIUM T: +32 2 639 39 71 F: +32 2 639 39 79 info@a-c-a.be http://www.a-c-a.be</p>
<p>Trade unions</p>	<p>http://www.csc-en-ligne.be (ACV – CSC) http://www.fgtb.be (ABVV-FGTB) (For employees: http://www.setca.org (Setca-BBTK) http://www.cgslb.be (ACLVB-CGSLB)</p>
<p>Other relevant (professional) bodies</p>	<p>Ministry of the Interior, Direction for Private Security Tel : +32 2 557 34 43 Fax : +32 2 557 34 90 http://www.ibz.be http://www.vigilis.be securite.privee@ibz.fgov.be</p>