

# NZSA Position Statement

## Skilled Resource Shortage - Security Technicians September 2024

The Private Security Industry provides essential services to the community and performs a critical role in protecting people and property across the country.

Unfortunately, current resource shortages mean that security providers are having to delay or turn down work, and this is creating significant risks for New Zealand's critical assets and infrastructure, and the safety and security of our communities.

### What is the problem?

- Security Technicians are responsible for the installation and servicing of electronic security devices and systems including alarms, access control, cameras and intercoms. These devices and systems are often integral to the safety and security of people and property, including critical infrastructure and assets.
- We currently have a shortage of in excess of 500 Security Technicians across the country and with our current immigration settings and increased demand for security services, that will only continue to worsen.
- Whilst Security Technicians are highly skilled, they are not on the immigration Green List and therefore employers cannot offer offshore workers the opportunity for permanent residency. Furthermore, existing migrant workers are leaving for alternate occupations or departing overseas, as they seek a pathway for permanent residency.

### What is the current situation?

- 80% of Electronic Security providers have vacancies for Security Technicians.
- 65% of Security Technician vacancies have been unfilled for more than three months.
- 65% of Electronic Security providers have lost Security Technicians within the last year due to Visa restrictions or staff seeking alternative employment options to achieve residency requirements.

## What is the impact?

- 75% of Electronic Security providers have had to delay contracts, or decline contracts, due to the inability to employ and retain Security Technicians.
- Electronic Security providers are having to increase pay rates for Security Technicians as they try to retain workers. These costs are in turn passed through to customers.
- The inability to meet demand is creating significant risks for New Zealand's critical infrastructure and assets, our national supply-chain and the safety and security of our communities.

## What is the NZSA doing?

The NZSA is the peak body representing security providers in New Zealand and we are voice for the industry.

- We have made a submission to Immigration Minister Erica Stanford requesting the urgent inclusion of Security Technicians onto the Green List.
- We provided a submission to a request from MBIE, advocating for a revision of the existing ANZSCO (Australian and New Zealand Standard Classification of Occupations) and ANZSIC (Australia and New Zealand Standard Industrial Classification) codes and lobbying for the separation of security focused roles such as Security Officers and Security Technicians (currently lumped together with other industry sectors). These codes are used for ACC assessments and immigration settings and are distorted and loose relevancy due to existing limitations.
- We continue to work with our industry training provider (ETEC) and Work Development Council (Waihanga Araau) to ensure the Security Technician apprenticeship programme is relevant and assessable to learners. The NZSA maintains Special Interest Groups to provide guidance on industry training requirements.

## For more info/media contact:

Gary Morrison  
CEO, NZ Security Association  
021 122 9606  
gary@security.org.nz