Joint Communiqué

20 May 2004

The Ministerial Council on Drug Strategy (MCDS), the peak national policy and decision-making body for licit and illicit drugs, met in Sydney today to consider national licit and illicit drug matters.

The Council comprises the Australian Government and State and Territory Ministers with a responsibility for drug policy including Health and Law Enforcement Ministers, Justice and Police Ministers, and the Australian Government Education Minister. Today’s meeting was chaired by the New South Wales Special Minister of State, the Hon John Della Bosca MLC.

Issues discussed by the Ministers included:

Review of the Self-regulatory System for Alcohol Advertising: Ministers endorsed the report produced by the National Committee for the Review of Alcohol Advertising (NCRAA). The report was prepared for MCDS on the implementation of the recommendations endorsed in August 2003 on the review of the self-regulatory system for alcohol advertising.

Some key outcomes of the review included:

- All complaints will be responded to within 30 days reducing by half the current complaints
- The Industry self regulation Code will now include for the first time
  - Internet advertising
  - promotional advertising in support of events
- A Public Health representative to participate in all adjudication
- That pre-vetting of advertisements will be undertaken for all liquor products including wine
- That the Industry report back to MCDS annually on all complaints made to the Code.

The Ministerial Council on Drug Strategy will continue to monitor the operation of the Code.


Ministerial Council on Drug Strategy

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<table>
<thead>
<tr>
<th>Objectives: responsible marketing</th>
<th>Objectives: responsible marketing</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>17.</strong> Ensure that alcohol advertising/sponsorship conforms to the relevant codes of practice.</td>
<td><strong>17.1</strong> Require regular independent reviews of the ASA and BSA codes of practice and procedures governing alcohol advertising and sponsorship.</td>
</tr>
<tr>
<td></td>
<td><strong>17.2</strong> Ensure reviews of alcohol advertising include the consideration of evidence about the possible need for tighter controls on such advertising.</td>
</tr>
<tr>
<td></td>
<td><strong>17.3</strong> Support the continuation of the LAPS Committee.</td>
</tr>
<tr>
<td><strong>18.</strong> Minimise the exposure of young people to alcohol marketing messages.</td>
<td><strong>18.1</strong> Resist any relaxation of the broadcast time constraints on alcohol advertising.</td>
</tr>
<tr>
<td></td>
<td><strong>18.2</strong> Advocate against new sales and distribution strategies that are difficult to police and have the potential to increase underage drinking.</td>
</tr>
<tr>
<td></td>
<td><strong>18.3</strong> Monitor compliance with the National Guidelines on the Naming, Packaging and Merchandising of Alcoholic Beverages (ALAC 2000), especially regarding the responsible marketing of ‘alcopops’ and related products.</td>
</tr>
<tr>
<td><strong>19.</strong> Minimise the use of marketing strategies that may cause or contribute to alcohol-related harm.</td>
<td><strong>19.1</strong> Advocate against the use of aggressive pricing strategies, including loss-leader strategies, aimed at attracting new customers.</td>
</tr>
<tr>
<td></td>
<td><strong>19.2</strong> Monitor compliance with the National Protocol on Alcohol Promotions, (Hospitality Association of New Zealand et al 2000) regarding the responsible use of point-of-sale marketing techniques (eg, ‘happy hours’, ‘half-priced drinks’).</td>
</tr>
<tr>
<td></td>
<td><strong>19.3</strong> Commission research to determine the impact of point-of-sale alcohol promotions on alcohol consumption.</td>
</tr>
<tr>
<td></td>
<td><strong>19.4</strong> Consider alternative sponsorship sources for current alcohol-sponsored sporting events.</td>
</tr>
<tr>
<td><strong>20.</strong> Ensure that any new detrimental alcohol marketing strategies are identified early, and do not become established in New Zealand.</td>
<td><strong>20.1</strong> Establish a body to monitor new alcohol marketing and sales strategies and provide advice on their likely effects on alcohol consumption, including consumption by underage drinkers.</td>
</tr>
</tbody>
</table>
Appendix 27: A Model International Code of Practice for the Marketing and Promotion of Alcohol Beverages

Basic Principles

All advertising and marketing communications should:

- Be legal, decent, honest and truthful and conform to accepted principles of fair competition and good business practice
- Be prepared with a due sense of social responsibility and be based on principles of fairness and good faith
- Not in any circumstances be unethical or otherwise impugn human dignity or integrity.

Shared responsibilities

- Alcohol beverage producers should take the overall responsibility for the naming, packaging, merchandising, advertising and promotion of their brands. In particular, they must ensure that their marketing and promotional activities do not condone or encourage excessive or irresponsible drinking and are not targeted at minors.
- Advertising and PR practitioners or agencies, and agencies involved in the naming or packaging of alcohol beverages should be familiar with the Code and should operate in such a way as to enable advertisers to fulfil their responsibilities under the Code as set out below.
- Publishers, media-owners or contractors who publish, transmit or distribute advertisements or other promotional materials relating to alcohol beverages should exercise due care in the acceptance of advertisements and their presentation to the public.
- Retailers and others involved in the distribution and sale of alcohol beverages should not in any way encourage irresponsible or excessive consumption, or consumption by young people below the legal purchase age for alcohol beverages.

Self-regulation and alcohol

- It is the responsibility of alcohol beverage producers, in association with advertising agencies and media-owners, to support national self-regulatory systems for commercial communications where these exist, either as an alternative to, or a supplement to, national legislation or statutory regulations.
Where a self-regulatory body does not exist, it may be necessary to create one for this purpose; alternatively, an industry trade association may take on the role of secretariat. At a minimum, a Complaints Officer is required, on a full or part-time basis, to service and act as secretary to a Complaints Panel.

To establish impartiality and credibility, it is important for at least one independent person, not related to the alcohol beverage or the advertising industry, to sit on, or act as Chairman of the Complaints Panel.

The self-regulatory system should, preferably, be capable of dealing with all forms of brand advertising or marketing communications, regardless of the medium used (eg both print and broadcast media, labelling, packaging, internet promotional activities and consumer promotions in the on and off-trade.) Where it is not possible for the self-regulatory body to handle all forms of such communications, the boundaries of its responsibilities should be clearly defined and communicated to consumers.

Funding for the self-regulatory system should come from all parts of the advertising industry – advertisers, agencies and the media. Where Codes of practice also cover trade promotions, it is preferable to have funding support from the trade as well.

**Young people**

(* Refers to minors below the legal purchase age for alcohol beverages; or to under 18-s in countries no minimum age is set).

It is of fundamental importance that alcohol beverage producers should not target (or appear to target) minors through their advertising or promotional activities. These activities must be reviewed on a continual basis to ensure that this is the case.

Marketing managers employed by alcohol beverage producers should be aware of the importance of this; and should ensure that their marketing and promotional teams understand what it means in practice for them.

(i) Brand advertising or promotional activities for alcohol beverages should not be placed in media directed primarily at minors.

(ii) Events and competitions directed primarily at minors should not be linked to alcohol beverage brands through sponsorship.

(iii) No minor should be directly associated with, or depicted drinking, alcohol beverages in any branded communication.

(iv) The naming and packaging of alcohol beverages should be clearly adult in terms of their appeal.

(v) As a minimum standard, models used in advertisements for alcohol beverages should be, and appear to be, 21 years of age or older.
Advertising and PR agencies working with alcohol beverage producers should understand these requirements and operate in such a way as to enable advertisers to fulfil them. This applies, in addition, to agencies that work on the naming and packaging of alcohol beverage brands and to those who assist with promotional activities in the off- and on-trade.

Traders and retailers to ensure that minors are not supplied with alcohol beverages. Where possible, proof-of-age identity should be requested.

**Irresponsible or excessive drinking.**

- Alcohol beverage producers should review all their advertising and promotional practices on a continuous basis to ensure that they do not encourage excessive or irresponsible consumption, nor present abstinence or moderation in a negative way.
- Marketing managers employed by alcohol beverage producers should be aware of the importance of this and should ensure that their marketing and promotional teams understand what it means in practice for them.
  
  (i) Marketing and promotional activities for alcohol beverages must depict only moderate and responsible consumption.
  
  (ii) Marketing and promotional activities should not suggest any association with violent, aggressive, dangerous, illegal or anti-social behaviour.
  
  (iii) Marketing and promotional activities should not suggest that alcohol beverages may be consumed immediately prior to, or during, the operation of a motor vehicle, boat or aircraft or other machinery; or engagement in activities such as swimming or any other potentially hazardous activity.
  
  (iv) Marketing and promotional activities should not encourage consumers to prefer a particular brand of alcohol beverage because of its higher alcohol content or intoxicating effect.
- Advertising and PR agencies should understand these requirements and operate in such a way as to enable advertisers to fulfil them. This applies, in addition, to agencies that work on the naming and packaging of alcohol beverage brands and to those who assist with promotional activities in the off- and on-trade.
- Traders and retailers in bars and licensed premises should discourage the rapid and/or excessive consumption of alcohol beverages; care should be taken to avoid promotions that have this objective. Where possible, food and non-alcoholic drinks should be available.
- Traders and retailers should guard against the supply of alcohol beverages to intoxicated persons. Disorderly or offensive behaviour on the part of customers should not be tolerated.
Where possible, server-training schemes should be developed to help retailers address issues related to excessive consumption or disorderly behaviour. It is in the interests of both alcohol beverage producers and the trading/retailing community to work together on server-training programmes that address this need.

Appendix 28: Licensing Data – Active Liquor Licences as at 30 June 2005, Information Sheet

<table>
<thead>
<tr>
<th>Licence Type</th>
<th>Prefix</th>
<th>Metro</th>
<th>Country</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>BYO Permits</td>
<td>311</td>
<td>176</td>
<td>135</td>
<td>311</td>
</tr>
<tr>
<td></td>
<td>312</td>
<td>823</td>
<td>323</td>
<td>1,146</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td></td>
<td>999</td>
<td>458</td>
<td>1,457</td>
</tr>
<tr>
<td>General (hotels)</td>
<td>319</td>
<td>773</td>
<td>955</td>
<td>1,728</td>
</tr>
<tr>
<td></td>
<td>331</td>
<td>105</td>
<td>134</td>
<td>239</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td></td>
<td>878</td>
<td>1,089</td>
<td>1,967</td>
</tr>
<tr>
<td>On-premises (bars, rest., cafes)</td>
<td>318</td>
<td>230</td>
<td>30</td>
<td>260</td>
</tr>
<tr>
<td></td>
<td>322</td>
<td>3,587</td>
<td>1,459</td>
<td>5,046</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td></td>
<td>3,817</td>
<td>1,489</td>
<td>5,306</td>
</tr>
<tr>
<td>Packaged (Bottleshops, supermarket)</td>
<td>320</td>
<td>1,099</td>
<td>599</td>
<td>1,698</td>
</tr>
<tr>
<td>Full Club (RSL, sporting, ethnic)</td>
<td>321</td>
<td>368</td>
<td>400</td>
<td>768</td>
</tr>
<tr>
<td>Restricted Club (seasonal sporting)</td>
<td>314</td>
<td>685</td>
<td>701</td>
<td>1,386</td>
</tr>
<tr>
<td>Pre-retail (producers, distributors)</td>
<td>329</td>
<td>14</td>
<td>35</td>
<td>49</td>
</tr>
<tr>
<td></td>
<td>337</td>
<td>453</td>
<td>65</td>
<td>518</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td></td>
<td>467</td>
<td>100</td>
<td>567</td>
</tr>
<tr>
<td>Vigneron's (winemakers)</td>
<td>324</td>
<td>119</td>
<td>409</td>
<td>528</td>
</tr>
<tr>
<td>Limited renewable (B&amp;B's etc.)</td>
<td>360</td>
<td>1,825</td>
<td>1,837</td>
<td>3,662</td>
</tr>
<tr>
<td><strong>GRAND TOTALS</strong></td>
<td></td>
<td>10,287</td>
<td>7,082</td>
<td>17,369</td>
</tr>
<tr>
<td><strong>BYO Permits totals</strong></td>
<td></td>
<td>999</td>
<td>458</td>
<td>1,457</td>
</tr>
<tr>
<td><strong>Licence totals</strong></td>
<td></td>
<td>9,288</td>
<td>6,624</td>
<td>15,912</td>
</tr>
</tbody>
</table>

GEELONG LIQUOR ACCORD

INTRODUCTION

The Accord began in 1991 as an agreed Code of Practice involving police, venue operators, Liquor Licensing representatives and Council personnel. This Code of Practice was designed to reduce crime and violence involving intoxicated people in and around licensed venues in Central Geelong.

Over the years the Accord has progressed to the point where a formalised Nightlife Association has been developed. There are numerous venues participating in this incorporated body who jointly agree to operating standards. City of Greater Geelong Planning staff are actively involved in the Accord and attend at all meetings providing updates on applications and changes to planning requirements. Liquor Licensing representatives also attend on a regular basis to update changes to the industry and handle inquiries. Council is also represented by personnel who provide updates on city projects such as the Safe Cab Rank, Safety Audits, Traders concerns, and amenity issues including public facilities and parking issues. The Accord has changed significantly since its inception almost 15 years ago and changes to our standards have recently been introduced to reflect this. This is a direct response to the changing times and needs and expectation of a safer community.

OUR OBJECTIVE

Our Accord is a proactive group, working towards creating a safer Central Geelong city precinct for the whole community. This is underpinned by:

- harm minimisation principles;
- responsible service and promotion of alcohol;
- open and frank discussion on local issues; and
- continual monitoring of anti-social behaviour and general amenity issues.

WE SEEK TO ACHIEVE THIS BY:

- meeting regularly to discuss issues
- building cooperative partnerships
- continually monitoring and discouraging anti-social behaviour
- educating patrons and venues of their responsibilities
- adhering to the Liquor Control Reform Act 1989.

ACCORD OUTCOMES

Our principles are designed to:

1. Reduce alcohol related violence
2. Reduce underage drinking
3. Reduce anti-social behaviour and crime
4. Improve our city precinct
5. Ensure compliance with Liquor Laws
6. Improve patron safety in and around licensed venues
7. Improve the image of licensed venues around Central Geelong.

ACCORD AGREEMENT:

Accord members agree to operate at all times within the spirit of the Accord by:

Responsible Service and Promotion of Alcohol

1. No pricing practices or promotions that encourage rapid consumption of alcohol or alcohol abuse, including:
   - No Free drink offers, no buy one get one free, 2 for one, or percentage off drinks
   - No drink cards to be sold or marketed
   - No pass-outs
   - No promotions or functions that attract underage persons in Night Clubs, except with the consent of the Licensing Inspector
2. Refusing entry to intoxicated persons
3. Providing low alcohol and no alcohol beverages at low cost
4. Encouraging the use of the Safe Cab Rank, NightRider Bus Service, public transport and designated driver programs through internal advertising
5. Prominently display the correct Liquor signage
6. Vigilantly check all Proof of ID’s
7. No media or external advertising of drink prices
8. No All Inclusive, except for pre paid functions, subject to the consent of the Licensing Inspector

Education and Training:

1. The ongoing professional education and development of their staff in relation to liquor licensing and legislative changes to the industry
2. Encourage all venue staff to undertake an accredited Responsible Service of Alcohol Training Course within six months of employment
3. Ensure all venue staff are appropriately trained in venue policy
4. Ensure all venue staff receive a copy of the Geelong Liquor Accord agreement.

Accord Member Declaration/Statement of Commitment

As Licensees/Directors of the ____________________________ premises, I am committed to upholding the aims and objectives of the Geelong Liquor Accord by operating at all times within the spirit of the Accord.
Appendix 30: Penalties for Infringements under the *Liquor Control Reform Act 1998*

Liquor Licensing

**On the spot fines**

July 2005

To provide for effective and timely enforcement of Victoria’s liquor laws, the Liquor Control Reform Act 1998 provides for the issue of Infringement Notices (“On-the-spot” fines) by Victoria Police for specified breaches of the liquor law. Infringement Notices may be issued to licensees, underage persons or any person breaching the specified sections of the Act.

<table>
<thead>
<tr>
<th>LICENSEE/PERMITTEE/OFFENCES</th>
<th>SECTION OF LIQUOR CONTROL REFORM ACT 1998</th>
<th>MAX PENALTY ($)</th>
<th>ON THE SPOT PENALTY ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fail to provide refreshments on request at licensed premises</td>
<td>99</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Fail to display licence at licensed premises</td>
<td>101</td>
<td>52</td>
<td>52</td>
</tr>
<tr>
<td>Fail to notify Director of liquor Licensing of cessation of company director</td>
<td>103(1)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Fail to have company director approved by Director</td>
<td>103(2)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Fail to maintain Residents’ Register when required</td>
<td>100(a)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Fail to enter particulars in Residents’ Register</td>
<td>100(b)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Fail to keep Residents’ Register on licensed premises</td>
<td>100(c)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Fail to produce Residents’ Register for inspection</td>
<td>100(e)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Fail to display notices as required by Director</td>
<td>102(1)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Permit/cause/make any false or misleading entries in the Residents’ Register</td>
<td>100(d)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Permit/cause liquor to be supplied not in accordance with licence</td>
<td>108(1)(a)(ii)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit consumption of liquor not in accordance with licence</td>
<td>108(1)(a)(iii)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit unlawful gaming on licensed premises</td>
<td>108(1)(b)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit drunken/disobedient person on licensed premises</td>
<td>108(1)(e)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit/cause agent/employee to take/receive liquor orders other than at licensed premises</td>
<td>109(1)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Permit liquor to be supplied to underage persons, other than as permitted</td>
<td>119(1)(b)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit underage person on licensed premises, other than as permitted</td>
<td>120(1)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit underage person to supply liquor on licensed premises, other than as permitted</td>
<td>122(1)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Permit betting on licensed premises, other than as permitted</td>
<td>115(1)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Supply liquor other than in accordance with licence</td>
<td>108(1)(a)(i)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Supply liquor other than at licensed or authorised premises</td>
<td>108(1)(b)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Supply liquor to intoxicated person</td>
<td>108(1)(c)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Supply liquor to underage person, other than as permitted (licensed)</td>
<td>119(3)(a)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Supply liquor to underage person, other than as permitted (other persons)</td>
<td>119(2)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Sale of alcohol-based food essences in container above permitted size</td>
<td>118A</td>
<td>3144</td>
<td>314</td>
</tr>
<tr>
<td>Take/receive liquor orders other than at a licensed premises</td>
<td>109(1)</td>
<td>1572</td>
<td>157</td>
</tr>
</tbody>
</table>

**EMPLOYEE OFFENCES**

Supply liquor to underage person by an employee, other than as permitted | 119(4)    | 1048           | 105                    |

Need more information? Call Liquor Licensing at Consumer Affairs Victoria on 9655 6696.

www.consumer.vic.gov.au

1300 55 81 81
# Liquor Licensing Factsheet

## UNDERAGE PERSON OFFENCES

<table>
<thead>
<tr>
<th>UNDERAGE PERSON OFFENCES</th>
<th>SECTION OF LIQUOR CONTROL REFORM ACT 1998</th>
<th>MAX PENALTY ($)</th>
<th>ON THE SPOT PENALTY ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase/receive liquor, other than as permitted</td>
<td>123(3)(a)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Possess/consume liquor, other than as permitted</td>
<td>123(3)(b)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Enter/remain on licensed premises, other than as permitted</td>
<td>123(3)(c)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Falsely represent oneself to be over 18 years</td>
<td>123(4)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Deface/interfere with evidence of age document</td>
<td>124(2)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Knowingly make false evidence of age document</td>
<td>124(3)(a)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Knowingly give a false evidence of age document to another</td>
<td>124(3)(b)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Refuse to give particulars of name or address or age to Victoria Police</td>
<td>124(4)(a)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Give false particulars of name or address or age to Victoria Police</td>
<td>124(4)(b)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Supply false evidence of name or address or age to Victoria Police</td>
<td>124(4)(c)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Supply false documents to obtain an evidence of age document</td>
<td>125(1)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Give a document or material to another person to support an application for a proof of age card that contains information that is false or misleading</td>
<td>125(2)</td>
<td>2096</td>
<td>210</td>
</tr>
</tbody>
</table>

## OFFENCES BY OTHER PERSONS

<table>
<thead>
<tr>
<th>OFFENCES BY OTHER PERSONS</th>
<th>SECTION OF LIQUOR CONTROL REFORM ACT 1998</th>
<th>MAX PENALTY ($)</th>
<th>ON THE SPOT PENALTY ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Failure by owner or mortgagee to notify the Director of any change of address</td>
<td>98(b)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Failure by owner or mortgagee to register name with the Director</td>
<td>98(a)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Supply liquor to underage person</td>
<td>119(3)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Send underage person to obtain liquor</td>
<td>121</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Give evidence of age document to another</td>
<td>124(1)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Deface/interfere with evidence of age document</td>
<td>124(2)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Knowingly make false evidence of age document</td>
<td>124(3)(a)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Knowingly give false evidence of age document to another</td>
<td>124(3)(b)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Obtain/consume liquor on licensed premises other than in accordance with the Liquor Control Reform Act 1998</td>
<td>114(a)(d)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Procure liquor for intoxication person</td>
<td>114(b)(b)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Aid/abet intoxicated person to obtain liquor</td>
<td>114(c)(b)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Fraudulently represent to be a resident to obtain liquor</td>
<td>114(c)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Falsely indicate that premises are licensed premises</td>
<td>114(a)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Falsely indicate being licensed to sell/dispose of liquor</td>
<td>114(b)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Supply false documents to obtain an evidence of age document</td>
<td>125(1)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Give a document or material to another person to support an application for a proof of age card that contains information that is false or misleading</td>
<td>125(2)</td>
<td>2096</td>
<td>210</td>
</tr>
<tr>
<td>Sale of alcohol-based food essences in container above permitted size</td>
<td>118A</td>
<td>3144</td>
<td>314</td>
</tr>
<tr>
<td>Prohibition of the supply of classes of liquor</td>
<td>118B</td>
<td>3144</td>
<td>314</td>
</tr>
<tr>
<td>Failure to give name/address or giving false details to Victoria Police executing a warrant</td>
<td>138(3)</td>
<td>1572</td>
<td>157</td>
</tr>
<tr>
<td>Letting or sub-letting licensed premises, or the right to supply liquor, without consent of the Director</td>
<td>105(1)</td>
<td>6289</td>
<td>629</td>
</tr>
<tr>
<td>Bringing into/consuming liquor on licensed premises outside trading hours</td>
<td>111(a)</td>
<td>2620</td>
<td>262</td>
</tr>
</tbody>
</table>

---

Confident Consumers, Protected Communities

[Page 2 of 4]
### Liquor Licensing Factsheet

<table>
<thead>
<tr>
<th>OTHER OFFENCES – NOT SUBJECT TO ON THE SPOT FINES</th>
<th>SECTION OF LIQUOR CONTROL REFORM ACT 1998</th>
<th>MAX PENALTY ($)</th>
<th>ON THE SPOT PENALTY ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sell liquor without a licence</td>
<td>107(1)</td>
<td>12577 or 12 months imprisonment</td>
<td>N/A</td>
</tr>
<tr>
<td>Permit liquor to be brought into/consumed or supplied on licensed premises, outside trading hours</td>
<td>111(b)</td>
<td>2620</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure by a person who is drunk, violent or quarrelsome, to leave licensed premises when requested</td>
<td>114(4)</td>
<td>2096</td>
<td>N/A</td>
</tr>
<tr>
<td>Obstruct or hindering a member of Victoria Police executing a warrant</td>
<td>130(2)</td>
<td>1572</td>
<td>N/A</td>
</tr>
<tr>
<td>Permit any other person to carry on the business of supplying liquor on licensed premises without consent of Director</td>
<td>106(1)</td>
<td>6289</td>
<td>N/A</td>
</tr>
<tr>
<td>Procuring a transfer of a licence or a BYO permit by fraud</td>
<td>117(1)</td>
<td>5241</td>
<td>N/A</td>
</tr>
<tr>
<td>Making a false or misleading statement to the Director</td>
<td>116(1)</td>
<td>6289</td>
<td>N/A</td>
</tr>
<tr>
<td>Prevent/hinder/obstruct an authorised person from exercising their powers</td>
<td>133(2)</td>
<td>2096</td>
<td>N/A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OFFENCES INCLUDED AFTER DECEMBER 2004</th>
<th>SECTION OF LIQUOR CONTROL REFORM ACT 1998</th>
<th>MAX PENALTY ($)</th>
<th>ON THE SPOT PENALTY ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unauthorised sale of liquor through vending machines</td>
<td>109A</td>
<td>6289</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure to produce a Residents’ Register for inspection by a member of the Police Force</td>
<td>100(c)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Failure by licensee/permittee to produce evidence that responsible service of alcohol programs have been undertaken</td>
<td>108A(2)</td>
<td>524</td>
<td>52</td>
</tr>
<tr>
<td>Failure to provide details of Directors to a member of Victoria Police</td>
<td>108(1)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Failure to give a copy of the plan or depiction of the licensed premises to the Director</td>
<td>101A(3)</td>
<td>1048</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure to keep a copy of the last plan or depiction of the licensed premises on the licensed premises</td>
<td>101B(1)</td>
<td>1048</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure to produce a copy of the plan or depiction for inspection by a member of Victoria Police</td>
<td>101B(2)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Failure to notify the Director within 14 days that a person has ceased or has become an associate</td>
<td>103A(2)</td>
<td>524</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure by a licensee who is a Club, to give a list of the names and addresses of members in its committee of management, to a member of Victoria Police</td>
<td>108B(2)</td>
<td>1048</td>
<td>105</td>
</tr>
<tr>
<td>Provide false or misleading information to a member of Victoria Police</td>
<td>108B(3)</td>
<td>2096</td>
<td>N/A</td>
</tr>
<tr>
<td>Failure to notify the Director within 14 days of a person ceasing to be a nominee</td>
<td>54(1)</td>
<td>524</td>
<td>N/A</td>
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</table>
Liquor Licensing Factsheet

Date of Issue:
July 2005

The penalty in respect of an Infringement Notice is set at 10% of the maximum penalty provided for by the Act if the matter was to proceed to the Magistrates Court. Licensees should be aware that payment of an Infringement Notice constitutes a proven charge which may subsequently be taken into account in any disciplinary proceedings initiated at the Victorian Civil & Administrative Tribunal seeking suspension or cancellation of the licence.

Important
Infringement Notices may be issued to licensees, employees, underage persons or any person breaching the specified sections of the Act.

More information
Information on liquor licensing is available from:

Consumer Affairs Victoria—Liquor Licensing
Level 24
80 Collins Street
Melbourne 3000
Telephone 9655 6696
Website www.consumer.vic.gov.au

The information contained in this fact sheet is of a general nature only and should not be regarded as a substitute for a reference to the legislation or professional advice.

Authorised by the Victorian Government, 452 Flinders Street, Melbourne, Victoria, 3000.
LL-07-03

Page 4 of 4

Source: Consumer Affairs Victoria 2005, Fact Sheet, July.
Appendix 31: Guidelines for the Establishment of Liquor Licensing Forums and Accords

FOREWORD

Chief Commissioner of Police
Christine Nixon, APM

At Victoria Police we understand the benefits of working together on issues such as developing and implementing liquor licensing related strategies. One group or organisation cannot handle this issue alone; it is by working together that we can gain the best results – a core ideal of our Local Priority Policing initiative.

We feel our strong partnerships and commitment to working with community representatives make it possible to successfully prevent and combat crime.

Victoria Police is proud to be a part of Liquor Licensing Forums. This is a wonderful example of partnership policing. Together we will make a difference and continue to maintain our status as the safest state in Australia.

Acting Director of Liquor Licensing
Sue Maclellan

The concept of licensees, police, local government, regulatory authorities and interested businesses and community members, coming together at a local level on a regular basis to discuss issues related to the operation of licensed premises and their impact on the community is very much a Victorian development. The first Licensing Forum in Victoria was held in 1990 and has since then evolved as a vital part of the Victorian Licensing system.

The availability of the guidelines will considerably assist in the successful introduction of Liquor Licensing Forums and Accords across Victoria.

Municipal Association of Victoria
Cr. Brad Matheson

Alcohol misuse and abuse tears at the fabric of our communities and is felt most strongly at the local level.

Harm arising from alcohol misuse must be balanced with the vibrancy that a successful and responsible hospitality industry brings to any local area.

These Guidelines support partnership approaches driven at the local level to minimise unacceptable impacts of licensed premises on residents and business.

The establishment of Liquor Licensing Forums and Accords in local communities is a pro-active means by which police, licensees, local government and community representatives can work together to improve community safety.

We look forward to building on the positive work that is already occurring in parts of the state.
“Local Solutions to Local Problems”

A key aspect of local priority policing is the identification and resolution of problems at a community level. A partnership of licensees, Local Government, Victoria Police and other interested parties can provide a forum to identify issues of concern and implement strategies to address them.

Licensing Forums and Accords are an integral component of the Victoria Police strategy to enforce liquor laws and reduce violence in and near licensed premises.

This approach has been shown to assist in:

- Minimising the unacceptable impacts of licensed premises on local residents and businesses;
- Promoting a higher level of compliance with liquor laws and related licence conditions.

We must strive to not only improve community safety, but also improve the perception of community safety. Such initiatives are, of course, underpinned by targeted and timely law enforcement.
What is a Licensing Forum?

A Licensing Forum is essentially a partnership between the key regulatory agencies and licensees.

Forums foster a co-operative approach to licensing-related problem solving. They proactively promote a safe and well managed environment in and around licensed businesses.

Forums support the harm minimisation and responsible serving principles of the Liquor Control Reform Act 1998.

A Licensing Forum often operates as a component of an overall strategy to ensure safety in the local community.

What is a Licensee Accord?

Many Licensing Forums take the next step and formally document their purpose and commit themselves to specific objectives and strategies. That document is called a Licensee Accord.

The benefits of a documented Accord are:

- Members agree to a standard of responsible management of their licensed business;
- They gain some community recognition for this commitment, and
- The link can be clearly articulated between the Accord and the overall community safety strategies.

Whilst some Accords set down specific terms, conditions and strategies (e.g. not issuing pass outs) others tend towards general statements of intent and broader objectives.

Why are they Established?

An effective Licensing Forum and related Accord can be a major contributor to a safer community.

At a local level they contribute to balancing the objectives of:

- minimising harm arising from alcohol abuse;
- facilitating a vibrant, successful and responsible hospitality industry;
- behaviour observation and notification to licensees; and
- self-regulation by licensees.

Current research identifies that the licensed environment significantly influences the drinking patterns and the subsequent behaviour of patrons. Commitments made through this process can assist to reduce antisocial behaviour emanating from licensed premises.

A forum also provides the opportunity to establish and maintain effective channels of communication between Victoria Police, local government, licensees and other stakeholders.

What Makes a Licensing Forum Successful?

The common elements of successful Accords have been identified as:

- a strong driving commitment and leadership;
- a shared purpose by the forum members;
- a partnership, not one group dictating to another;
- active support from licensees, willing to share their experience and take a cooperative approach to problem solving;
- commitment from police which seeks where appropriate to resolve issues at first instance through negotiation;
- the involvement and active participation of local government representatives;
- licensees who take pride in their local community and take appropriate ownership to resolve problems related to the operation of their businesses;
- a pro-active and cooperative approach to problem solving;
- firm administrative support for police to organise meetings, set agendas and take minutes. (Local council are often willing to assist in this role);
- self intelligent review by licensees;
- self motivation in solving problems; and
- best practice committees.

A Licensing Forum and related Accord is however not a substitute for appropriate enforcement of liquor law and licence conditions when appropriate.
Participants in a Licensing Forum

To be effective a Licensing Forum should include a range of parties within the local community including those who regulate the conduct of licensees, those who are affected by the operation of licensed businesses and, of course, the licensees themselves.

Typically members include:
- the responsible Licensing Inspector of the Victoria Police and other appropriate police members;
- licensees in the relevant community;
- local government representatives, including local government planning;
- a representative of the Director of Liquor Licensing, and
- community representatives.

On a needs or issues basis representatives of transport providers, security firms etc may be asked to attend.

Getting Started

The development of a Licensing Forum usually starts at the local level. In most cases the responsible Licensing Inspector initiates the process through discussion with local government officers and local licensees.

It is important that all licensed premises are encouraged to join the Licensing Forum including hotels, licensed club committee members, restaurants, nightclub operators and packaged liquor licensees.

Early contact with the Director of Liquor Licensing will assist in getting the process of establishing a forum underway.

⇒ Who chairs meetings?

The local Licensing Inspector usually chairs the Licensing Forums however on a needs basis local government representatives, licensees or other members may chair meetings. Sharing the chair around can assist in achieving shared ownership of the forum.

⇒ Who co-ordinates meetings?

It is important that someone takes responsibility to administer the meetings. Meeting rooms need to be organised, agendas set, members reminded of meetings. Local government representatives have effectively assumed this role at a number of forums.

⇒ Where are Licensing Forum meetings held?

Forum meetings are usually rotated between local police stations, local government offices and licensed businesses.

⇒ How regularly are Licensing Forum meetings held?

Most Licensing Forum meetings go for about an hour and are scheduled to the needs of the members. During the early days of a forum, monthly meetings are desirable to get the forum agenda up and running. A set structure, according to local needs and conditions should be scheduled thereafter.

⇒ Maintaining on-going interest in the forum

Licensing Forums are often established in response to a specific concern or issue. Once the initial matter has been addressed it can be difficult to maintain on-going interest by the stakeholders. This is the challenge for the responsible Licensing Inspector.
Establishing a Licensing Accord Amongst Forum Members

A Licensing Accord will usually be initially established to provide a focus for the proactive consideration and discussion of the common interests of police, licensees, local government and other stakeholders. It is envisaged that the Accord will provide a forum for open and constructive discussion of proactive initiatives to contribute to minimising the harm from the misuse and abuse of alcohol in the community, particularly in respect of the operation of licensed premises.

Ways of keeping commitment levels high include:

- Identification of pro-active initiatives, e.g. upcoming events etc;
- Invitations to guest speakers on topics of interest, e.g. security, compliance, emergency evacuation procedures etc.

Developing and encouraging local media and community interest

Licensing Forums and accords are a "good news" story for local communities. Local media should be made aware of the forum, its objectives and achievements. The "local solutions for local problems" is an important message in this regard.

Avoiding anti-competitive behaviour by a Licensing Forum

The Trade Practices Act prohibits any behaviours or agreements that inappropriately reduce competition in the marketplace, e.g. collusion, price-fixing, agreements to limit trade etc. Police members participating in Licensing Forums should seek to ensure that actions undertaken in such forums do not, or are not seen to, breach the trade practices law.

Agreements on minimum prices or premises entry fees may fall into this category and appropriate enquiries should be made.

Commitments

These commitments generally go beyond the observance of liquor laws and include proactive initiatives to contribute to minimising the harm from the misuse and abuse of alcohol in the community, particularly in respect of the operation of licensed premises.

- To discourage all practices that lead to the misuse, abuse and rapid consumption of alcohol;
- To eliminate illegal underage patronage at all licensed premises;
- To adopt and promote the Responsible Service of Alcohol Program;
- To adopt and promote a designated driver program;
- To encourage all licensees to self-regulate and develop an ongoing liaison with police and other relevant agencies;
- To maintain a competitive market between licensed venues whilst eliminating, as far as possible, promotions and practices that encourage irresponsible service and consumption of alcohol;
- To ensure that the operation of licensed premises imposes the minimum of inconvenience on residents, businesses and the community;
- To create a safe well-managed environment in and around licensed premises, including provision of safe transport options.

(You may add to, or delete any of the above commitments)
Alcohol licensees typically adopt a set of principles and develop their own in-house policy to reflect these principles, which are then recorded in writing. Licenses in Victoria must have Policies and Procedures Recorded for Operations. Policies and Procedures must be reviewed and updated at least once a year. 

In order to achieve the best possible outcomes for an Accord licence, licensees must adopt a set of principles and develop their own in-house policy to reflect these principles, which are then recorded in writing. Licenses in Victoria must have Policies and Procedures Recorded for Operations. Policies and Procedures must be reviewed and updated at least once a year.

**OBJECTIVES**

1. To promote Richmond licensed premises venues as safe environments where food, beverages and entertainment can be enjoyed.
2. To contribute to the safe and quiet enjoyment of the residents and visitors to Frankston City by promoting licensed premises.
3. By adopting responsible serving of alcohol, licensees will play their part in contributing to the safe and quiet enjoyment of the residents and visitors to Frankston City.
4. To encourage and promote Richmond as a safe and enjoyable location.
5. To promote Frankston and its venues as a safe and enjoyable location.
6. To encourage best management practices by licensees.

**BEST PRACTICES**

1. Ensure that the principles of Responsible Serving of Alcohol (RSA) are followed by:
   - Employing RSA trained staff and having a House Policy in place
   - Accept only the approved forms of photographic identification of age
   - Minimum cover charge to apply on Friday and Saturday nights after 11.00pm at all venues providing all inclusive admission charges with the availability of large volumes of alcohol.
   - Where gaming machines operate, adhere to the industry's principles of responsible gaming.
2. Implement the following harm minimisation strategies:
   - Ensuring crowd controllers are properly registered and performing their duties in a professional manner. Ensuring staff are trained and an Emergency Procedures Management Plan is in place.
   - Guard against overcrowding.
   - Careful management of liquor promotions that might lead to the rapid consumption of alcohol eg. happy hours, VIP cards.
   - Ensuring a range of low and non-alcoholic beverages is available to customers.
   - Accept only the approved forms of photographic identification of age
   - Where appropriate, ensure customers can only purchase one alcoholic beverage at a time.
3. Work to ensure the quiet and orderly departure of patrons from premises.
4. Ensure that the principles of Responsible Serving of Alcohol (RSA) are followed by:
   - Accept only the approved forms of photographic identification of age
   - Where appropriate, ensure customers can only purchase one alcoholic beverage at a time.
   - Staff are trained and an Emergency Procedures Management Plan is in place.
4. Implement the following harm minimisation strategies:
   - Ensuring crowd controllers are properly registered and performing their duties in a professional manner. Ensuring staff are trained and an Emergency Procedures Management Plan is in place.
   - Guard against overcrowding.
   - Careful management of liquor promotions that might lead to the rapid consumption of alcohol eg. happy hours, VIP cards.
   - Ensuring a range of low and non-alcoholic beverages is available to customers.
   - Accept only the approved forms of photographic identification of age
   - Where appropriate, ensure customers can only purchase one alcoholic beverage at a time.
   - Accept only the approved forms of photographic identification of age
4. To encourage and promote Richmond as a safe and enjoyable location.
5. To discuss liquor issues, promotions and practices that impact upon Frankston City and operating within the industry Accord philosophy.
6. To encourage best management practices by licensees.

**Appendices**

Source: Victoria Police/Consumer Affairs Victoria/Municipal Association of Victoria n.d.
Appendix 32: An Integrated Approach to Social, Economic and Environmental Development at Local Government Level

AN INTEGRATED APPROACH TO SOCIAL, ECONOMIC & ENVIRONMENTAL DEVELOPMENT AT LOCAL GOVERNMENT LEVEL

SOCIAL, ECONOMIC & ENVIRONMENT SENIOR MANAGEMENT TEAM
Senior Managers from all tiers of Government (health, education, justice, welfare, planning & development) plus business and community leaders

SOCIAL, HEALTH & SAFETY ADVISORY FORUM
BUSINESS ADVISORY FORUM
ENVIRONMENT FORUM
EMERGENCY MANAGEMENT & RECOVERY

AGENCIES, BUSINESSES & COMMUNITY NETWORKS

STRENGTHENING LINKAGES, WITHIN AN INTEGRATED FRAMEWORK, WITH REGIONAL, STATEWIDE, NATIONAL & INTERNATIONAL NETWORKS

SCHOOL COMMUNITY PARTNERSHIPS & STUDENT ACTION TEAMS
MULTI AGENCY & COMMUNITY TEAMS AROUND AGREED SOCIAL, ECONOMIC AND ENVIRONMENTAL ISSUES SUCH AS ACCORDS
AGENCY SERVICE LEVEL AGREEMENTS AND SERVICES/PROGRAMS

COMMON/SHARED INFRASTRUCTURE
- Strategic Planning
- Data/Research/Knowledge Management
- Sponsorship
- Marketing
- Communications
- Professional Development
- Capital Works
- Integrated Service Delivery
- Grants

Source: David Butten Consultancy 2000 Pty Ltd. Provided to the Drugs and Crime Prevention Committee by Mr David Butten, CEO, Australian Nightclub & Bar Association.
Appendix 33: Victoria Police ‘Party Safe’
Registration Form

THE FOLLOWING INFORMATION IS REQUIRED TO PROVIDE POLICE WITH THE MOST ACCURATE DETAILS REGARDING YOUR
UPCOMING PARTY. IT WILL ENABLE US TO PROVIDE AN EFFICIENT POLICING RESPONSE IF REQUIRED AND TO ENSURE A SAFER
AND MORE ENJOYABLE OCCASION FOR EVERYONE. PLEASE COMPLETE ALL SECTIONS OF THE FORM AND RETURN TO YOUR
LOCAL POLICE STATION AT LEAST ONE WEEK PRIOR TO YOUR PARTY. THANK YOU AND SAFE PARTIES.

LOCATION OF PARTY
INSIDE ☐ OUTSIDE ☐ BOTH ☐

CONTACT PHONE NUMBER AT VENUE

DAY AND DATE OF PARTY

START TIME FINISH TIME

PARTY HOST NAME

RESIDENTIAL ADDRESS

CONTACT PHONE NUMBER [A/H] [B/H]

AGE OF PARTY HOST [IF ADULT INDICATE]

FULL NAME OF PARENTS/GUARDIANS [IF APPLICABLE]

TYPE OF CELEBRATION [E.G. BIRTHDAY, GRADUATION]

HOW MANY GUESTS ARE YOU EXPECTING?

AVERAGE AGE OF GUESTS?

TYPE OF INVITATION [VERBAL, WRITTEN, INVITE]

WILL THERE BE ANY PARENTAL SUPERVISION? YES ☐ NO ☐ IF YES, HOW MANY PARENTS WILL BE ATTENDING?

OTHER SUPERVISION [DETAIL IF APPLICABLE]

HAVE YOU NOTIFIED IMMEDIATE NEIGHBOURS? YES ☐ NO ☐

IF YES, BY LETTER OR VERBAL?

IS THERE LIKELY TO BE ALCOHOL AT THE PARTY? YES ☐ NO ☐

HAVE YOU EXPERIENCED PROBLEMS AT A PREVIOUS PARTY YOU HAVE HOSTED? YES ☐ NO ☐

IF YES, PLEASE SPECIFY

ADMINISTRATION SECTION: FOR POLICE USE ONLY

NO /

MEMBER

RANK

REGISTERED NUMBER

DATE LISED

FILE ORIGINAL AT STATION. FAX COPY TO COMMUNITY CONSULTATION AND CRIME PREVENTION OFFICE 1300 247 5313.

THE INFORMATION CONTAINED IN THIS PARTYSAFE REGISTRATION FORM WILL BE KEPT IN STRICT CONFIDENCE
AND USED ONLY FOR THE EXPRESS PURPOSE OF THE PARTYSAFE PROJECT.

Source: www.police.vic.gov.au
Appendix 34: Examples of Last Drink Survey Forms  
(New Zealand and the Gold Coast)

New Zealand

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**CENTRAL POLICE**

ALCOHOL HEALTH WATCH

TO BE COMPLETED BY ARRESTING OFFICER ONLY IF OFFENDER HAS CONSUMED ALCOHOL PRIOR TO ARREST OR OFFENCE

1. **OFFENDER’S FULL NAME:** ___________ 

   **RACE:** ___________ **AGE:** ___________ **yrs. RES. SUBURB** 

2. **DATE** ___________ **TIME (of offence)** ___________ 

   **CHARGE(s):** ___________

   **READINGS(s):** BREATH ___________ BLOOD ___________ ARREST/SUMMONS ___________ 

   **WHAT HAPPENED** ___________

3. **LAST DRINKS**

   a) **Where did you have your last drink?** 

      **Premise:** ___________ 

      **St/Rd:** ___________

   b) **What time did you have your last drink?** ___________ ___________ 

   c) **Where did you buy your last drink?** 

      **Premise:** ___________ 

      **St/Rd:** ___________

   d) **What were you drinking?** Beer ___________ Wine ___________ Spirits ___________ 

   e) **How much?** ___________ **Brand** ___________

   f) **How long were you at the premises?** 

      **Hours:** ___________ **Mins:** ___________

   g) **Have you consumed alcohol at any other premises tonight during the last four hours?** 

      **Yes:** ___________ **No:** ___________ 

   h) **Where? (if applicable)** ___________

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Source: Reproduced in Doherty & Roche 2003, pp.70–72.
Gold Coast

Source: Reproduced in Doherty & Roche 2003, pp.70–72.
Appendix 35: Age Limits for Purchasing Alcoholic Beverages, On- and Off- Premises, by Country – 2004

Fig/Table 4: Age limit for purchasing alcoholic beverages, on- and off-premise, by country

<table>
<thead>
<tr>
<th>WHO REGION</th>
<th>COUNTRY</th>
<th>BEER</th>
<th>ON-PREMISE WINE</th>
<th>SPIRITS</th>
<th>BEER</th>
<th>OFF-PREMISE WINE</th>
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<td>AFR</td>
<td>Algeria</td>
<td>18</td>
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<td>18</td>
<td>18</td>
</tr>
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<td></td>
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<td></td>
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<td>NO</td>
<td>NO</td>
<td>ND</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td></td>
<td>Congo</td>
<td>ND</td>
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<td>China</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
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<td></td>
<td>French Polynesia</td>
<td>18</td>
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<tr>
<td></td>
<td>Japan</td>
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<td></td>
<td>Lao PDR</td>
<td>18</td>
<td>18</td>
<td>NO</td>
<td>NO</td>
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</tr>
<tr>
<td></td>
<td>Malaysia</td>
<td>18</td>
<td>18</td>
<td>NO</td>
<td>18</td>
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<tr>
<td></td>
<td>Micronesia (Fed. St.)</td>
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<tr>
<td></td>
<td>Mongolia</td>
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<tr>
<td></td>
<td>New Zealand</td>
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<td>18</td>
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<td></td>
<td>Palau</td>
<td>21</td>
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</tr>
<tr>
<td></td>
<td>Philippines</td>
<td>18</td>
<td>18</td>
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<td>18</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>Republic of Korea</td>
<td>19</td>
<td>19</td>
<td>19</td>
<td>19</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Singapore</td>
<td>18</td>
<td>18</td>
<td>18</td>
<td>18</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Viet Nam</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Appendix 36: Current Penalties for Underage Drinking Offences under the New South Wales Liquor Act 1982

Underage drinking offences

The main underage drinking offences by minors and adults and the maximum monetary penalties for those offences are set out in the following table.

<table>
<thead>
<tr>
<th>Offence</th>
<th>Maximum penalty</th>
<th>Offence by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supply alcohol to, or obtain alcohol for, anyone under 18 (1)</td>
<td>$5,500 or $11,000 and/or 12 months prison in aggravated circumstances</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Drink alcohol on licensed or registered club premises</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Carry away alcohol from licensed or registered club premises</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Send anyone under 18 to licensed or registered club premises to obtain alcohol</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Enter or remain in a restricted area of a hotel</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Enter a bar area of a registered club</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Enter or remain on nightclub premises during the nightclub trading period (after 8 pm) and not in the company and immediate presence of a responsible adult (2)</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Responsible adult who allows minor to drink alcohol on licensed premises or leaves the minor without first informing licensee or employee of licensee</td>
<td>$2,200</td>
<td>Adult</td>
</tr>
<tr>
<td>Play a gaming machine in a hotel or registered club</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Refuse to give name and address or age when requested by an authorised person (3)</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Use false evidence of age</td>
<td>$1,100</td>
<td>Minor</td>
</tr>
<tr>
<td>Provide false or misleading information to obtain evidence of age</td>
<td>$1,100</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Provide or certify information in relation to an application knowing that it is false or misleading</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Tamper with a Proof of Age Card</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Make a false Proof of Age Card (4)</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Give a false Proof of Age Card to another person to use as proof of age (4)</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
<tr>
<td>Give or lend a Proof of Age Card to another person to use falsely as proof of age</td>
<td>$2,200</td>
<td>Minor or adult</td>
</tr>
</tbody>
</table>

Notes to table:

1. the higher penalty applies where the offence occurs in aggravated circumstances (eg. if young children or large amounts of alcohol are involved)

2. A responsible adult is defined as:
   i. a parent, step-parent or guardian of the minor;
   ii. the minor's spouse or de facto;
   iii. a person who is, for the time being, exercising the rights of the minor's parent, step-parent or guardian.

3. Authorised person - a liquor licensee, the secretary of a club, their employees or agents, or a police officer

4. The higher penalty applies where the person is guilty of committing one or both of the offences – high degree of planning; use of other people who were acting at the direction of the person convicted; committed the offence solely for profit or financial reward; previous similar conviction.
On-the-spot Fines
Police have the discretion to issue $55 on-the-spot fines to minors for offences under the Liquor and Registered Clubs Acts (and $110 on the spot fines for proof of age offences). The on-the-spot fine for adults is 10% of the maximum penalty for the offence.

Summary Offences Act Offences
Possession or consumption of alcohol by minors in public places is covered by the Summary Offences Act 1988. It is an offence for a minor to possess or consume alcohol in a public place unless the minor is under the supervision of a responsible adult or had a reasonable excuse for possessing or consuming the alcohol. A maximum penalty of $20 applies to this offence.

Second party sales
It is an offence to obtain for, or supply alcohol to anyone unde 18. The maximum penalty is $5,500 or $11,000 and/or 12 months prison in aggravated circumstances.

Note: It is a defence to a prosecution of selling or supplying alcohol for a minor, if the defendant is the minor's parent or guardian or if the defendant has been authorised to do so by the minor's parent or guardian. This defence does not apply to the sale or supply of alcohol on licensed or registered club premises.

Source: www.dgr.nsw.gov.au
Appendix 37: ‘Leavers Live’. Schoolies Week
Information Brochure

Respect
RESPECT yourself, the local community and other Leavers.

Responsibility
Take RESPONSIBILITY for your own health and look after your friends, especially if they are intoxicated.

Relax
RELAX, drive safely and have a great time!

Alcohol or other drug use
Don’t be afraid to say ‘NO’. Drugs can be dangerous, even lethal.
If you take the risk and choose to drink:
• eat before you drink;
• space your drinks with water and other non-alcoholic drinks;
• BE AWARE OF DRINK SPIKING - don’t leave your drink unattended; and
• mixing alcohol with other drugs is even more dangerous.

Legal information
It is an offence to:
• buy, obtain, or attempt to obtain alcohol from any person on licensed premises if you are under 18 years of age;
• refuse to provide proof of age to owner/staff of licensed premises or police;
• provide false identification;
• sell alcohol to a person under 18 years or allow them to drink on licensed premises;
• arrange for an adult to buy you alcohol if you are under 18 years; and
• drink alcohol in a public place, regardless of age.

If you are under 18 years of age police are able to confiscate alcohol (both open and unopened) from you.

Emergencies
If someone has overdosed, or is reacting badly to any drug...
1. Call an ambulance IMMEDIATELY - 000. (Police don’t attend overdoses unless called).
2. Stay with the person.
3. Shake them - keep them awake.
4. If they’re unconscious and breathing, turn them on their side.
5. If they’re not breathing start mouth-to-mouth, if you know how.

Plan ahead
The best tips from past Leavers!
Don’t be a freeloader - book some accommodation.
Always wear something on your feet - cut feet are no fun.
Take extra cash for emergencies e.g. phone calls, taxi or other form of public transport.
Don’t get into a car with a driver who has been drinking or using other drugs.
Always walk with a sober friend or in a group.
Phone home and let someone know where you are going and when you will be back.
PACK: plenty of food, sunscreen, thongs, phone/card, warm clothes and blankets for chilly nights.

Remember the 3Rs

Source: Drug and Alcohol Office of Western Australia 2005.
Info For Parents

Parents are powerful role models for teenagers. Practising safe alcohol use may encourage your son or daughter not to use alcohol, or to use alcohol within safe limits. A number of undesirable issues are associated with alcohol. For example, alcohol is often associated with traffic crashes and fatalities, accidental injuries and violence. In addition, drownings, homicide and suicide, as well as early, more frequent and less safe sexual activity are other undesirable issues which can be associated with alcohol. Parents can assist in reducing these risks and making Leaver celebrations safer by discussing alcohol and other drug use with their son or daughter.

What can you do?

- Discuss with your teenagers your attitudes towards drug use.
- Discuss ways to reduce the risks associated with drinking alcohol.

Communicate, listen and be honest

- Be honest and avoid double standards.
- Ensure your son or daughter understands the risks of drinking and driving.

Get the facts

- While drinking alcohol in a private place is not a criminal offence, regardless of age (National Youth Law Centre 2000), doing so may greatly increase the risk of unwanted sexual contact, violence and accidental injury.

Parents are reminded that concerns about a teenager’s alcohol and drug use can be addressed. Remaining calm and non-judgemental will assist you when unsure how to act.

The law and your teenager

It is illegal to:

- **Penalty up to $2000**  Buy alcohol for a person under 18 years of age
- **Penalty up to $1000**  Ask someone to buy alcohol when you are under 18 years of age
- **Penalty up to $1000**  Provide false identification
- **Penalty up to $500**  Drink alcohol in a public place (regardless of age)
- **Penalty up to $1000**  Attempt to buy alcohol when you are under 16 years

If your son or daughter is under 18 years of age, police are able to confiscate alcohol (both opened and unopened) from him or her and dispose of the product.

For more information contact:
Parent Drug Information Service: 9442 5050
Toll-free (Country): 1800 653 203
Or visit: www.nroughisniough.com.au

Source: Drug and Alcohol Office of Western Australia 2005.
Appendix 38: University of Melbourne: Formal University Events Involving Alcohol: Management and Safety Checklist

Appendix 1
Formal University Events involving Alcohol: Management and Safety Checklist

The University of Melbourne is committed to protecting the safety of its staff, students and members of the public participating in Formal University Events involving Alcohol. The Event Manager must complete and submit this checklist at least **TWO WEEKS** prior to the event date. This checklist must be completed to the satisfaction of the relevant the Head of Department/Campus or Faculty General Manager. If not submitted or completed to their satisfaction, the event cannot take place.

**YOU MUST ANSWER ALL ITEMS IN THE ABOVE CHECKLIST AND COMPLETE DETAILS OVERLEAF**

<table>
<thead>
<tr>
<th>Item</th>
<th>Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>The event will be fully inclusive and welcoming of all participants including those who are not of legal drinking age and those who choose not to drink.</td>
</tr>
<tr>
<td>2.</td>
<td>The event will not include any activity that encourages excessive or inappropriate consumption of alcohol such as pub crawls and drinking competitions.</td>
</tr>
<tr>
<td>3.</td>
<td>Advertisements for the event will not emphasise the availability of alcohol or encourage in any way the excessive consumption of alcohol. Reference will be made to the availability of non-alcoholic drinks.</td>
</tr>
<tr>
<td>4.</td>
<td>The event has an advertised start and finish time. No alcohol will be served prior to the start time or after the finish time.</td>
</tr>
<tr>
<td>5.</td>
<td>Attendance of the event will not be induced or encouraged by the offer of alcoholic drinks at reduced or no cost.</td>
</tr>
<tr>
<td>6.</td>
<td>Alcohol will not be served to a person under the age of eighteen.</td>
</tr>
<tr>
<td>7.</td>
<td>Alcohol will not be served to an intoxicated person.</td>
</tr>
<tr>
<td>8.</td>
<td>If alcohol is being sold directly or indirectly (including via an event cover charge) a liquor licence has been obtained through the Property and Buildings Department.</td>
</tr>
<tr>
<td>9.</td>
<td>Clear prominent signage will be provided reminding people that alcohol will not be sold to persons under 18 years of age or to intoxicated persons.</td>
</tr>
<tr>
<td>10.</td>
<td>All persons managing the event, serving alcohol or monitoring alcohol consumption will not themselves consume alcohol immediately prior to or during the event.</td>
</tr>
<tr>
<td>11.</td>
<td>At least two persons serving alcohol at the event have undertaken training in Responsible Serving of Alcohol prior to the event, or alternatively professional servers with the training have been hired for the event.</td>
</tr>
<tr>
<td>12.</td>
<td>A system has been implemented to monitor and limit the number of alcoholic drinks served or consumed by individuals.</td>
</tr>
<tr>
<td>13.</td>
<td>The consumption of alcohol is a social adjunct to, and not the focus of the event.</td>
</tr>
<tr>
<td>14.</td>
<td>Attractive, high quality non-alcoholic drinks will be available and displayed as prominently as alcoholic drinks. Non-alcoholic and low-alcohol drinks will be served in preference to full strength alcoholic drinks and plain water will be freely available.</td>
</tr>
<tr>
<td>15.</td>
<td>Substantial snacks (not salty snack food which encourages drinking) will be provided.</td>
</tr>
<tr>
<td>16.</td>
<td>Alcohol will only be consumed in the area designated for the event.</td>
</tr>
<tr>
<td>17.</td>
<td>An appropriate standard of conduct will be encouraged to ensure the safety and enjoyment of those attending the event, and of anyone who may be affected in consequence of the event.</td>
</tr>
<tr>
<td>18.</td>
<td>Safe means of managing difficult situations resulting from excess consumption of alcohol will be discussed well before the event takes place.</td>
</tr>
<tr>
<td>19.</td>
<td>If possible, a person with at least Level 1 competence in First Aid (Emergency First Aid) will be on hand at the event (or details of nearest First Aid resource will be maintained by the Event Manager).</td>
</tr>
<tr>
<td>20.</td>
<td>Security issues will be discussed with the relevant person prior to the event taking place.</td>
</tr>
<tr>
<td>21.</td>
<td>A mobile phone and emergency and security contact numbers will be available at the event.</td>
</tr>
<tr>
<td>22.</td>
<td>All incidents involving personal injury or damage to property will be reported immediately to security. Incidents will also be reported to the University as soon as possible via completion of an IO form available at <a href="http://www.unimelb.edu.au/athletics/docs/0301.pdf">http://www.unimelb.edu.au/athletics/docs/0301.pdf</a>.</td>
</tr>
</tbody>
</table>

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**Name of Event**: …………………………………………………………………………………………………………………………………………… Date of Event: ……………………………………………………………………………………………………………………………………………

**Nature of Event**: …………………………………………………………………………………………………………………………………………… **Venue**: ……………………………………………………………………………………………………………………………………………

**Additional Comments**: ……………………………………………………………………………………………………………………………………………

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**Name of Event Manager**: …………………………………………………………………………………………………………………………………………… **Signature**: …………………………………………………………………………………………………………………………………………… **Date**: ……………………………………………………………………………………………………………………………………………

**Name of Head of Department/Campus or Faculty General Manager**: …………………………………………………………………………………………………………………………………………… **Signature**: …………………………………………………………………………………………………………………………………………… **Date**: ……………………………………………………………………………………………………………………………………………

**Additional Comments**: ……………………………………………………………………………………………………………………………………………

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Source: University of Melbourne 2005.
Appendix 39: Eagle Bar (La Trobe University)

Responsible Serving of Alcohol

The Eagle Bar is committed to serving alcohol in a responsible manner. It is important that staff use their initiative to discourage intoxication and ensure that The Eagle Bar is a safe environment.

Staff must adhere to the following guidelines at all times:

INTOXICATION
It is an offence to supply liquor to an intoxicated person. It is an offence to permit drunken or disorderly persons on the licensed premises (Liquor Control Reform Act 1998)

- Recognise and watch for the obvious warning signs of intoxication. These include patrons becoming loud and disorderly, using bad language, having trouble with their money, slurred speech, clumsiness, loss of coordination, and decreased alertness.
- It is your role as a staff member to discourage patrons becoming intoxicated. You must not serve alcohol to patrons showing these signs of intoxication and take action to ensure they leave the venue safely.
- If you believe a patron is becoming intoxicated you should take measures to stop or slow their intake of alcohol. Eg. You can warn them that if they continue to drink at a fast pace you will have to cut off service. Eg. You can give them a glass of water and say you can’t serve them any alcohol for the next half hour.

MINOR!
It’s an offence to supply liquor to persons under age of 18. Suspected minors (under 18 years) must provide proof of age upon request (Liquor Control Reform Act, 1998)

- If you suspect a patron may be under the age of 18 you must request to see evidence of age in the form of; Australian Drivers Licence; Australian or Foreign Passport; “Proof of Age” Card; Victorian Learners Permit; “Keyspace” Card.

STANDARD DRINKS
A maximum of two standard drinks (two shots of spirits) may be served in any one glass.

DRINK SPIKING
Drinks spiking refers to adding alcohol or drugs to someone else’s drinks without their knowledge. It is a criminal offence which may occur a 5 year jail term.
- Be suspicious of patrons requesting that you add additional shots of spirits to drinks.
- Look out for patrons who suddenly appear intoxicated or unwell.
- Take anyone who claims themselves to be the victim of drink spiking to a quiet and safe place away from other patrons. Ask if they need medical attention or call an ambulance if they become unconscious.
- Ensure the victim leaves the venue safely.
- Ensure any person(s) who is assisting them home is indeed a friend.

SAFE BAR ENVIRONMENT
Staff should ensure that patrons are in a safe environment whilst at The Eagle Bar.
- Regularly collect glasses and rubbish from tables and pool table area
- Ensure walkways are free from obstructions such as chain, patron’s backpacks and coats, rubbish, etc.
- Report any unsafe areas to Bar Managers or Supervisors
- Monitor aggressive behaviour of patrons and give warnings where appropriate. Inform Crowd Controllers of any concerns

SAFE TRANSPORT
- The Eagle Bar Designated Driver Program entitles the driver to a free pot of soft drink.
- When patrons are obviously leaving ask if they’d like you to arrange a taxi for them.
- When calling last drinks at closing times make patrons aware that you can call them a taxi if they wish.
Appendix 40: A Holistic Journey of Healing
Embracing Aboriginal Culture

Source: Department of Human Services Victoria 2004b, Koori Youth Alcohol and Drug Healing Service Final Report, prepared by SED Consulting p.11.
Appendix 41: Indigenous Life Cycle Model

Appendix 42: Work Safe Victoria – Guidelines for Developing a Workplace Alcohol Policy

ALCOHOL IN THE WORKPLACE

Guidelines for developing a workplace alcohol policy
Introduction

This guide aims to assist employers to establish workplace alcohol policy so that the issue can be dealt with ethically, legally and to the benefit of both the organisation and the employees.

The harmful use of alcohol in the workplace is a reflection of general community use, adding costs to injuries, absenteeism, lost production, workers' compensation and rehabilitation.

Harmful use of alcohol in the workplace creates a range of problems. Where there is harmful use of alcohol, employees can cause injury to themselves and others, can lose their job or family and damage their physical and mental health.

Workers of an alcohol user are faced with risks to their health, safety and welfare, covering poor work performance, disputes and the need to ‘do in’ a rate for their own good. Employers are faced with lateness and absenteeism, lost time and production from accidents, inefficiency, and damage to plant, equipment and other property.

The workplace is an ideal place to run effective alcohol prevention programs because the peer support network in a workplace can be used to shape behaviour. Workers have a better chance of recovery from alcohol problems if they can continue working.

Duty of care

The issue of the adverse effects of alcohol consumption is covered under the Occupational Health and Safety Act 2004. The Act requires:

- employers to provide and maintain a working environment that is safe and without risks to health (Section 21). Without any way limiting the generality of the duty, employers have duties with respect to plant, substances and systems of work; providing facilities for and information, instruction training and supervision to their employees; monitoring their health and safety and so on (Sections 21(2) and (22).
- employers and self-employed persons to ensure that persons other than employees (which would include the public) are not exposed to risks to their health or safety arising from the undertaking of the employer or self-employed person (Sections 23 and 24); and
- employees to take reasonable care for their own health and safety and that of others (for example, ensuring they are not, by use of alcohol, affected in a way that may put themselves or others at risk), and to co-operate with employers in their efforts to comply with OHS requirements (Section 21).

Alcohol in the workplace

Occupations and alcohol

The harmful consumption of alcohol is more prevalent in some industries than others, pointing to environmental, cultural and workplace stressors as factors. The highest rate of drinking is among administrative and executive staff. Other heavy drinking occupations include farm workers, apprentices, clerical staff, professionals, transport workers, tradespeople and labourers.

Causes

Genetic factors, unemployment and boredom have been linked to the harmful use of alcohol. Stressors at home and at work can also contribute to the extent to which alcohol is used. These may include:

- shiftwork
- high risk of personal injury or illness
- dirty, noisy work environment
- poorly designed, difficult to use equipment
- poor job design, including boring or extremely demanding work
- unrealistic deadlines and performance targets, or inadequate resources
- lack of opportunity to participate in decision making
- inadequate training and supervisory support
- bullying, harassment or victimisation in the workplace
- access to alcohol at work or a culture tolerating or encouraging alcohol use during or after work hours
- fear of losing job
- conflict with peers or supervisors
- discrimination or prejudice
- peer pressure
- marital or personal relationship problems
- grief and bereavement
- trauma or stress
- health issues or concerns
- gambling or financial problems, and
- habituation or addiction.

Studies into harmful use of alcohol indicate that this may be less likely if employees have:

- a safe and healthy workplace
- well-organised, adequately supervised work they find challenging and rewarding
- proper support to help with problems or pressures at work, and
- restricted access to alcohol at work.

Alcohol Policy and Program Development

The first step for employers in dealing constructively with alcohol problems in their workplace is to formulate a policy.

A workplace alcohol policy should be a written document which applies to all workers at the workplace. It should be developed by management and workers or their representatives (health and safety representative (HSR) or union) working together. To be effective it needs to have the total commitment of management.

The workplace occupational health and safety committee can be used to help develop and monitor the implementation of the policy. If there is no health and safety committee in the workplace it may be a good time to establish one. It is the responsibility of the employer to administer the policy.

The aims of any workplace policy and procedures should be prevention, education, counselling and rehabilitation and it should be a part of an organisation's overall occupational health and safety strategy.

The focus of the policy should be to reduce or eliminate the hazards associated with alcohol use in the workplace in a way that is consistent and fair to all employees. The aims and
objectives of the policy, the need for provision of information in relation to it and those persons covered by it need to be clearly stated.

During the development of the policy, identify the cultural and workplace stress factors which can contribute to excessive alcohol use and aim to reduce those stress factors. Look at the organisation’s general health and safety, management style, work practices, shift work and deadlines, equipment design and whether there are issues of discrimination and harassment.

Information and training

It is important to develop a workplace culture through the provision of information and education, so all workers are aware of the issues associated with harmful alcohol use and how it may impact on health and safety. The policy should be well publicised within the workplace and provide for a suitable information and education program for all staff. Include details of the policy in induction and ongoing training. Post the policy on noticeboards for all staff to refer to and include on electronic networks where available. Training should cover:

- what constitutes harmful alcohol use
- dealing with the long term user and those intoxicated in one-off situations
- the effects of alcohol on health, safety and work performance
- general statistics on workplace alcohol use and related accidents
- the consequences for employees who fail to comply with company alcohol guidelines
- workplace and personal lifestyle stressors that can contribute to alcohol use
- personal stress reduction methods
- ways of dealing with problem drinking
- who to approach in the workplace for assistance with an alcohol problem
- skills for managers, supervisors and OHS committee members in identifying alcohol use and in how to manage the issues in the workplace
- the legal position (rights and penalties) of staff and management in relation to alcohol use, and
- the counselling, treatment and rehabilitation services available in the workplace and externally. Post contacts with phone numbers on noticeboards.

Employee assistance programs (EAPs)

EAPs provide a confidential service to assist employees to resolve personal issues which may affect their work performance, and can add to the effectiveness of a workplace alcohol policy. ‘Workers who are identified by supervisors or themselves as having an alcohol problem should be assisted through recognised treatment or an EAP. (See pages 7 and 8 for more details).

Workplaces that use an EAP often show indirect benefits with a reduction in accidents, sick leave and absenteeism. A workplace alcohol policy must deal directly with unsafe conditions, stressors and one-off situations and not rely solely upon an EAP.

Approaching a worker under the influence

Designated persons who should approach workers who appear to be affected by alcohol may include managers, supervisors, OHS representatives and fellow workers. They should all be properly trained in the most effective style of approach. Care needs to be taken when making this judgement in case the worker is ill or injured, taking prescribed medication or in some other form of distress, which may account for their behaviour.

The approach taken when dealing with an employee whose work performance is affected by alcohol depends on:

- the industry
- the workplace culture and structure
- the position of the employee
- the personality of the employee, and
- whether it is a case of long term harmful use, or a ‘one-off’ situation.

Options for approaching the employee include:

- by their supervisor or more senior manager
- by a person designated in the workplace policy, and
- by a fellow employee or peer.

The policy should state the chain of responsibility for making approaches if initial contact produces a negative or hostile response.

When approaching an affected employee it can be more effective and less confronting to talk in terms of their approach to safety and general work performance rather than their alcohol use.

Counselling and discipline procedure

The procedure for the counselling and if necessary disciplining employees whose work performance indicates there may be a problem at work with alcohol use should be consistent with existing awards, agreements and other established counselling and disciplinary measures which apply in the workplace.

The outline below is a sample counselling/disciplinary procedure which can be adapted by organizations with no formal procedure or those wishing to revise their procedure. This procedure uses a series of four interviews to assist an employee to recognize their harmful alcohol use, and take steps to address the issues contributing to their behaviour.

Interview one

The first interview should be held between the employee and supervisor (and an OHS representative if requested by the employee) where the following is discussed:

- details of unsatisfactory work performance
- the standard of performance required
- the employee should be asked if there are any workplace factors contributing to poor work performance. If any workplace factors are raised, these should be referred to the employer, the relevant OHS representative and the OHS committee, if appropriate, for consideration.
- the employee should be offered professional counselling (through an EAP if one is available) with time off work to attend, and
- an agreement should be reached about the time it will take for the employee to return to satisfactory performance. If it is reviewed performance it is found that the employee has regained satisfactory performance there is no need to go any further.
An essential part of the interview process is to maintain confidential records.

Interview two
The second interview should be held between the employee, supervisor and union and/or OHS representative. At the second interview:

- any additional details of unsatisfactory performance and the standard of performance required should be stated;
- inform the employee of the risk of discipline and possible dismissal for failing to improve performance, and
- repeat the offer of assistance through professional counselling.

If in reviewing performance it is found that the employee has regained satisfactory performance no further interviews will be required subject to continued good performance.

Interview three
Interview three should be held between the employee, supervisor and union and/or OHS representative. At the third interview:

- all details of unsatisfactory performance should be stated;
- inform the employee that they risk losing their job if their performance continues to be unsatisfactory, and
- repeat the offer of professional counselling.

The performance of the employee should then be reviewed on an ongoing basis.

Interview four
Interview four should be held between the employee, a union representative and the supervisor with the authority to take disciplinary measures and terminate employment. It is convened to arrange appropriate disciplinary measures which may include termination of employment.

Employee assistance programs (EAPs)

An EAP is a confidential service to assist employees resolve personal issues that may be affecting their work performance such as marital, legal and financial problems and the use of drugs and alcohol. An EAP may assist an individual to regain satisfactory job performance.

Establishing an EAP may not be appropriate for many small workplaces although it is recommended that all workplaces with drug and alcohol problems are referred for professional help. Where an employer does not establish an EAP, he/she should investigate appropriate services to which employees can be referred.

Below is an outline of how to establish and run an EAP.

Establishing an EAP
An EAP should be established by management in consultation with workers and/or their representatives. It is management’s responsibility to administer an EAP. Agreement must be reached and documented about the following issues:

- sick leave benefits for EAP clients;
- referral procedure;
- disciplinary provisions, and
- confidentiality.

Organisations can establish in-house counselling services or refer employees to external counselling services provided by either private consultants or community based organisations. Organisations with less than 2000 employees usually employ external counselling services.

EAP counsellors should have skills in psychological assessment and referral. Clinical psychologists, psychiatrists and social workers are suitably qualified to be EAP counsellors. EAPs should be accredited members of the Employee Assistance Professionals Association (EAPA).

Employers can assist employees in accessing the EAP by displaying and distributing lists of EAP counsellors and their specialist areas. Employees may prefer to choose a counsellor of their choice from outside the organisation.

A supervisor who believes that an employee’s work performance is alcohol affected and raises safety or production concerns can suggest that the employee see an EAP counsellor. The employee is free to reject the offer.

Confidentiality

The credibility of an EAP depends on a code of strict confidentiality. EAP counsellors may inform employees that an employee will be attending a counselling session between certain times. No other information about an employee’s personal problems may be passed to any person without the written permission of the employee.

An employee can be referred to an EAP by a supervisor or on their own initiative. Employees can refer themselves to a counsellor by contacting the counsellor personally.

If an employee visits a counsellor during working hours they should advise their supervisor that they are using the service but do not have to give the reason for the visit. If they use the service outside of working hours they do not have to tell anyone.

Publicity and training

All employees should be made aware of the EAP and how to make use of its services. Information booklets and/or brochures and videos should be made available explaining EAP policy and procedures and the range of assistance offered. Posters are a useful reminder of the existence of the services of the EAP.

All on-going training courses such as supervisor skills courses, staff inductions and management development courses should include modules about the functioning of the EAP.

Evaluation

Evaluation of an EAP is essential to ensure that it is meeting the needs of the organisation. Data should be kept about:

- the ongoing costs of running the EAP;
- injury and fatality rates;
- absentee and sick leave rates, and
- production statistics.

A confidential survey of employees can establish:

- the numbers of employees using the service;
- the type of problems they present with, and
- the rate of success in improving work performance.
The EAP should provide regular reports to the company outlining any work-related OHS matters which may be increasing the risk of harmful alcohol consumption by employees (see list of factors, page 4).

Testing

Workplace testing should only be undertaken where there are existing legislative provisions for where employers, health and safety representatives and workers are unions formally agree that it is warranted or where it might be held to be reasonable in the circumstances. Where workplace parties are in agreement that making testing available may be appropriate in certain circumstances (where for example, a risk assessment has identified high risks involved in undertaking certain activities whilst under the influence of alcohol), this should be implemented as part of a comprehensive alcohol program with appropriate safeguards, clear policy and procedures, and provision of education and counselling.

There are legislative provisions currently in place for specific occupational groups in relation to alcohol consumption in the workplace. For example, there is legislation to protect public safety in transport (covering commercial road transport, the railways, civil aviation, marine transport) through restrictions on the use of alcohol and drugs and mandatory testing. The Occupational Health and Safety (Miners) Regulations 2002 also require mine operators to introduce strategies to protect persons at the mine from risks associated with consumption of alcohol. The Mines Regulations impose duties on operators regarding alcohol consumption. These regulations are made under the OHS Act which has itself no legislative requirement specifically requiring alcohol testing at work.

The reliability of testing may be poor with variable accuracy rates and therefore be subject to legal challenge. Workers may refuse to be tested. However, depending on the nature of the work and any relevant law and/or existing agreement between the employer and an employee, the refusal may or may not have consequences.

If a worker refuses to be tested it should not be assumed that they are intoxicated.

Privacy

Victoria has laws which govern how organisations may collect, use and disclose personal information. These laws are:

- Privacy Act 1988 (Commonwealth),
- Information Privacy Act 2000 (Victoria), and
- Health Records Act 2001 (Victoria).

You need to be aware of your obligations under these laws. All information concerning an employee is strictly confidential and the OHS Act is also careful to protect the privacy of employees. Any medical information collected about an employee should only be divulged to relevant persons in confidence for the purposes of managing health and safety risks. Further, such information should only be given where the employee has agreed or is not identified by the information. In relation to a health and safety representatives' access to collected information, a useful reference is available on WorkSafe Victoria's website titled Privacy laws and the rights of health and safety representatives to information.

How alcohol and chemicals affect performance

Alcohol

Narcotic is a depressant drug which slows brain activity and responses. Evidence indicates that impairment of mental and motor functions occurs at a blood alcohol level of about 3.03% which is equivalent to the consumption of two standard drinks per hour. The effects vary depending on individual tolerance and in general women have a lower tolerance than men.

There are many workers who are professionally employed as drivers who are covered by Work Related Alcohol Standards. The legal blood alcohol limit for driving in Victoria is 0.05% which can be reached by a 70kg individual consuming three standard drinks in one hour. A zero alcohol (0.00) limit has been set for drivers of large vehicles, taxicab drivers, and driving instructors.

The possible effects of alcohol on performance include:

- Initial stimulation, euphoria
- Loss of inhibition
- Impairment of co-ordination, judgement, intellectual capacity and ability to act quickly
- Blurred vision
- Slurred speech
- Hangover-headache, shakiness, nausea and vomiting, and
- In the longer term, toxic to the brain, liver, heart and stomach.

The effects of alcohol vary according to:

- The amount and the way it is consumed
- Gender
- Body size, weight, state of health
- Build-up tolerance and dependence, and
- Combination with food or other drugs.

Narcotic is broken down by the liver at a rate of approximately 0.1% per hour. Nothing can speed up the work of the liver – not black coffee, cold showers, exercise, vomiting or any other remedy.

Hazardous Substance

It is important to develop measures for the safe handling, storage and use of hazardous substances. Chemicals such as solvents and pesticides can affect performance in a way similar to alcohol and can make the effect of alcohol more potent.

The Occupational Health and Safety (Hazardous Substances) Regulations 1999 place duties on employers to protect workers at work against risks to their health associated with the use of hazardous substances. For more information on the regulations, or about the correct management of hazardous substances contact the Victorian WorkCover Authority. (See Resources Section.)
Pesticides

1. Organophosphate pesticides

These chemicals can produce effects similar to tranquillisers. Effects include drowsiness, slowed reaction time, headache, giddiness, confusion, ataxia (loss of muscle coordination), slurred speech and convulsions. They can also produce nerve-like symptoms and impairment of vision. When mixed with alcohol the effects are increased.

2. Organochlorine pesticides

In high doses these chemicals have a stimulant effect, producing poor coordination and excitability. Over exposure can cause violent convulsions, coma and death.

Solvents

Solvents are used to dilute solid chemicals and for cleaning. Solvents act as depressants. The effects are very similar to those of alcohol, and include slowed reaction time, poor coordination, dizziness, headache, nausea, tiredness and in higher doses confusion and reduction of muscle strength (peripheral neuropathy).

The effects can be compounded if an individual is exposed to a mixture of solvents. The adverse effects may be increased if mixed with alcohol.

Solvents include:
- hexane
- trichlorethane
- methylene chloride, and
- methyl ethyl ketone (MEK).

Tips for setting out a workplace alcohol policy

Use the headings and tips below to formulate an alcohol policy and procedures that are relevant to your workplace.

Statement

Use the information contained in this guide to introduce and discuss the problem of alcohol use in the workplace and the need for development of a policy statement for the organisation. State a commitment to provision of a safe, healthy and productive workplace by management and a willingness to consult with employees and their representatives. Consider the stress factors in the workplace that could contribute to harmful alcohol use.

Aim

Clearly state the aims and expected outcomes and standards arising from the policy. The objectives and those persons covered by the policy should be clearly stated; for example, to:
- maintain a safe and healthy work environment
- reduce the costs of alcohol to the organisation and to individuals
- link action on alcohol issues with other occupational health and safety initiatives, and
- provide access to information on alcohol use and encourage those with problems to seek assistance.

Scope

Specify the name of the company, the branch, the physical location and the staff covered by the policy.

Code of behaviour

Spell out the code of behaviour required by employees of all levels and work areas. This should include:
- when it is considered appropriate and not appropriate to consume alcohol in relation to work, and
- acceptable standards of work performance.

Roles and responsibilities

Specify the scope of everyone’s responsibility to contribute to the management of the problem.

Specify whose task it is to:
- monitor work performance
- report incidents and concerns
- investigate and document such reports
- approach or employ those who may be intoxicated
- impose a corrective measure
- refer an affected employee to counselling/rehabilitation
- keep records, and
- evaluate the policy.

Special circumstances

Some high risk duties or professions may need special requirements. Identify all safety critical positions and special requirements. Specify workers who may require:
- alcohol testing
- training, and
- disciplinary measures for breaches.

Testing

If alcohol testing is used, specify the following:
- the type of tests used
- accuracy of those tests
- circumstances when tests are carried out
- the consequences if any of failing a test or of refusing to take a test
- what will be done with the results of the test, and
- legal rights of those tested.

Discipline

Specify the grounds for transfer, demotion or dismissal for breaches of the policy and the number of warnings staff will be given before discipline is imposed.
RESOURCES

Below is a list of the main drug and alcohol information, education, counselling, medical and self-help services available in Victoria.

www.drugs.vic.gov.au where the following information can be obtained:
- Victorian Alcohol Action Plan
- Victorian Alcohol Strategy
- Standard Drinks
- Links to other sites that contains information on alcohol in the workplace

Building and Construction Industry Unions "Not At Work Mate" Program

Inoclink Alcohol and Drugs Program – www.inoclink.org.au
Ph: 9639-3000

The Building Trades Group Drug & Alcohol Program – www.btgpa.org.au

Australian Drug Foundation – www.druginfo.adf.org.au

- www.alcoholandwork.adf.org.au

On-line services (Government funded):
- DrugInfo Clearinghouse on 1300 858 584
  - This service is provided by the Australian Drug Foundation to inform and support drug prevention in Victoria. DrugInfo collects, interprets and disseminates information on drug prevention. The service functions as a drug prevention network, providing easy access to information about alcohol and other drugs, and drug prevention. Professional and members of the general community can use the service as their first port of call for information from local, national and international sources.

- DirectLine on 1800 888 235
  - This is a 24 hours, 7 days confidential alcohol and drug counselling and referral line run by Turning Point Alcohol and Drug Centre Inc.

- Family Drug Help on 1300 660 068
  - This is 24 hour telephone helpline for families

Australian Drug Foundation on:
- Effects of alcohol on health, safety and work performance
- How to approach employees under the influence

Source: www.workcover.vic.gov.au
Appendix 43: The Diageo Employee Alcohol Policy

Statement of intent

Diageo brands are enjoyed by millions of consumers around the world every day. For most people, drinking responsibly can be a pleasurable part of a balanced and health-enhancing lifestyle. Diageo acknowledges that its employees understand the nature and effects of alcohol. It also plays a leading role internationally in drinks industry initiatives which promote responsible drinking and tackle alcohol misuse.
Diageo employee alcohol policy

Diageo’s alcohol policy
No matter where in the world you go, most people will have heard of at least some of our most famous brand names. Many will be curious to know whether working for the drinks industry affects your personal attitudes to drinking – whether you drink, how much, and how often. Some may also wonder what Diageo expects of you, what standards are set when it comes to defining appropriate drinking behaviour. All will gain an impression of the sort of company you work for by listening to what you say about its brands and by observing how you behave.

Corporate reputation
The image and reputation of any company is determined at least in part by the way its employees behave and are seen to behave. This is particularly true for a company which is in the premium drinks business. We are proud of our products and proud of the way we carry out our business. Our employees are our ambassadors and can enhance our reputation by showing a responsible attitude to drinking. In contrast, if our employees drink irresponsibly on the site of alcohol, they put Diageo’s reputation at risk. Employees are expected to recognise this and to behave accordingly.

Alcohol and the workplace
All employees must ensure that their performance at work and their judgements are never impaired by alcohol. In particular, employees whose jobs involve activities which impact significantly upon the safety of themselves or others, for example, drivers or operators of moving machinery, must ensure that their consumption of alcohol never threatens the safe performance of their duties and that their behaviour never puts themselves or others at risk.

Drinking and driving
Employers should never feel that the nature of their job makes it difficult for them to abide by drink-driving legislation. Anyone who has a concern about this should consult his or her line manager. Diageo does not condone drinking and driving, even in countries where drink drive legislation is not in force. We expect our country managers to put appropriate arrangements in place so that their staff can operate effectively without putting themselves or others at risk through drink driving. A conviction for drink driving, whether on company business or not, is viewed by Diageo as a serious breach of the Diageo employee alcohol policy.

Enforcement
Any employee who does not abide by the Diageo employee alcohol policy will be subject to the appropriate disciplinary measures, which has included dismissal. The policy covers both drink-related incidents at work and alcohol-related offences outside work which may damage Diageo’s reputation.

Problem drinking
If an employee has difficulty in meeting Diageo’s required standards because of any alcohol-related problem, however minor, then Diageo strongly encourages the individual to seek medical advice or counselling, from their occupational health centre or from an external agency. A dependency problem may be identified by the employee, or by colleagues or managers.

A guide for employees

Is it true or false that...

All employees who work for a drinks company are expected to drink.

True

Many major studies which have compared the health effects of different sorts of drinks have concluded that there is no difference between beer, wine and spirits. If consumed in moderate quantities they appear to confer equal benefits. Any difference found in their impact on health may have more to do with drinking patterns, such as whether they are consumed with food rather than the beverage types.

There are some people who should not drink at all.

False

There are certain times in most people’s day to day lives when it is best to limit their drinking or not to drink at all, for example before driving, or if you are pregnant or taking certain medications.

It’s ok for women to drink as much as men.

False

This is not the case. Women have a lower body weight than men and a greater proportion of fat to water in their bodies.

What this means is their blood alcohol level may rise more quickly after drinking and may reach a higher level than would be the case for a man drinking a similar amount. Health professionals therefore usually advise women to drink less than men and to be particularly cautious about drinking during pregnancy.

It’s not only red wine that’s good for you. Beer or spirits can be beneficial too.

True

There are some specialised jobs in the company which might cause problems for a total non-drinker, for example any role involving product tasting or promotional activities. However, for most employees, the choice of whether to drink or not is a personal one and nothing to do with the company.

If you do drink the company would prefer you to choose one of its brands.

False

Given the wide range of brands produced by Diageo, it is both fair and sensible to expect our employees to support our brands by choosing one of our products to drink, particularly if representing the company or entertaining guests.

I can drive better after I have had a few drinks.

False

It is common knowledge that drink driving is dangerous. The safest course of action is not to drink any alcohol at all before driving. If you do enjoy a night out, nominate a driver for the evening, arrange to go home by public transport or call a taxi.
How the body removes alcohol

Most alcohol is removed by the liver (a small amount of alcohol is removed through breathing and urine). Your blood alcohol concentration begins to fall about 20 minutes after you stop drinking. On average, alcohol is removed from your blood at a rate of about eight grams or one small drink, per hour. There is absolutely no way to quicken this process. You should not trust any products that claim to speed up alcohol removal. If you do enjoy a night out, nominate a driver for the evening, arrange to go home by public transport or call a taxi.

Visit our website for copies of our:

- Code of business conduct
- Partnering with suppliers
- Code of marketing practice for alcohol beverages
- Human rights policy
- Environmental policy
- Occupational health and safety policy

To find out more about Diageo’s responsible drinking activities please contact:

Yvonne Larkin
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www.diageo.com

This policy was last revised November 2004
Appendix 44: TAC Drink Driving Advertising Campaigns undertaken since 1989

- **Girlfriend – December 1989**
  This was the first TAC drink driving advertisement and launched the drink drive, bloody idiot slogan. Set in a hospital casualty ward, the advertisement shows a young girl arriving, having been badly injured in a car crash – her drunk boyfriend is the driver. It gives a snapshot of the casualty situation and the impact on the lives of those involved.

- **Booze Bus – September 1990**
  The advertisement launched the introduction of booze buses in Victoria. It shows a range of people and their reactions to the penalties they face as a result of being caught with a BAC of over .05.

- **Joey – November 1992**
  Shows two brothers leaving a party. One offers to drive but his brother, who has had too much to drink, insists on taking the wheel. He rolls the car killing his brother and seriously injuring himself.

- **Glasses – September 1993**
  The advertisement shows the driver's view of the road, with empty beer glasses appearing in his line of vision. The more glasses, the more blurred the view. The driver has an accident and his young wife is told of the crash by the police.

- **Country RBT – December 1993**
  Shows a country driver being breathalysed at a mobile booze bus. He is found to be over the limit, loses his licence and is fined.

- **Flashback – September 1994**
  The advertisement features a young man reliving the horrors of a crash to his wife. As he turns away from her we become aware that he is in a wheelchair.

- **Silent Night – Christmas 1994**
  The scene is a Christmas party where a man tries to convince his mates that he is fine to drive. A series of crash scenes from previous TAC advertisements is shown to the music of Silent Night. The advertisement closes with the line ‘Should you be driving home tonight?’

- **Prison – November 1995**
  Highlighting the consequences of drink driving, the advertisement is set in a visiting room at a prison, where a young mother brings her children
to see their father. He has been sentenced for killing a boy when driving
under the influence.

- **Bush Telegraph – September 1996**
  Depicts the reliance of the “bush telegraph” in country Victoria to avoid
  booze buses. A man and his son drive home from a mate’s after a few
  beers. The driver fails to give way at an intersection, resulting in a fatal
  crash with a tanker.

- **Lennon’s Christmas – December 1996**
  Set to an evocative rendition of John Lennon’s ‘And so this is
  Christmas’, the advertisement depicts the scene in a busy casualty ward,
  with newly admitted crash victims, their families and medical staff.

- **Covert – October 1997**
  The advertisement shows a driver being pulled over and breathalysed by
  an unmarked police car. It shows that now every police car operates as
  a booze bus.

- **1000 Booze Buses – 1997 and 1998**
  A range of advertisements supporting police drink-driving enforcement
  both with booze buses and police cars. The emphasis is on the wide
  range of circumstances in which drivers may face a random breath test.

- **Double Whammy – January 1998**
  Showing that police that carry speed lasers also carry breathalysers. The
  advertisement features a businessman being pulled over for speeding
  and also being breathalysed by the same police.

- **John and Jessica – February 1998**
  Set in a hospital emergency ward, the advertisement shows the
  aftermath of a crash. John resists a blood test knowing that he is over
  the limit. He is informed that the passenger in the other car has died.

- **Waiting Game – September 1998**
  Opening on a celebration the advertisement shows an older man
  encouraging drinking amongst his friends then getting into his car to
  drive home. He is pulled over by the police almost immediately and is
  booked for drink driving despite his protests.

- **Back Streets – September 1998**
  Shows a couple driving home after dinner with friends. The woman
  driver is pulled over for a broken tail-light and is breathalysed at the
  same time. She is found to be over the limit.

- **12 Days of Christmas – December 1998**
  Set to a child’s voice singing ‘The Twelve Days of Christmas’ the
  advertisement shows a young pregnant mother whose husband receives
a serious brain injury in a crash. He dies just before Christmas leaving his wife alone with her children.

- **Pub – March 2000**
  Targets the typical repeat drink driver who unlike his mates persists in driving home from the pub. He kills two pedestrians and is jailed for culpable driving.

- **Stop – August 2000**
  Highlights police drink driving enforcement by reminding drivers to stop and think before drinking and driving.

- **Never – December 2000**
  Shows the impact of a drink driving fatality on those closest to the victim – both a young woman’s father (who will never see her marry or have children) and her boyfriend. Looks like a new car advertisement at the start.

- **See the Light (Booze Bus and Police Car) – December 2001**
  These two linked advertisements highlight the increased chances of drink drivers being caught. This is a result of booze buses operating for longer periods, more unmarked police cars and a tough approach to enforcement at .05 and above.

- **Blue Squares – December 2001**
  Reinforces the strong message that police will be out in force targeting drink drivers, with increased police resources on the road.

- **Little Bit Dead – December 2003**
  Sets the scene for the ‘little bit over’ message by depicting three people affected by the actions of a drink driver – one seriously injured, one killed and one grieving. Parodies the blasé attitudes of some drivers to driving a little over the limit.

- **Little Bit Worried – December 2003**
  Shows a driver who realises that he has probably had one drink too many and might be over the BAC limit. Despite hoping so, he does not get away with driving home while impaired and is apprehended by police and subjected to a breath test.

- **The Little Things – March 2004**
  Highlights some common social drinking situations – drinks at a workplace, at a friend’s place, at a BBQ – where the drinkers show some typical signs of being affected by alcohol without being ‘drunk’. While seemingly small impairments, they can affect the safe control of a car.
• **Netball – November 2004**

A father incurs the wrath of his wife and then sullen treatment from his daughter when he’s unable to drive his daughter to her weekly netball game. We see them walking across a country town, only to arrive late. Another parent shoots the father an accusing look. A flashback then shows him being pulled up by police who disregard his pleas to be let off.

• **Insurance – November 2004**

A man on the phone renewing his car insurance discloses that he was recently caught for drink driving. He’s shocked to hear that a drink driving record will affect his car insurance policy for many years to come through higher excesses. This is regardless of his rating or whether or not he’s had a crash.

• **Unemployed – November 2004**

We overhear the conversation of a guy on the phone in a suburban family home. He’s trying to arrange an extension on the payment of a bill. Gradually we realise that he is getting by on unemployment benefits. A flashback then shows him getting out of a work van and being lead away by police for drink driving. He vainly tries to explain that he needs his licence to work.

• **Boat – November 2004**

It’s a perfect, sunny day – the sort of day that we should all be out enjoying. A boat is parked in a suburban yard, showing signs of lack of use. We then see the reason – it appears that the owner and his mates were out fishing when they were pulled over by police and the driver was breath tested. Although he may have had the least to drink of all his mates, he was over the limit and lost his driver’s licence as well as his boat licence (TAC website http://www.tacsafety.com.au)

Source: http://www.tacsafety.com.au
## Appendix 45: Evidence and Research Base for Alcohol Policies

<table>
<thead>
<tr>
<th>Intervention</th>
<th>Strength of evidence</th>
<th>Nature of evidence</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alcohol</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restrict alcohol promotions to young people</td>
<td><img src="pentastar2" alt="star2" /></td>
<td>Reasonable rationale and evidence linking exposure to advertisements with later drinking</td>
<td>Difficult area to research; WHO Declaration and forthcoming literature review may have different conclusion</td>
</tr>
<tr>
<td>Increase price through taxation to reduce consumption and harm</td>
<td><img src="pentastar2" alt="star2" /></td>
<td>Very strong evidence-based rationale; extent of effect of price on consumption varies but (almost) invariably reduces consumption and harm; systematic reviews to support; limited public support</td>
<td>Tax increases are not always fully passed on to the consumer; consumers may adapt by drinking cheaper products; need to be at a level that will not overly stimulate a black market</td>
</tr>
<tr>
<td>Hypothecated taxes on alcohol to fund treatment and prevention programs</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Very strong rationale; including increase in price; well accepted by community; implemented in NZ and NT (part), controlled Australian evaluation with positive results</td>
<td>States and Territories can no longer implement; only Australian government</td>
</tr>
<tr>
<td>Outlet density</td>
<td><img src="pentastar" alt="star" /></td>
<td>Strong rationale but no model for implementation; likely support from established retail alcohol industry</td>
<td>Current practice is for licences to be easy to acquire</td>
</tr>
<tr>
<td>Outlet trading hours</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Strong rational; recent Australian studies (NSW, WA and NT) linking of harms with late-night trading; a recent Scandinavian study showed increased harms with extended hours</td>
<td>Recent trend has been for later hours in Australia</td>
</tr>
<tr>
<td>Responsible alcohol service and enforcement of liquor laws</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Poor effectiveness in community-wide applications in absence of relevant law enforcement; international evidence that law enforcement alone very effective; evidence for mandatory server training</td>
<td>Need for an Australian demonstration project; some states have mandatory training for managers and licensees</td>
</tr>
<tr>
<td>Restrictions on Price discounting</td>
<td><img src="pentastar" alt="star" /></td>
<td>Very strong rationale; general relationship between price; consumption and harm; specific evidence re 'happy hours'; implemented as part of Accords in Australia</td>
<td>Current restrictions only apply to some on-premise licences, not liquor stores</td>
</tr>
<tr>
<td>Licensee codes of conduct (e.g. Accords)</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Strong rational; Australian implementation, three evaluations, evidence for reductions in violence through results depend on presence of external pressures for compliance</td>
<td>Concerns re long-term sustainability</td>
</tr>
<tr>
<td>Dram Shop Laws</td>
<td><img src="pentastar" alt="star" /></td>
<td>Goods rationale; evidence of deterrent effect in US and Canada, likely resistance to concept in Australia; rigorous review identifies civil liability, suits for service to intoxicated customers a theoretical possibility</td>
<td>Model Dram Shop laws have not been drafted for Australia; limited civil case law licenses permitting violent conduct</td>
</tr>
<tr>
<td>Licensing restrictions in Indigenous communities</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Evaluations from various locations in WA and the NT, most effective when part of a broad strategy and have community support</td>
<td>Must have Indigenous community Support</td>
</tr>
<tr>
<td>Declaration of Indigenous communities as 'dry'</td>
<td><img src="pentastar2" alt="stars2" /></td>
<td>Evaluation from the NT, SA, and WA, can be effective but communities need support to enforce them</td>
<td>Must be under community control</td>
</tr>
</tbody>
</table>

Key:
- ![star](pentastar) Limited investigation
- ![star2](pentastar2) Evidence is contra-indicative
- ![star3](pentastar3) Warrants further research
- ![star4](pentastar4) Evidence for implementation
- ![star5](pentastar5) Evidence for outcome effectiveness
- ![stars5](pentastar5) Evidence for effective dissemination

Source: Adapted from Loxley et al 2004, pp.184–185.
Appendix 46: Evidence Base for Regulatory and Law Enforcement Strategies for Alcohol

<table>
<thead>
<tr>
<th>Intervention</th>
<th>Target population</th>
<th>Comments and qualifications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taxation</td>
<td>General population, especially young adults</td>
<td>Strongest level of evidence: Need to maintain high price per unit of alcohol and per cigarette, indexed to inflation</td>
</tr>
<tr>
<td>Introduction of 21 years as minimum legal drinking age</td>
<td>Adolescents, young adults</td>
<td>Strong evidence from US experience, limited public support in many countries</td>
</tr>
<tr>
<td>Enforcement of purchase age laws</td>
<td>Adolescents</td>
<td>Use of children to test willingness to sell and/or police decoys recommended</td>
</tr>
<tr>
<td>Random breath-testing of drivers</td>
<td>People who drink before driving</td>
<td>Maximum benefit with high visibility and frequent testing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evidence for outcome efficacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community action on alcohol for structural policy change</td>
</tr>
<tr>
<td>Restrictions on late trading hours</td>
</tr>
<tr>
<td>Enforcement of liquor laws not to serve intoxicated customers</td>
</tr>
<tr>
<td>Responsible alcohol service with liquor law enforcement</td>
</tr>
<tr>
<td>License codes of conduct with liquor law enforcement</td>
</tr>
<tr>
<td>Local liquor restrictions</td>
</tr>
<tr>
<td>Restrictions on price discounting</td>
</tr>
<tr>
<td>Ignition interlocks</td>
</tr>
<tr>
<td>Lower BAC limits for young drivers</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evidence for implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dram Shop laws</td>
</tr>
<tr>
<td>Breath-testing in high injury risk workplaces</td>
</tr>
</tbody>
</table>

[1]: Warrants further research: Strategies with a strong rationale and promising evidence for their implementation or outcome, but key elements not clearly resolved or evaluated only in small scale or inadequately controlled studies. Policies and programmes utilising these strategies are priority targets for future research funding.

Key:
- Limited investigation. No relevant effectiveness studies identified and no empirical or theoretical rationale. OR the limited evidence available is inconsistent or contradictory.
- Evidence is negative for the use of this strategy to prevent the targeted outcome. This rating required consistent null or negative findings in well-controlled evaluation studies.
- Warrants further research: Strategies with a strong rationale and promising evidence for their implementation or outcome, but key elements not clearly resolved or evaluated only in small scale or inadequately controlled studies. Policies and programmes utilising these strategies are priority targets for future research funding.
- Evidence for implementation. Published studies provide a sound theoretical rationale, a clearly specified service delivery format, acceptance within service delivery organisations, target population recruitment on a scale sufficient to usefully contribute to population health impacts, and adequate consumer approval measured using indicators such as programme retention. Policies and programmes utilising these strategies might be supported for implementation where there were few costs and obvious benefits. In other cases wider implementation may await rigorously controlled outcome evaluation to better establish benefits.
- Evidence for outcomes. This rating was applied where positive outcomes were consistently published in well-controlled interventions. Interventions were required to be of sufficient scale to ensure outcomes within the constraints imposed by large-scale population health frameworks. Policies and programmes utilising these strategies should be carefully monitored for their impacts while being supported for jurisdiction-wide dissemination.
- Evidence for broad implementation and dissemination. This rating requires published reports of impacts where programmes were delivered on a large scale, not by research teams, but rather by government auspice bodies or other service delivery agents. Evidence for dissemination was only sought for strategies demonstrating evidence for outcomes. Monitoring for effective delivery recommended.