

**IN THE MATTER OF**

A complaint under s 74 of The Private Security Personnel and Private Investigators Act 2010 against  
**WALTER ESAU**

**HEARD** virtually on 20 December 2023

**DECISION**

[1] Police filed a complaint against Walter Esau as they say he has been guilty of misconduct by failing to wear his identification badge in a reasonably visible place while working as a security guard.

[2] Mr Esau accepts he was not wearing his badge on 9 November 2023 when he was working at a downtown shopping centre. He says at the time he was asked to produce it he was taking a short break after moving boxes and pot plants and had removed his ID badge and other items before doing the work so they would not get in the way.

[3] Mr Esau accepts he should have been wearing his badge and apologises for contravening the Act by failing to do so. His employer has taken disciplinary action against him as a result and reminded all their other employees of the necessity to wear their ID badges in a visible position.

[4] Police accept that Mr Esau has learnt from his mistake and that his employer has taken appropriate steps to remind Mr Esau of his responsibilities to ensure similar mistakes do not happen again. Police therefore do not consider any other disciplinary action should be taken other than to warn Mr Esau of the likely consequences of any similar breaches of his responsibilities as a security worker. I agree that Mr Esau has learnt his lesson and that no further formal disciplinary action is necessary.

**Summary and Conclusion**

[5] The complaint has been established and Mr Esau accepts he failed to wear his security ID in a visible place as required under section 67 of the Private Security Personnel and Private Investigators Act.

[6] I remind Mr Esau that a contravention of s 67 or any other provision of the Act amounts to misconduct which is a discretionary ground for cancelling his certificate of approval. Mr Esau is warned that if he contravenes the Act or is guilty of misconduct in the future it could result in his certificate being suspended or cancelled.

**DATED** at Wellington this 22<sup>nd</sup> day of December 2023



P A McConnell  
**Private Security Personnel Licensing Authority**