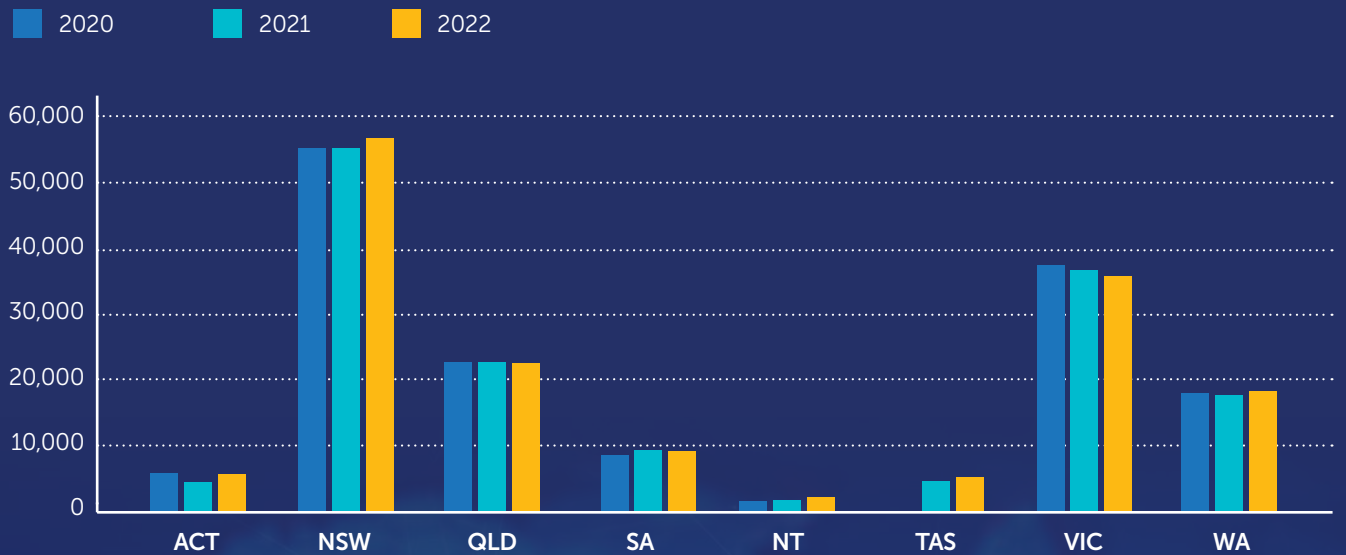




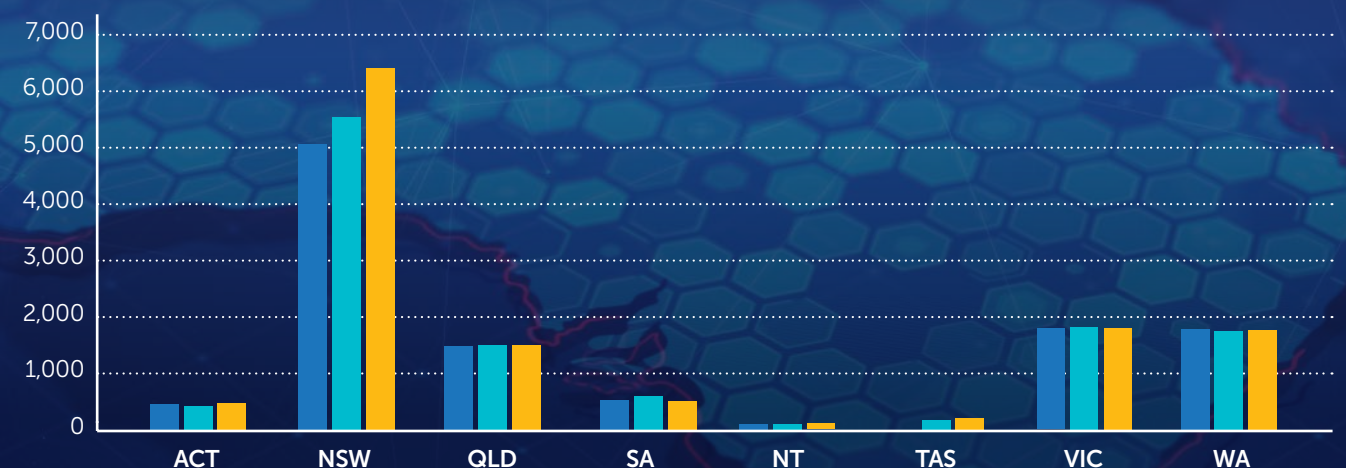
ASIAL SECURITY INDUSTRY LICENSING REPORT 2023

The security industry performs a vital part of Australia’s national security mix. Ensuring the security industry has the capability and capacity to perform this role has been a significant challenge over the past three years.

INDIVIDUAL SECURITY LICENCE HOLDERS AS AT 31 DECEMBER 2022



SECURITY FIRM/MASTER LICENCE HOLDERS AS AT 31 DECEMBER 2022

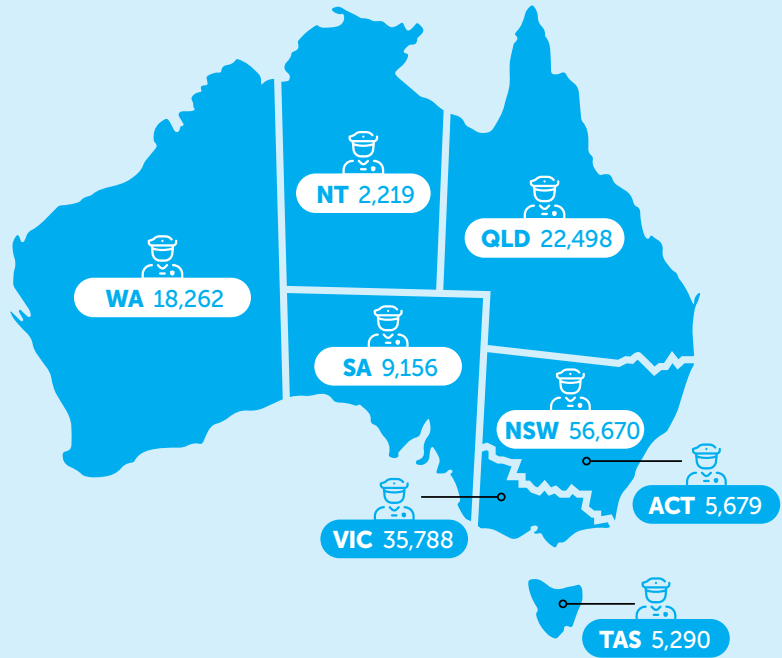


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Individual Security Licence holders as at 31 December 2022

	2020	2021	2022
ACT	5,851	4,537	5,679
NSW	55,170	55,191	56,670
QLD	22,670	22,714	22,498
SA	8,651	9,296	9,156
NT	1,662	1,764	2,219
TAS	0	4,629	5,290
VIC	37,435	36,658	35,788
WA	17,953	17,685	18,262

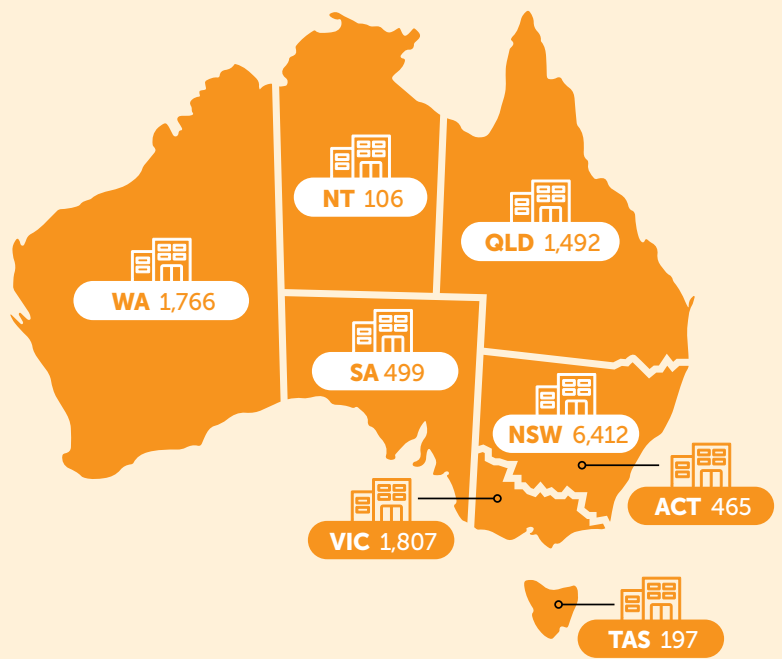


TOTAL 2022

155,562

Security Firm/Master Licence holders as at 31 December 2022

	2020	2021	2022
ACT	458	420	465
NSW	5,069	5,538	6,412
QLD	1,481	1,493	1,492
SA	531	599	499
NT	89	97	106
TAS	0	166	197
VIC	1,792	1,816	1,807
WA	1,779	1,743	1,766



TOTAL 2022

12,744



Drawing on licensing data from state and territory regulators, ASIAL's Security Industry Licensing Report 2023 provides an important snapshot of this capability and capacity. The Report highlights key movements in security licensing numbers and the significant workforce the industry employs.

In the wake of COVID, like many other sectors, the security industry is grappling with severe labour shortages as demand grows. Attracting new entrants to the industry is challenging, a task not helped by extended licence processing times.

For its part, ASIAL has been advocating to governments across the country to put in place proactive measures to address labour shortages in the industry to ensure the industry can respond to growing demand. Added to this, the Albanese government has introduced significant workplace reforms aimed at lifting wages, improving job security and closing the gender pay gap.

These and a range of other changes means that a shift in thinking among users of security is required where quality, reputation and value for money are given precedence over the lowest price. Compliant security providers are becoming increasingly frustrated with having to compete with sham contracting arrangements and providers who underpay employees. The fact of the matter is that customers who choose to go with the lowest possible price with scant regard to the costs involved in providing the service, not only expose their organization to significant brand and reputational risk, but also expose themselves to prosecution under *section 550 of the Fair Work Act 2009 - Accessorial liability*.

One of the key take outs from this years' ASIAL Security Industry Licensing Report is following a dip in 2021, security licence numbers (both individual and businesses) grew in 2022. As at 31 December 2022 the total number of individual security licence holders stood at 155,562, with NSW (36.4%) and VIC (23.6%) accounting for almost 60% of all individual security licence holders. This means that NSW with 20,882 more licensed security personnel has a significantly higher ratio of security personnel per head of population than VIC.

Security Firm/Master Licence holders at 31 December 2022 stood at 12,744. Interestingly, NSW with 6,412 Master Licence holders accounted for 50.3% of all security firm/Master licence holders, compared with 14.2% for VIC.

State/Territory	Number of individual security licences
1. NSW	56,670
2. VIC	35,788
3. QLD	22,498
4. WA	18,262
5. SA	9,156
6. ACT	5,679
7. TAS	5,290
8. NT	2,219
Total	155,562

State/Territory	Number of Security Firm/Master licences
1. NSW	6,412
2. VIC	1,807
3. WA	1,766
4. QLD	1,492
5. SA	499
6. ACT	465
7. TAS	197
8. NT	106
Total	12,744

Acknowledgement

In preparing this report ASIAL would like to acknowledge the support and data provided by each state and territory security industry regulator:

- ACT – Access Canberra
- NSW – Security Licensing & Enforcement Directorate, NSW Police Force
- NT- Department of Industry, Tourism & Trade
- QLD – Office of Fair Trading
- SA - Consumer and Business Services
- TAS - Consumer Building and Occupational Services, Department of Justice
- VIC – Licensing & Regulation Division, VIC Police
- WA – Licensing Enforcement Division, WA Police

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**ACT****Key highlights**

- 25% increase in individual security licence holders.
- 10.7% increase in Master Licence holders.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	5851	4537	5679
1A Patrol, guard, watch or protect property (including CIT)	5002	3841	4828
1B Act as a bodyguard	249	157	172
1C Act as a crowd controller	4237	3295	4247
1D Guard with a dog	64	33	41
1E Act as a monitoring centre operator	1722	1367	2044
1FC Guard with a firearm for cash in transit	130	92	105
1FP Guard with a firearm for protecting property	47	38	49
2A Acts as a security consultant	271	218	243
2B Sell security equipment	569	500	597
2C Carry out surveys and inspections of security equipment	529	456	551
2D Give advice about security equipment	521	454	561
2E Install, maintain, monitor, repair or service security equipment	719	632	781
New individual licence applications	1272	883	1,081
Individual licences cancelled/terminated	1283	842	1152
Agent Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Master Licence holders	458	420	465
New Master Licence applications	78	44	52
Master Licences cancelled/terminated	43	36	89

NSW**Key highlights**

- 89.1% of individual security licence holders were male and 10.9% were female (89.2% and 10.8% respectively in 2021).
- Individual security licence holders grew 2.7%.
- Master Licence holders grew by 15.8%.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	55,170	55,191	56,670
1A	46,090	45,610	45,389
1B	1,577	1,507	1,467
1C	43,893	43,560	43,441
1D	612	592	561
1E	20,208	20,774	21,486
1F	2,153	2,115	2,068
2A	1,755	1,764	1,762
2B	11,480	12,154	12,760
2C	12,552	13,534	14,336
2D	829	828	839
2E			1,620
New individual licence applications	6,537	5,046	6,306
Individual licence cancellations/terminations	327	345	344
Agent Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Master Licence holders	5,069	5,538	6,412
MA	1,001	1,123	1,544
MB	2,580	2,829	2,918
MC	990	1,053	1,401
MD	323	347	340
ME	175	186	209
New Master Licence applications	923	1,065	1,043
Master Licences cancellations/terminations	62	50	64

**NT****Key highlights**

- 6.5% increase in security officer and crowd control licence holders.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Crowd Controllers Licence only	78	74	71
Security Officer and Crowd Controllers	1764	1824	1943
Security Officer only	219	206	205
New individual licence applications	766	768	845
Individual licences expired (cancelled due to disciplinary = 5)	584	726	575
Security Firm Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Security Firm Licence holders	97	108	106
New Company/Firm applications	34	39	28
Company/Firm licences expired	19	34	13

QLD**Key highlights**

- Slight decline in individual security licence holders.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	22,670	22,714	22498
New individual licence applications unrestricted	3703	3825	4266
New individual licence applications restricted	11	18	53
Individual licences refused	81	55	234
Individual licences cancelled	123	110	371*
Security Firm Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Security Firm Licence holders	1481	1493	1492
New Security Firm Licence applications	198	241	357
Security Firm licence refused	0	0	1
Security Firm licence cancelled	14	6	4

* the marked increase in licences cancelled was due to licensees failing to provide ongoing training

SA**Key highlights**

- Slight decline in individual security licence holders.
- 88.3% of individual security licence holders were male and 11.7% were female.
- 10.7% fall in security firm licences.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	8651	9296	9156
New individual licence applications	1223	1626	1397
Individual licences cancelled/terminated	1049	953	1292
Security Firm Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Security Firm Licence holders	531	559	499
New Security Firm applications	66	65	56
Security Firm licences cancelled/terminated	42	40	35

TAS**Key highlights**

- 14.2% increase in individual security licence holders.
- 18.6% increase in body corporate security agents.

Employee Level - Class/Activity	Total No. of Current Issued Licences 31 DEC 2021	Total No. of Current Issued Licences 31 DEC 2022
Commercial Employee	9	9
Crowd Control	1967	2277
Security Guard General	2058	2364
Monitoring Room Operator	472	501
Bodyguard	28	35
Permitted to use Guard Dog	5	7
Permitted to Carry Firearm	48	48
Permitted to Carry Baton	19	22
Permitted to Carry Handcuffs	18	22
Exemption to Display Licence	5	5
Total Licensed Security Guards General - Employee Level	4629	5290

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Individual Agent – Class / Activity	Total No. of Currently Issued Licences 31 DEC 2021	Total No. of Currently Issued Licences 31 DEC 2022
Commercial Agent	78	32
Crowd Control	136	149
Security Guarding General	154	168
Monitoring Room Operator	77	83
Bodyguard	38	44
Permitted to use Guard Dog	3	4
Permitted to Carry Firearm	32	39
Permitted to Carry Baton	11	13
Permitted to Carry Handcuffs	11	13
Exemption to Display Licence	3	4
Inquiry Agent	110	120
Total Licensed Individual Agents	653	669
Body Corporate Agent - Class/ Activity	Total No. of Currently Issued Licences 31 DEC 2021	Total No. of Currently Issued Licences 31 DEC 2022
Commercial Agent	8	12
Crowd Control	172	52
Security Guarding General	52	65
Monitoring Room Operator	27	32
Bodyguard	8	8
Inquiry Agent	27	28
Total Licensed Body Corporate - Agents	166	197

VIC

Key highlights

- 2.5% decrease in individual security licence/registration holders.
- 85.4% of individual security licence holders were male and 14.6% were female (83% and 17% respectively in 2021).
- Slight fall in total business licence/registrations from 1,816 to 1,807.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	32,799	32,025	31,189
Crowd Controller, Security Guard	28,605	28,225	27,474
Security Guard	1,140	1,016	987

Bodyguard, Crowd Controller, Security Guard	1072	941	876
Investigator	971	890	879
Crowd Controller, Investigator, Security Guard	317	300	284
Crowd Controller	223	207	210
Private Security Trainer, Crowd Controller, Security Guard	146	139	153
Other	-	307	326
Individual registration total	4636	4,633	4,589
Security Equipment Installer, Security Advisor	2609	2,598	2,575
Security Equipment Installer	1422	1,484	1,450
Security Advisor	605	551	564
New individual licence applications (includes renewal applications)	15191	-	-
Individual licences cancelled/ suspended	174	-	-
Business Licence holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Business Licence holders	810	828	832
Crowd Control, Security Guard	388	405	400
Security Guard	134	149	151
Investigator	98	78	87
Crowd Control, Investigator, Security Guard	28	30	31
Private Security Trainer	19	21	22
Other	25	79	141
Approved new Business Licence applications (includes renewal)	476	-	-
Business Registrations	982	988	975

WA

Key highlights

- 3.2% increase in individual security licence holders.
- Slight increase in agent licence holders.

Individual Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Individual licence holders	17,953	17,685	18,262
New individual licence applications	5,941**	1,938	2,900
** Includes renewal applications			
Agent Licence Holders	31 DEC 20	31 DEC 21	31 DEC 22
Total number of Agent Licence holders	1,779	1,743	1,766
Security Agent	1,371	1,361	1,370
Crowd Control Agent	231	222	227
Inquiry Agent	177	160	169
New Agent applications	206	192	197