



Free compliance and regulatory  
advice for ASIAL Members

# COMPLIANCE & REGULATORY ADVICE

Expert advice  
for the security  
industry



ASIAL's compliance and regulatory service (free to all corporate members) provides access to unparalleled advice and support on licensing, compliance and regulatory matters. Peter Johnson, our Compliance & Regulatory Affairs Advisor has over 40 years' experience in security and is a highly qualified and respected professional in the industry. Among the services available include:



## Compliance Support

Access to comprehensive security licensing, regulatory, compliance and safety support.



## Access to Regulatory Updates

Through ongoing liaison and engagement with State and Territory regulators ASIAL provides guidance on legislative and regulatory changes and what they mean for your business.



## Legislative Support

We can provide support to help meet legislative requirements in areas such as surveillance (optical and audio), privacy, data management, rights and responsibilities and national strategies for protective security.



## Advocacy & Representation

Our compliance and regulatory affairs advisor can assist you with representation to regulators, provide conciliation and complaint/ dispute resolution.



## Codes & business Practices

Our team can provide assistance in complying with industry codes of practice, business structures, practices, and documents including matters such as privacy, training and data protection.



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# COMPLIANCE AND REGULATORY ADVICE YOU CAN TRUST



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## 1 National Private Security Act (NPSA)

The security industry performs a critical and increasingly important role as part of Australia's national security mix. Yet, despite agreement in 2008 by the Council of Australian Governments to implement a nationally consistent approach to regulation of the private security industry, progress has stalled.

To address this impasse, ASIAL has prepared a draft 'Model' **National Private Security Act (NPSA)** as a catalyst for national discourse to advance development and implementation of a single 'Model' national law for regulation of the private security industry. The current status quo is unacceptable with variations between jurisdictions creating inherent vulnerabilities that imposes significant and unnecessary red tape, compliance and management costs, artificial barriers to competition, and restrict workplace mobility. ASIAL continues to lead and advocate for nationally consistent regulatory standards.

## 2 ASIAL Small Business Compliance Handbook

The **ASIAL Small Business Compliance Handbook** which includes a template Induction Manual on Standard Operating Procedures, is yet another example of ASIAL's commitment to supporting members and promoting standards.

Available free to members, the manual identifies areas of compliance that continue to challenge security businesses. Compliance requires a commitment by organisations and an investment in knowledge and processes including licensing, training, safety, privacy, consumer protection and compliance with financial regulations. The **ASIAL Small Business Compliance Handbook** is an invaluable new resource for members.

## 3 Queensland Civil Surveillance Reforms

With the regulation of surveillance devices in Queensland being limited to listening devices, ASIAL continues to engage with the Queensland government in their review and proposed introduction of a **Surveillance Devices Act**.

It is anticipated that Queensland surveillance legislation will be harmonised with similar legislation in other jurisdictions supporting ASIAL's position of nationally consistent standards.

## 4 Australian Standards Representation

ASIAL continues to support members through its leadership and representation on Australian Standards Committee EL031. Among the standards currently under review include **AS441 Guard and Patrol Security Services** and **AS2201 Intruder Alarm Systems**.

## 7 Domestic Violence

Following an invitation by the Queensland government, ASIAL submitted an Industry position on proposed amendments to the Security Providers Act. The amendments proposed introducing a domestic violence disqualifying offence for any security licence holder or a person applying for a security licence. A person convicted of a facilitation offence relating to a domestic violence order, would be disqualified from holding a security licence for ten (10) years.

## 6 Labour Hire

The Federal Government has flagged their intention to introduce a **National Labour Hire Model** based on current legislation in QLD, VIC, SA, and the ACT with a process for mutual recognition of labour hire licences across jurisdictions.

ASIAL will continue to represent members and maintain the position that the definition of Labour Hire in Queensland and Victoria is broader than what is commonly understood to be 'labour hire' and captures traditional outsourcing and contracting arrangements with service providers. In ASIAL's view, contractual arrangements between security businesses and their clients are not traditional labour hire and should not be included.

However, it is expected that the National Scheme will be broad in its application. If a National Labour Hire Model is to be introduced, ASIAL would prefer a nationally harmonised approach with mutual recognition and not a patchwork of differing state-run schemes.

## 5 Review of the Victorian Private Security Act

The review of the **Private Security Act** in Victoria which commenced in 2019, is expected to be tabled before parliament in the next 12 months. ASIAL provided submissions to the review and continues to maintain industry representation to government as a voice of reason for the security industry.

It is anticipated that amendments will streamline licensing procedures, provide greater clarity to individuals working under a personal ABN and introduce subcontracting compliance requirements.

# KEY MATTERS IMPACTING MEMBERS