

# Mr John Lee: the voice of experience

## :Mr. John Lee

**F**ew people in the Hong Kong security industry can match John Lee's experience or commitment. After a 13-year stint in the Hong Kong Police Force, he moved into the private sector as a security manager for General Electric, then took a regional position with Motorola, and later moved to Securicor. In 1991 he set up his own business, Security Cares — which he runs very successfully to this day — and has recently expended into security logistics by setting up another company, F&S Express Limited.

An active member of the HKSA Board, Mr Lee believes the Association has a vital role to play in lobbying the government and representing the diverse interests of all HKSA members.

“The HKSA represents a powerful segment of the industry, but also takes into account the many different types of security companies in Hong Kong and their specific problems. The fact that each category is represented on the Board means there are many different opinions, many different ideas and suggestions, and a lot to discuss with the SAR government.

“It is very important that the HKSA provides support for members large and small when they are experience difficulties with issues related to the industry.”

Mr Lee believes the biggest issue currently facing the industry is the government's proposed implementation of a minimum wage.

“It doesn't take into account many of the realities of the security industry,” he says, “and although we are still actively discussing this with the Labour Department, pressure from Legco will probably win out and the minimum wage law will go through. This is going to cut our margins and/or force an increase in costs. We can only hope that with the economy as buoyant as it is right now our clients will accept the increases.”

He also sees the buoyant economy



TERRY DUCKHAM/ASIPIX

creating issues with the quality and availability of labour in the industry. “When times are good, there are plenty of jobs available and people look around. The security industry is losing well-trained people. It's important that we increase the status of our industry and embark on training processes that ensure we maintain a skilled labour pool,” he says.

Mr Lee is looking forward to Hong Kong security firms getting better access to the Mainland market in 2008.

“But,” he adds, “it's important that Hong Kong firms send a very clear message to Mainland firms that they are not looking to take away business or jobs. We need to convince them that we can help them improve their services and their businesses, and help them get access to the security networks in the outside world.

“It has to be a win-win situation,” he says.

要說服內地公司,我們可以協助他們提升服務質素、發展業務,以及與中國以外的保安業網絡連接起來。」

他說:「這方面必需是雙贏的局面。」

**在**香港的保安業界,只有少數人的經驗及承擔可與John Lee媲美。在香港警界服務了十三年之後,John轉職至私人公司通用電器出任保安經理,其後曾任職於摩托羅拉公司,出任亞洲地區的職位,亦曾效力Securicor公司。於1991年,他開設了自己的公司Security Cares,其公司發展相當成功,最近更創辦了另一間公司F&S Express Limited,將業務擴展至保安物流方面。

John是香港保安業協會的執委會成員,並相信協會在向政府遊說及反映會員的各種意見的工作上,擔當重要的角色。

香港保安業協會代表了業界的主流部份,但亦同時顧及到香港許多不同類別的安防公司及他們各自面對的問題。事實上,每種類別的公司都有代表出任執委會成員,亦表示會有許多不同的意見、構想及建議,需要與特區政府商討的事情甚多。

「在各大小會員在關於業界的事務上遇到困難時,香港保安業協會給予的支持是非常重要的。」

John相信業界最近面對的最大問題是政府考慮實施最低工資。

他說:「最低工資的政策沒有考慮到保安業界的許多現實情況。儘管我們仍積極地與勞工處商討,可是來自立法會方面的壓力還是很大機會勝出,並立法通過最低工資政策。這樣會減少我們的盈利空間及迫使費用上漲。我們只可以寄望在現時整體經濟好轉的情況下,我們的客戶會接受增加的費用。」

John亦覺察到經濟好轉帶來的其他問題,包括員工的質素及供應量。「當市道好的時候,就業市場上有大量的職位供人們挑選。保安業正在流失受過良好訓練的人才。提高保安業界的地位及投資在訓練課程上,以確保我們能維持一群熟練的員工,是非常重要的。」

李先生期望在2008年,香港的保安公司可進一步參與中國內地市場。

他補充:「但有一點很重要,香港公司向內地公司發出非常明確的訊息,表明不是要搶走他們的生意或工作。我們需