

Security and Staffing Industry Roundtable – Action Plan

Item	Specific action	Responsibility Timeframe
Attracting new hospitality staff		
Develop a campaign to attract workers to the hospitality industry	<p>L&GNSW is developing new campaign titled ‘Kickstart Your Career in Hospitality’.</p> <p>The Kickstart campaign is designed to attract workers to the hospitality industry by connecting them to available training as well as job vacancies. A social media campaign will feature hospitality staff sharing their career in the industry and lead viewers to a landing page with training and employment opportunities.</p>	<p>L&GNSW Industry peak bodies</p> <p>By October 2022</p>
Develop incentives to attract previous workers to return to the hospitality industry.	<p>L&GNSW has extended free RSA refresher training to the end of summer 2023. Under these arrangements, any person whose certification expired from February 2020 can renew their RSA, or RSA and RCG together, for free, until February 2023 without having to retrain in full.</p> <p>In addition, L&GNSW has recently written to more than 250,000 competency card holders with expiring RSA certifications to advise them that they are eligible for the above incentives.</p>	<p>L&GNSW</p> <p>Completed</p>

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Security conditions/ratios

<p>Temporary or trial changes to security ratio conditions on liquor licences</p>	<p>Venue operator to discuss with Police Area Command potential alternate arrangements to ratios specified in conditions on liquor licence.</p> <p>Any agreement should be documented in a Local Licencing Agreement which should specify:</p> <ul style="list-style-type: none"> • Alternate controls and/or reduced ratio that will be put in place • Length of trial period 	<p>Individual venue operator in agreement with Police Area Command</p> <p>As required</p>
<p>Permanent amendments (including revocation) to security requirements specified on liquor licences</p>	<p>Venues should first discuss with Police Area Command.</p> <p>Where venue can demonstrate risk profile has materially changed, and/or alternate effective measures can be put in place, then the venue operator should seek a variation or revocation of the licence conditions:</p> <ul style="list-style-type: none"> • Through an application to ILGA where condition source is listed as the “Authority” • Through an application to L&GNSW where the condition source is listed as the “Secretary” 	<p>Individual venue operator in consultation with Police Area Command</p> <p>As required</p>
<p>Permanent amendments (including revocation) to security requirements specified on a development consent</p>	<p>Venues should first discuss with Police Area Command.</p> <p>Where venue can demonstrate risk profile has materially changed, and/or alternate effective measures can be put in place, then the venue operator should seek a variation or revocation of the condition from their local consent authority.</p>	<p>Individual venue operator in consultation with Police Area Command</p> <p>As required</p>
<p>Ensuring a transparent approach to the determination of security requirements at licensed premises, including festivals</p>	<p>L&GNSW will work with key stakeholders to develop guidance on the matters taken into consideration when determining security measures for licensed premises, including the level of security guards required.</p>	<p>L&GNSW Police In consultation with industry</p> <p>By November 2022</p>

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Guidance will include information on the assessment of risk and suitable holistic controls, including consideration of other security measures such as body worn cameras, additional managers on duty, etc.

Look to better align or remove duplication between development consent and liquor licence conditions

L&GNSW is developing a discussion paper on potential reform options to align approvals processes for licensing and planning applications, with the aim of adopting more integrated processes where possible and reducing approval timeframes and duplication.

L&GNSW

By October 2022

The proposed reforms will help address Action 15 of the [Government's 24-hour Economy Strategy for Greater Sydney](#) and is proposed for release for stakeholder consultation in late October 2022.

Attracting new security staff

Reduce security licence costs to make it more attractive for people to apply for a security licence

Security Licensing & Enforcement Directorate (SLED) to consider whether it is able to offer security licence fee waivers or reductions.

SLED

By September 2022

Develop a campaign to attract workers to the security industry

Security Industry stakeholders to create a campaign to attract new security guards, more females, previous licence holders to return, etc.

Industry with support from Government

Review current prohibition on police officer undertaking secondary employment as licensed security guards

L&GNSW to request Commissioner of Police review and confirm position in relation to current restriction on police having secondary employment as security guards.

L&GNSW

By September 2022

Security training/requirements

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Consider ways to reduce security training timeframes	<p>SLED to engage with approved RTOs to ensure they are aware they may provide assessment pathways for students with appropriate experience without the need for them to complete specific training module.</p> <p>SLED to consider and confirm position in relation to not currently allowing recognition of prior learning (RPL) for security courses.</p> <p>SLED to consider and confirm position in relation to whether training regime can allow for on-the-job training to allow students to start performing limited security functions more quickly.</p>	<p>SLED By September 2022</p>
Review current functions that require security licence	<p>SLED to review current requirements in the Security Industry Act to determine whether it is appropriate to allow some functions to be performed by non-licensed security personnel e.g., bag searches and screening on entry. Particularly noting that some of these functions overlap with requirements of licensees and venue staff, such as checking IDs to confirm age.</p>	<p>SLED By September 2022</p>

Patron behaviour

Develop patron behaviour campaign	<p>L&GNSW to develop an updated patron behaviour campaign to:</p> <ul style="list-style-type: none"> remind patrons of appropriate behaviour and expectations in licensed premises powers available to licensee re removal/refusal penalties for fail to quit offences 	<p>L&GNSW Liquor Accord Network By November 2022</p>
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Commonwealth issues

Consider tax reform to allow retirees back into the workforce	<p>L&GNSW to request that the Minister for Hospitality and Racing write to the Commonwealth to request consideration of this matter.</p>	<p>L&GNSW By September 2022</p>
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Consider visa relief for hospitality sector	L&GNSW to request that the Minister for Hospitality and Racing write to the Commonwealth to request consideration of this matter.	L&GNSW By September 2022
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Other items

Security industry long service leave	Security Industry stakeholders to engage with the Commonwealth Minister for Employment and Workplace Relations to request consideration of the establishment of a transferable security industry long service scheme, similar to what was established for the construction industry.	Industry/ASIAL
Public liability insurance	Security Industry stakeholders to engage with the relevant Commonwealth Minister to bring awareness to the issue.	Industry/ASIAL
Create an events calendar of upcoming major festival and events	L&GNSW, through the Music Festivals Roundtable, will look to create a register of upcoming music festivals and major events, to be accessible, populated and maintained by all key stakeholders.	L&GNSW By September 2022