The Synergy Between Physical Security Teams and HR

SECURITY

HR

Ever since I joined the ranks of corporate security, I have genuinely appreciated the unavoidable bond shared between security and human resource departments. This bond extends far beyond what many outside the partnership imagine this relationship to be. Most see this as security helping to walk someone out of a building after being terminated from a role. It is a working relationship that delicately maintains workplace peace and harmony amongst onslaughts of concerns, rumors, thefts, and harassment, not to mention both departments normally own the responsibility of ensuring everyone feels secure when chaotic things happen outside of the organization.

Creating a secure and safe work environment is a priority for every organization. In achieving this goal, the collaboration between physical security teams and the Human Resources (HR) department plays a crucial role. Physical security teams are responsible for protecting the premises, assets, and people, while HR manages employee relations, policies, and procedures. In this article, we will explore the relationship between physical security teams and HR and highlight how their collaboration enhances workplace safety.

Aligning Objectives

Physical security teams and HR departments share a common objective: ensuring the safety and well-being of employees. While physical security teams focus on safeguarding the physical aspects of the workplace, HR manages the human element. By aligning their objectives, these two departments can develop comprehensive security protocols that encompass both physical and personnel-related aspects.

Developing Security Policy

Physical security teams and HR collaborate to develop and implement security policies. Physical security teams provide their expertise in assessing potential risks, identifying vulnerabilities, and recommending security measures. HR plays a vital role in incorporating these recommendations into policies and procedures that align with legal requirements, employee rights, and best practices. Together, they create a robust framework that addresses various security concerns.

Employee Training and Awareness

Physical security teams and HR work together to educate employees about security protocols, emergency procedures, and potential threats. Physical security teams provide practical training on accessing secure areas, responding to emergencies, and using safety equipment. HR supports these efforts by disseminating information through employee handbooks, training programs, and communication channels. By combining forces, they ensure that employees are well-informed and equipped to handle security-related incidents effectively.

Incident management and investigation

In the unfortunate event of a security breach or incident, the collaboration between physical security teams and HR becomes crucial. Physical security teams take charge of containing the situation, securing the premises, and initiating the necessary response protocols. HR steps in to provide support to affected employees, manage communications, and initiate investigations. Their combined efforts allow for a swift and coordinated response, minimizing the impact on employees and the organization as a whole.

Background Checks and Access Control

HR and physical security teams collaborate closely in conducting background checks for potential employees, contractors, or vendors. HR verifies credentials, conducts reference checks, and screens candidates thoroughly. Physical security teams assess the potential risks associated with granting access to certain areas or sensitive information. By working together, they ensure that only trustworthy individuals are granted access, reducing the likelihood of internal threats and unauthorized access.
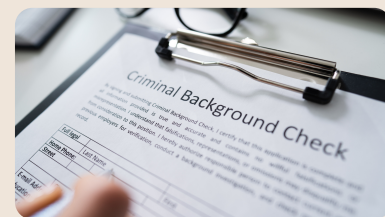
Conflict Resolutions and Employee Welfare

In situations where conflicts or workplace incidents occur, physical security teams and HR collaborate to resolve them effectively. Physical security teams may provide support during investigations, ensure the safety of those involved, or mediate conflicts. HR applies their expertise in conflict resolution, addressing employee concerns, and taking appropriate disciplinary actions when necessary. This joint effort helps maintain a safe and respectful work environment for all employees.

Conclusion

The relationship between physical security teams and HR is vital in creating a secure work environment. By aligning their objectives, developing security policies, conducting employee training, managing incidents, and collaborating on background checks and conflict resolution, these two departments enhance workplace safety. The combined expertise and efforts of physical security teams and HR foster a culture of security awareness, protect assets, and ensure the well-being of employees. By working hand in hand, organizations can create a safe and secure environment conducive to productivity and employee satisfaction.