Title	**Demonstrate and apply knowledge of leading a team in a security context**		
Level	**4**	**Credits**	**6**

Purpose	This unit standard is intended for senior security officers and team leaders. People credited with this unit standard are able to: - demonstrate knowledge of the functions and attributes of a team leader in a security context; - apply knowledge of leading a security team; and - evaluate own performance as a team leader in a security context.

Classification	Security > Security Management

Available grade	Achieved

Guidance Information

1 Legislation and regulations
Children, Young Persons and Their Families (Oranga Tamariki) Legislation Act 2017;
Crimes Act 1961;
Evidence Act 2006;
Fire and Emergency Act 2017;
Fire and Emergency New Zealand (Fire Safety, Evacuation Procedures, and Evacuation Schemes) Regulations 2018;
Good Practice Guidelines, New Zealand Security Association 2019, available from https://security.org.nz/;
Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996;
Health and Safety at Work Act 2015;
Human Rights Act 1993;
Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003;
Local Government Act 2002;
Mental Health (Compulsory Assessment & Treatment) Act 1992 (and amendment 1999);
New Zealand Bill of Rights Act 1990;
Oranga Tamariki Legislation Act 2019;
Privacy Act 2020;
Private Security Personnel and Private Investigators Act 2010;
Sale and Supply of Liquor Act 2012;
Smoke Free Environments Act 1990;
Summary Offences Act 1981;
Trespass Act 1980; and all subsequent amendments or replacements.

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3 Definitions

Best practice – an industry approved current method or way of doing something that, in the circumstances, achieves the required outcome.

Organisational policy and procedures – refer to instructions to staff on policies, procedures, and methodologies which are documented and are available in the workplace.

Relevant instructions – oral, written or electronically transmitted instructions issued to govern the performance of security tasks, duties, and responsibilities. These may be in the form of policies, procedures, manuals, directives, or legal and compliance requirements. They may relate to a particular assignment, organisation, site or operation of equipment.

Security context – the circumstances in which the security officer works: the security industry and the legal and compliance framework in which the security officer operates including relevant instructions.

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of the functions and attributes of a team leader in a security context.

Performance criteria

1.1 Explain functions of a team leader leading a security team in accordance with relevant instructions.

Range functions may include but are not limited to – communication with team members, higher management and clients; delegate tasks; organise people and other resources; motivate the team including encouraging self-motivation within individual team members; monitor and review progress towards established goals; monitor and review individual and team performance; planning best use of resources relative to recognised goals; mentoring;
evidence of a minimum of five functions is required.

1.2 Describe personal attributes required of a team leader when on the job in a security context.

Range may include but is not limited to – sympathetic, organised, motivating, decisive, knowledgeable, discreet, fair, approachable, effective;
evidence of a minimum of five attributes is required.

Outcome 2

Apply knowledge of leading a security team.

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Performance criteria

2.1 Check team members have reported for duty in accordance with relevant instructions.

Range time, location, uniform, appearance, authorisation, personal standards.

2.2 Use communication skills in accordance with best practice to determine team members' understanding of the relevant instructions.

Range communication must include – team objectives, personal roles, expected standards of performance, communication and reporting requirements.

2.3 Monitor team progress towards completion of assigned tasks and review to ensure that decisions are made to meet objectives in accordance with relevant instructions.

2.4 Identify and acknowledge individual team efforts and contributions in accordance with organisational policy and procedures and/or best practice.

2.5 Identify and address team members' skills gaps in accordance with organisational policy and procedures.

Range may include but is not limited to – procedures, literacy, communication skills, performance.

2.6 Give performance feedback to develop team members in accordance with relevant instructions.

Range must include but is not limited to – performance, behaviour.

Outcome 3

Evaluate own performance as a team leader in a security context.

Performance criteria

3.1 Evaluate own performance against briefing content and relevant instructions.

3.2 Evaluate own performance in terms of own function and attributes transferrable to other assignments.

Replacement information	This unit standard replaced unit standard 25627.

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Planned review date	31 December 2027

Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	27 August 2020	N/A
Rollover and Revision	2	24 July 2025	N/A

Consent and Moderation Requirements (CMR) reference	0112

This CMR can be accessed at http://www.nzqa.govt.nz/framework/search/index.do.

Comments on this unit standard

Please contact Ringa Hora Services Workforce Development Council qualifications@ringahora.nz if you wish to suggest changes to the content of this unit standard.

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