

IN THE MATTER OF

An application for a company license for **INFORMA SECURITY LIMITED** pursuant to ss 23,25, 29, 62 & 63 of The Private Security Personnel and Private Investigators Act 2010

DECISION

- [1] Terry John Reardon has applied for a company license for the company Informa Security Limited (Informa) in the classes of personal guard, property guard, crowd controller and security consultant. Mr Reardon is one of the directors and the sole shareholder of Informa, his brother is the other director. Mr Reardon holds a certificate of approval (COA) in the class of private investigator that is valid until 10 May 2024 and an individual license in the classes of private investigator and security consultant that is valid until 28 September 2028.
- [2] It became clear throughout the application process that Mr Reardon's intention after obtaining the company license was to purchase either the business of, or the shares in the company Tigers Express Security Limited (Tigers). Tigers is the subject of a current complaint which has been considered by the Authority. Findings have been made that Tigers has been guilty of several breaches of the Act.¹ The Authority is currently considering whether to cancel Tigers' company license and will make a direction on that following a further hearing in November.
- [3] Upon receipt of Mr Reardon's application, the Authority raised concerns regarding the eligibility of Informa to hold a company license in the requested classes pursuant to sections 63(1)(f) and 62(i) and (j) of the Act. This is because neither of the directors have the required skills or experience in the classes of personal guard, property guard, and crowd controller. It is accepted that Mr Reardon has the required experience for the class of security consultant given his experience as a private investigator.
- [4] Mr Reardon has also had no experience in running a business of this magnitude in the past. His brother does have management experience however not in the security sector and it has been advised that he will not be involved on a daily basis in the running of this proposed security company.
- [5] In response to the Authority's concerns, Mr Reardon has advised the following:
- [a] He will be taking advice from his brother regarding the management of the company.
 - [b] He will have an advisory group consisting of a lawyer and an accountant to assist with the running of the business.

¹ [2023] NZPSPLA 036

- [c] Tigers and Russell Reardon are members of the Employers and Manufacturers Association (EMA).
- [d] He would be willing to obtain membership to the New Zealand Security Association (NZSA).
- [6] Effectively therefore Mr Reardon has applied for a waiver to the experience requirements pursuant to s64 of the Act.
- [7] A member of the public, Brett Wilson has also objected to the company license application on the basis that none of the company directors meet the experience requirements detailed in the Act. This objection is therefore raising the same concerns the Authority already had regarding the company.
- [8] Having assessed all the available evidence, I am satisfied that Informa is eligible for a waiver of the experience requirements pursuant to s64 of the Act. I accept that the security business that will be run is well established and has some experienced members of staff in senior positions.
- [9] I do however still have remaining concerns regarding Mr Reardon's ability to run such a large and established business in an area he is not familiar with, nor experienced in. I hold further concerns about his 'advisory group' who are also well enmeshed with Tigers and Tigers' director Mr Deane who has also been found by the Authority to have breached the Act.
- [10] Accordingly, having considered the situation extensively, I make the following directions:
- [i] Informa is to be granted a company license in the classes of personal guard, property guard, crowd controller and security consultant.
 - [ii] The company license is to be subject to the following conditions:
 - a. That Informa obtains corporate membership with the NZSA.
 - b. That Mr Reardon undertakes an accredited management course that includes study on human resources in large companies. He must provide evidence of his enrolment within the first six months and then completion of the course within two years of the issue of the license.
- [11] Mr Reardon is to ensure that he is clear on the requirements of the Act on Informa, in particular the requirement pursuant to section 43 of the Act to file annual returns and the requirement to only engage security employees who hold the required COA.

[12] Given the public interest in the disciplinary proceedings relating to Tigers and Mr Deane, not to mention the public interest in ensuring that the entity that continues to run Tigers or employ Tigers' staff is suitable, I consider it appropriate that this decision be published without redaction.²

DATED at Wellington this 30th day of October 2023



K A Lash
Deputy Private Security Personnel Licensing Authority

² S96C(a) of the Act