



Mr John Coady Manager Compliance Liquor & Gaming NSW Level 9, 323 Castlereagh Street SYDNEY NSW 2000 [REDACTED]	Mr Paul Budrikis Approved Manager Cultivate One [REDACTED]	Senior Sergeant Jacqueline Barlow Central Metropolitan Region Licensing Coordinator Sydney City Police Area Command 192 Day Street SYDNEY NSW 2000 [REDACTED]
--	---	---

28 February 2019

Dear Mr Budrikis

Reference No. DOC19/022113
Matter Notification of a potential first strike offence
Notification submitted by John Coady, Manager Compliance, Liquor & Gaming New South Wales
Approved Manager Mr Paul Budrikis
Licence name Cultivate One
Licence no. LIQH440010014
Licence type Liquor – hotel licence
Premises 1/133 Oxford St DARLINGHURST NSW 2010
Issue Whether a first strike should be imposed against Mr Paul Budrikis
Legislation Section 144E of the *Liquor Act 2007*

**Determination of a potential first strike offence in relation to
Mr Paul Budrikis, the approved manager of Cultivate One**

On 1 November 2018, Mr John Coady, Manager Compliance, Liquor & Gaming NSW (L&GNSW) submitted to the Independent Liquor and Gaming Authority (Authority) notification that the approved manager, Mr Paul Budrikis (Approved Manager) of Cultivate One had committed a prescribed offence and potentially incurred a first strike (Notification).

At its meeting on 12 December 2018, the Authority considered the Notification and submissions made by L&GNSW, NSW Police (Police) and the Approved Manager in response to the Notification.

The Authority, based on the information before it, is satisfied that the Approved Manager committed the prescribed offence of *'licensee sell/supply liquor outside authorised hours'* and has decided to impose a first strike against the Approved Manager in accordance with section 144E of the *Liquor Act 2007* (Act).

The first strike will commence from 1 March 2019 and will expire on 1 March 2022.

Enclosed with this letter is a statement of reasons for the Authority's decision. Details regarding the right to apply to the Authority after a six month period to seek a review of its decision to impose the first strike or to seek a review of the Authority's decision by the New South Wales Civil and Administrative Tribunal are provided at the end of the statement of reasons.

If you have any questions about this letter, please contact the Reviews and Secretariat Unit via email at ilga.secretariat@liquorandgaming.nsw.gov.au.

Yours faithfully

A handwritten signature in blue ink, appearing to read 'Philip Crawford', enclosed in a thin black rectangular border.

Philip Crawford

Chairperson

For and on behalf of the **Independent Liquor and Gaming Authority**

STATEMENT OF REASONS

Decision

1. On 1 November 2018, Mr John Coady, Manager Compliance, Liquor & Gaming NSW (L&GNSW) submitted to the Authority a notification that the approved manager, Mr Paul Budrikis (Approved Manager) of Cultivate One (Premises) had committed a prescribed offence (Notification).
2. The Notification included evidence that NSW Police (Police) issued the Approved Manager a Penalty Notice (PN) for the prescribed offence of *'licensee sell/supply liquor outside authorised hours'*, in relation to an incident that occurred at the Premises on 6 August 2018.
3. The Notification also included evidence, by way of Revenue NSW data, that the penalty notice was paid on 25 September 2018.
4. The Authority is satisfied that the Approved Manager has committed a prescribed offence and there are no other strikes in force against him.
5. In accordance with section 144E of the *Liquor Act 2007* (Act), the Authority has decided to impose a first strike against the Approved Manager.
6. In reaching its decision, the Authority has had regard to the material before it, the legislative provisions under sections 3, 144B, 144C, 144E, 144F, 144G, 144H, 144M and Liquor Regulation 2018.
7. The first strike will commence from 1 March 2019 and will expire on 1 March 2022.

Material considered by the Authority

8. The Authority has considered the Notification and all submissions received in relation to the Notification.
9. The Authority is satisfied that procedural fairness was afforded to the Approved Manager and interested parties regarding this decision, as all parties required to be notified were provided with the opportunity to make submissions.
10. A list of the material considered by the Authority in making this decision is set out in Schedule A at the end of this statement of reasons.

Legislative framework

11. The Authority has considered the Notification in the context of the relevant legislative provisions as set out in Schedule B.

Key findings

12. The Authority is satisfied that at the time of the Offence, based on the liquor licence document provided in the Notification, Mr Budrikis was the Approved Manager of Cultivate One.
13. The Authority accepts NSW Police's account of the Offence contained in Computerised Operational Policing System (COPS) event report (number 414157792) which records the following information:
 - a. At around 3:20am on 6 August 2018, NSW Police attended the venue after receiving a noise complaint from a member of the public.
 - b. Police conducted a business inspection, spoke with a staff member of the Premises and observed four people drinking alcohol in the courtyard.
 - c. Police asked the group where they got their drinks from, to which they replied that they had made their own drinks behind the bar. Police requested evidence of RSA from the group when the staff member indicated he was serving them drinks and had an RSA qualification.
 - d. Police asked the staff member if he was accepting payment for the drinks to which he replied 'some of the time'. The group then moved to a seated area as they continued to talk to Police. At this time, a member of the group fell asleep on the seat and was assisted outside the venue. Police assessed the group to be well affected by alcohol.

- e. Police then spoke with the Approved Manager who was unaware that the group were at the venue. The group left after the staff member closed the venue and gave Police the key to be returned to the Approved Manager.
 - f. The Approved Manager attended an interview with Police at Surry Hills Police Station on 27 August 2018. He confirmed that the venue ceases trading at 10:00pm on Sunday nights. He reiterated several times that he 'was not aware that this was occurring' and confirmed that there was only the one staff member present when Police arrived and that all persons were consuming alcohol.
14. The Authority accepts L&GNSW's submission that despite the prescribed offence occurring allegedly without the knowledge of the Approved Manager, he is still vicariously liable for the actions of those employed at the premises under section 149 of the Act.
 15. The Authority notes Police's submission that the incident clearly illustrates an environment in which the persons involved were at risk of serious harm given the level of intoxication displayed and the lack of adequate supervision to mitigate the potential for alcohol related harm and anti-social behaviour.
 16. The Authority accepts the Approved Manager's submission that the incident occurred without his knowledge and in breach of the operational procedures for the Premises.

Incurring a first strike

17. Under section 144E of the Act, the Authority, when determining whether a first strike should be incurred against a licensee or approved manager, must be satisfied that:
 - a. the person has committed a prescribed offence, and
 - b. there is currently no other strike in force against them, and
 - c. the seriousness of any harm that may have resulted from or been associated with the commission of the offence warrants a first strike being imposed.
18. In accordance with section 144C of the Act, a person commits a prescribed offence if an amount is paid under a penalty notice in respect of an offence.
19. Based on the material before it, the Authority notes that the Approved Manager was issued a PN for the prescribed offence of *'licensee sell/supply liquor outside authorised hours'* on 6 August 2018.
20. The Authority is satisfied that the Approved Manager has committed a prescribed offence pursuant to section 144C of the Act. This finding is made based on the Revenue NSW evidence provided in the Notification, which confirms the PN was paid on 25 September 2018.
21. The Authority, based on the material before it, is also satisfied there is no evidence suggesting any other strike is currently in force against the Approved Manager.
22. The Authority is satisfied that the offence in this instance warrants a first strike being imposed as the poor practices exhibited at the Premises contributed to an increased risk of alcohol-related harm and compromised the safety of the patrons.

Statutory considerations under section 144M(1)(c) of the Act

The Authority is satisfied:

- (i) Based on Schedule 4 of the Act, the Premises is not a declared premises.
- (ii) On the basis of the material provided by L&GNSW, there is no evidence to suggest the venue size and patron capacity at the time hindered the Approved Manager's ability to prevent the prescribed offence from occurring.
- (iii) On the basis of the submission provided by NSW Police, the Approved Manager has no history of committing prescribed offences. The Authority notes that outside of this incident,

the Approved Manager has received two penalty notices and four warnings in relation to non-compliance with the development consent.

- (iv) On the basis of the submission made by L&GNSW, there is no record of violent incidents occurring in connection with the licensed premises.
- (v) On the basis of the submission made by L&GNSW, no further remedial action under section 144F(1) in the form of training or instruction for Mr Budrikis is warranted as the commission of the prescribed offence indicates Mr Budrikis to be well informed of his obligations to operate the Premises in accordance with authorised trading hours.
- (vi) On the basis of the material provided by L&GNSW, Mr Budrikis has been the Approved Manager since 31 May 2016.
- (vii) On the basis of the submission provided by the Approved Manager, remedial action has been taken in response to the prescribed offence including the suspension of employment for the staff member involved in the commission of the offence, refresher training for all Premises staff, and requiring the Bar Manager to close all shifts.
- (viii) On the basis of the material provided by L&GNSW, there are no other matters prescribed by the Regulation the Authority is required to consider.

Conclusion

23. Having regard to the material before it, the Authority has decided to impose a first strike against Mr Budrikis under section 144E of the Act.

24. The first strike will commence from 1 March 2019 and will expire on 1 March 2022.

Yours faithfully



Philip Crawford

Chairperson

For and on behalf of the **Independent Liquor and Gaming Authority**

Important Information:

In accordance with section 144O of the *Liquor Act 2007* the licensee or manager of whom the strike relates may, after a period of six months following the date on which the strike was imposed, apply to the Authority for a review of its decision to impose the strike.

An application under this section must be accompanied by the fee prescribed by the regulations.

In accordance with section 144N of the *Liquor Act 2007* a relevant person (a person who was required to be notified of the decision) who is aggrieved by this decision may apply to NCAT for an administrative review under the *Administrative Decisions Review Act 1997*.

An application to NCAT must be made within 21 days after the person receives notification and be accompanied by the fee prescribed by the regulations.

For more information please contact the NCAT Registry at Level 10 John Maddison Tower, 86-90 Goulburn Street Sydney. The NCAT website is at <http://www.ncat.nsw.gov.au/>.

This decision will be published on the Liquor and Gaming website at:
<http://www.liquorandgaming.nsw.gov.au/Pages/ilga/decisions-of-interest/decisions-of-interest.aspx>.

Schedule A – Material Considered by the Authority

1. Notification of potential first strike from L&GNSW, dated 1 November 2018, which comprised of:
 - a. Copy of COPS event 414157792.
 - b. L&GNSW liquor licence records as at 26 September 2018 setting out the key liquor details for the licence of Cultivate One.
 - c. Extract of Revenue NSW data as at 25 September 2018.
2. Submission from L&GNSW in relation to the Notification, dated 1 November 2018.
3. Submission from NSW Police in relation to the Notification, dated 18 November 2018.
4. Submission from the Approved Manager in relation to the Notification, dated 4 December 2018.

Schedule B – Legislative Framework

3 Objects of Act

(1) The objects of this Act are as follows:

- (a) to regulate and control the sale, supply and consumption of liquor in a way that is consistent with the expectations, needs and aspirations of the community,
- (b) to facilitate the balanced development, in the public interest, of the liquor industry, through a flexible and practical regulatory system with minimal formality and technicality,
- (c) to contribute to the responsible development of related industries such as the live music, entertainment, tourism and hospitality industries.

(2) In order to secure the objects of this Act, each person who exercises functions under this Act (including a licensee) is required to have due regard to the following:

- (a) the need to minimise harm associated with misuse and abuse of liquor (including harm arising from violence and other anti-social behaviour),
- (b) the need to encourage responsible attitudes and practices towards the promotion, sale, supply, service and consumption of liquor,
- (c) the need to ensure that the sale, supply and consumption of liquor contributes to, and does not detract from, the amenity of community life.

144B Definitions

(1) In this Part:

business owner, in relation to a licence, means an owner of the business carried on under the licence.

prescribed offence means an offence against any of the following provisions of this Act or any other provision of this Act or the regulations that is prescribed by the regulations for the purposes of this definition:

- (a) section 9 (sale or supply of liquor contrary to licence), but only where the offence relates to the sale or supply of liquor on or in relation to licensed premises outside of the trading hours of the premises,
- (b) section 11 (2) (breach of licence conditions), but only in respect of a condition imposed under:
 - (i) Division 4 of Part 6, or
 - (ii) Division 2 or 3 of this Part, or
 - (iii) Schedule 4,

that restricts the trading hours of licensed premises or prohibits patrons from entering licensed premises at certain times,

- (c) section 73 (1) (a) or (b) (permitting intoxication or indecent, violent or quarrelsome conduct),
- (d) section 73 (2) (selling or supplying liquor to an intoxicated person),
- (e) section 74 (1) (b) or (2) (permitting the sale, possession or use of a prohibited plant or drug),
- (f) section 75 (3) (failure to comply with a direction given by the Secretary),
- (g) section 82 (6) (failure to comply with a short-term closure order),
- (h) section 84 (7) (failure to comply with a long-term closure order),
- (i) section 102A (2) (failure to comply with a notice issued by the Secretary),
- (j) section 117 (1), (2) or (8) (selling or supplying liquor to a minor or allowing such sale or supply),
- (k) section 149 (licensees and managers liable for act of employees etc) in respect of a contravention of section 73 (2), 75 (3) or 117 (1) or (2).

remedial action means any action that the Authority is authorised to take under section 144F, 144G or 144J.

reviewable decision means a decision (including a decision to impose a condition on a licence) made by the Authority under this Part.

(2) A reference in this Part to the licensee or manager of licensed premises includes a reference to a former licensee or manager of licensed premises.

144C Committing prescribed offence

(1) For the purposes of this Part, a person commits a prescribed offence if:

- (a) a court convicts the person for the offence (whether or not it imposes any penalty), or
- (b) an amount is paid under a penalty notice in respect of the offence, or
- (c) a penalty notice enforcement order under the Fines Act 1996 is made against the person in respect of the offence.

(2) However, if:

- (a) the conviction is overturned on appeal, or
 - (b) the person elects, after an amount is paid under the penalty notice, to have the offence dealt with by a court, or
 - (c) the penalty notice, or the penalty notice enforcement order to the extent that it applies to the penalty notice, is withdrawn or annulled,
- any strike under this Part that is based on the conviction, penalty notice or enforcement order is revoked and any remedial action taken as the result of the strike ceases to have effect.

(3) Prescribed offences that are committed in relation to a particular licence or licensed premises within a single 24 hour period are taken, for the purposes of this Part, to be a single prescribed offence.

144E Strikes incurred by licensees or managers of licensed premises

(1) A first strike is incurred by a person who is the licensee or manager of licensed premises if:

- (a) the person commits a prescribed offence, and
- (b) no other strike is in force against the person when the offence was committed, and
- (c) the Authority decides to impose the first strike because of the seriousness of any harm that may have resulted from, or been associated with, the commission of the offence.

(2) A second strike is incurred by a person who is the licensee or manager of licensed premises if:

- (a) the person commits a prescribed offence, and
- (b) 1 strike was in force against the person when the offence was committed, and
- (c) the Authority decides to impose the second strike because of the seriousness of any harm that may have resulted from, or been associated with, the commission of the offence.

(3) A third strike is incurred by a person who is the licensee or manager of licensed premises if:

- (a) the person commits a prescribed offence, and
- (b) 2 strikes were in force against the person when the offence was committed, and
- (c) the Authority decides to impose the third strike after taking the following into account:
 - (i) the seriousness of any harm that may have resulted from, or been associated with, the commission of the offence,
 - (ii) any other matter that may be prescribed by the regulations.

144F Remedial action against licensee or manager of licensed premises

(1) If the licensee or manager of licensed premises incurs 1 strike that is in force, the Authority may, by order in writing, require the person to undertake such courses of training or instruction as the Authority considers appropriate for the purposes of managing or reducing the risks that contributed to the commission of the prescribed offence in respect of which the strike was incurred.

(2) If the licensee or manager of licensed premises incurs 2 strikes that are in force, the Authority may do any one or more of the following:

- (a) take any action specified in subsection (1),
- (b) reprimand the person,
- (c) order the person to pay, within the time specified in the order, a monetary penalty not exceeding 5 penalty units.

(3) If the licensee or manager of licensed premises incurs 3 strikes that are in force, the Authority may do any one or more of the following:

- (a) take any action specified in subsection (1) or (2),
- (b) by order in writing, disqualify (permanently or for a specified period) the person from being the licensee or manager of any licensed premises.

(4) Any monetary penalty ordered to be paid under this section is payable to the Secretary.

144G Remedial action—imposition of licence conditions

(1) Remedial action for 1 strike

If a person who is the licensee or manager of licensed premises incurs 1 strike that is in force, the Authority may impose conditions on the licence that relate to any one or more of the following:

- (a) the use of plans of management and incident registers in respect of the licensed premises,
- (b) the prohibition of the use of glass or other breakable containers on the licensed premises,
- (c) the engagement of persons to promote the responsible service of alcohol on the licensed premises,
- (d) the notification of persons, by the licensee, that the strike has been incurred,
- (e) any other matter that may be prescribed by the regulations.

(2) Remedial action for 2 strikes

If a person who is the licensee or manager of licensed premises incurs 2 strikes that are in force, the Authority may impose conditions on the licence that relate to any one or more of the following:

- (a) in the case where the licence is held by a corporation—the persons who may be appointed as a manager of the licensed premises,
- (b) the implementation of security measures in respect of the licensed premises,
- (c) the prohibition of the sale or supply of liquor on the licensed premises before 10 am or after 11 pm (or both),
- (d) the prohibition of patrons entering the licensed premises at certain times,
- (e) the prohibition of the sale or supply of certain types of liquor on the licensed premises (including liquor with a high alcohol content or liquor that is intended to be consumed rapidly such as a shot),
- (f) the prohibition of certain types of entertainment on the licensed premises,
- (g) any matter referred to in subsection (1),
- (h) any other matter that may be prescribed by the regulations.

(3) Remedial action for 3 strikes

If a person who is the licensee or manager of licensed premises incurs 3 strikes that are in force, the Authority may do any one or more of the following:

- (a) by order in writing, suspend the licence for up to 12 months,
- (b) by order in writing, cancel the licence and disqualify (for up to 12 months) any of the following persons from being granted a licence in respect of the premises to which the cancelled licence related (the subject premises):
 - (i) any person who was a business owner under the cancelled licence at the time the prescribed offence resulting in the third strike being incurred was committed,
 - (ii) any close associate of any such business owner,
- (c) impose a condition on the licence, or any subsequent licence issued in respect of the subject premises, that a person who is disqualified under paragraph (b) must not be employed or otherwise engaged as an employee or agent of the licensee or manager of those premises,
- (d) impose a condition on the licence relating to any matter referred to in subsections (1) and (2),
- (e) impose, vary or revoke any other condition on the licence that is not inconsistent with this Act.

144H Authority may impose other conditions in certain circumstances

(1) If, in relation to licensed premises, the Authority is satisfied that:

- (a) there is or has been a practice of terminating the employment of persons as the licensee or manager of the premises primarily for the reason of avoiding remedial action being taken in respect of the licence as a result of strikes incurred by such persons, and
- (b) there has been, with the subsequent employment of any person as the licensee or manager of the premises, no improvement in managing or reducing the risks that contributed to the commission of the prescribed offences in respect of which those strikes were incurred,

the Authority may impose conditions on the licence to limit the practice referred to in paragraph (a) or to manage or reduce the risk of the commission of prescribed offences on the licensed premises.

(2) The conditions that the Authority may impose under this section include conditions relating to the employment of a person as the licensee or manager of the licensed premises.

144M Requirements relating to making of reviewable decisions

(1) The Authority must, in making a reviewable decision:

- (a) notify the following persons in writing that the Authority is deciding the matter and invite those persons to make a submission within a specified period of at least 21 days:
 - (i) the licensee or manager in respect of whom the decision relates,
 - (ii) if the decision is whether a second or third strike should be imposed—each interested person in the business carried on under the licence concerned (but only if the person's name has been provided to the Authority under section 41 or 55) and the owner of the licensed premises,
 - (iii) any other person prescribed by the regulations, and
- (b) take into account any submissions received before the end of the specified period from any of the following:
 - (i) a person referred to in paragraph (a),
 - (ii) the NSW Police Force,
 - (iii) Liquor and Gaming NSW, Department of Industry, and
- (c) take into account each of the following to the extent that the Authority considers it to be relevant to the decision:
 - (i) whether the licensed premises were declared premises within the meaning of Schedule 4 when the offences that caused a strike are alleged to have been committed,

- (ii) the size and patron capacity of the licensed premises and how this may impact on the ability of the licensee or manager to prevent the commission of prescribed offences,
- (iii) the history and nature of the commission of prescribed offences by the licensee or manager,
- (iv) the history and nature of violent incidents that have occurred in connection with the licensed premises,
- (v) whether other action would be preferable,
- (vi) whether there have been changes to the persons who are the licensee, manager or business owner,
- (vii) whether there have been changes to the business practices in respect of the business carried on under the licence,
- (viii) any other matter prescribed by the regulations.

(2) Subsection (1) does not prevent the Authority from taking into account any other matter that the Authority considers relevant to the proper making of a reviewable decision.

(3) The Authority must, as soon as practicable after making a reviewable decision, give notice in writing of the decision, the reasons for the decision and any right of review in respect of the decision to each person that is required to be notified by the Authority under subsection (1) (a) in respect of the decision.

(4) A submission provided to the Authority under subsection (1) (b) (i) may not be used for the purposes of prosecuting an offence under this Act.

(5) The regulations may prescribe guidelines setting out how the matters referred to in subsection (1) (c) are to be taken into account by the Authority.