



Public Consultation

Proposals for PSA Licensing

Future Requirements for the licensing of Event Security employees

August 2018

Summary of Public Consultation	
AGENCY: Private Security Authority	Legislation: The Private Security Services Act 2004 and 2011
Subject: Event Security Licensing	Issued Date: 15 th August 2018 Closing Date: 17 th September 2018
Related publications: PSA 39:2014 - Standard For The Licensing Of Door Supervisor (Event Security) And Security Guard (Event Security) Contractors	
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1. Agency and Legislation

The Private Security Services Act 2004, as amended, established the Private Security Authority (PSA) as the statutory body with responsibility for the licensing and regulation of the security industry in Ireland. The functions of the PSA as set out in Section 8 of the Act include, the grant and renewal of licences.

Section 2 of the Private Security Services Act sets out the categories of security service to be licensed by the PSA. The PSA licences both contractors and individuals. This public consultation relates to the licensing of individuals providing security services in the Event Security sector only.

2. Purpose of Public Consultation

The PSA currently regulates contractors providing security services in the Event Security sector. Two categories of licence are issued to contractors, Door Supervisor (Event Security) and Security Guard (Event Security). Contractors operating in the sector must comply with the PSA requirements document, PSA 39:2014. The PSA 39:2014 standard is available on our website. There are currently 52 contractors licensed to provide Event Security services.

The PSA is now proceeding to extend licensing to individuals working in the sector. This will ensure that individuals wishing to work in event security are trained and qualified to the level prescribed by the PSA, undergo criminal record checking and meet the PSA's suitability criteria. Regulating individuals will improve the security for those attending events and increase public safety and welfare. The PSA believes that the proposals set out in this consultation document will raise the standard of security services provided at events.

3. Public Consultation Proposals

The Private Security Authority (PSA) is seeking submissions on “*Proposals for PSA Licensing – Future Requirements for the licensing of Event Security employees*”. This public consultation process offers the security industry and other interested parties an opportunity to comment on the proposals for the licensing of individuals in the Event Security sector. The proposals do not alter in any way the licensing requirements which currently apply to Event Security contractors.

The document was developed by a working group comprising of licensed contractors, employee representatives, event promoters, certification bodies, training providers, An Garda Síochana and the PSA. It sets out the proposed structure of licensing for individuals in the Event Security sector. The PSA would like to thank the members of the working group for their valued contribution in the development of these proposals.

4. Definitions

The PSA has been licensing contractors who provide event security services since the 1st November 2014. The standard for contractor licensing is [PSA 39:2014](#) and provides definitions in respect of the provision of event security. These definitions, where appropriate, will also apply to individual licensing.

Door Supervisor (Event Security) The provision of any of the following functions at, in or in the vicinity of any premises or any other place where a public or private event or function is taking place or about to take place –

- (a) controlling, supervising, regulating or restricting entry to the premises or place,
- (b) controlling or monitoring the behaviour of persons therein for the purposes of event security,
- (c) removing persons therefrom because of their behaviour.

Entertainment Area. The specific area of a venue where the entertainment or social performance takes place and where the provision of a security service is undertaken by a Door supervisor (Event Security) provider. The Entertainment Area includes areas where alcohol and food are served.

Event. A gathering of people either at public or private locations for entertainment, social performance or other purposes e.g. sporting, trade events or social functions, held within temporary or fixed, indoor or outdoor locations on a regular, occasional or once off basis. Event Security is the provision of security services at or in the vicinity of such an event.

Event Steward. An individual providing services at an event which are not licensable by the PSA. Such services include:

- Checking tickets.
- Directing persons to seats, facilities or other areas of a venue during the normal course of an event.
- Providing safety advice and assistance.
- Ensuring all entrances, exits, passageways, stairway and other concourses are kept clear for health and safety purposes.
- Checking and reporting of any matter posing a risk to the health and safety of persons.
- Observation and reporting of crowd dynamics.
- Traffic management.

An Event Steward **may not** undertake any task of a security nature. Such tasks include but are not limited to:

- Preventing unauthorised entry.
- Removal of persons from venue.
- Protection of property.
- Protection of persons (but not including guarding or protective services provided in relation to a specific individual or specific individuals).
- Searching for and controlling of prohibited goods, items or other objects.

Periphery Area. The specific area of a venue adjacent to or in the vicinity of the Entertainment Area where the provision of a security service is undertaken by a Security Guard (Event Security) provider. The Periphery Area includes car parks, accommodation areas, venue perimeter and approaches, and any other location not within the Entertainment Area.

Security Guard (Event Security). The provision of patrols or other protective services in relation to persons or property in any premises or any other place where a public or private event or function is taking place or about to take place, including the controlling, supervising, regulating, restricting and directing the movements of persons at an event of function.

Note: Security Guard (Event Security) does not include guarding or protective services provided in relation to a specific individual or specific individuals.

Security Guard (Temporary Event Security). The provision of patrols or other protective services in relation to persons or property in any premises or any other place where a public or private event or function is taking place or about to take place, including the controlling, supervising, regulating, restricting and directing the movements of persons at an event of function.

Note 1: Security Guard (Temporary Event Security) does not include guarding or protective services provided in relation to a specific individual or specific individuals.

Note 2: Security Guard (Temporary Event Security) is a 9 month licence.

5. Event Security Personnel

Event security work has a transient and temporary aspect to it. Most contractors operate with a small team of regular personnel and employ additional staff according to the requirements of the event. The ratio of regular personnel to additional staff can be 1:8 and at some major events the difference can be greater. The PSA licensing regime needs to take cognisance of the levels of additional staff required. However, the PSA does have concerns regarding the ratio of regular personnel to additional staff at events and the impact that this can have on the quality of standards and service provided. To address these concerns this document includes proposals to reduce the ratio over the first three years of licensing.

There are also proposals to introduce a 9 month licence to allow for the recruitment of additional staff when required. Restrictions on applying for a 9 month licence and the deployment of such licence holders are set out in the structure document at section 7.

6. Variety of Event Security Roles

The nature of events is varied, and each event may experience different phases through to its completion, accordingly the roles of Security Guard (Event Security) and Security Guard (Temporary Event Security) should reflect the cycle of an event. The PSA propose that, subject to restrictions set out in section 7, such staff may continue to perform a restricted role within an entertainment area.

All personnel who potentially will be called upon to carry out or assist in security functions shall have an appropriate category of event security licence. The Event Security Standard (PSA 39:2014) already provides clear detail on the activities that do not require a licence. These are:

- Checking tickets.
- Directing persons to seats, facilities, or other areas of a venue during the normal course of an event.
- Providing safety advice and assistance.
- Ensuring all entrances, exits, passageways, stairway and other concourses are kept clear for health and safety purposes.

- Checking and reporting of any matter posing a risk to the health and safety of persons.
- Observation and reporting of crowd dynamics.
- Traffic management.

Activities which require a licence include but are not limited to:

- Preventing unauthorised entry.
- Removal of persons from venue.
- Protection of property.
- Protection of persons (but not including guarding or protective services provided in relation to a specific individual or specific individuals).
- Searching for and controlling of prohibited goods, items or other objects.

The Front of Stage Area, and where used, Secondary Barrier have a unique role in certain events and as such requires the deployment of a specialised Pit Crew. The Pit Crew shall be rostered and assigned as such and shall have received certified training for the role. For PSA purposes, security staff in the Front of Stage Area or at the Secondary Barrier are required to have a Door Supervisor (Event Security) licence as they will be deemed to be providing a security function not being met by the Pit Crew.

Where any possible ambiguity may arise in relation to an individual's role at an event it is preferable for the employee to be licenced. Where a role does not fall within the parameters set out in this document then the Event Security contractor should contact the PSA in advance of the event. The PSA will be the final arbiter on whether a role is licensable or not.

7. Licensing Structure for Event Security

To facilitate the introduction of employee licensing in this area the PSA plans to introduce three new categories of licence, Door Supervisor (Event Security), Security Guard (Event Security) and Security Guard (Temporary Event Security). A description the security services which can be provided by each category of licence follows;

Door Supervisor (Event Security).

A Door Supervisor (Event Security) licence holder will be licensed to work in all areas of an event (Entertainment and Periphery). The following services are reserved to the holder of a Door Supervisor (Event Security) Licence and may not be undertaken by any other class of licence holder;

- Provision of security in the Front of Stage Area.
- Provision of security in areas where food and drink are served including the access and exit to such areas.
- The removal of persons from the event.

The following will apply to the Door Supervisor (Event Security) licence:

- The Door Supervisor (Event Security) will be a three year licence.
- The Door Supervisor (Event Security) licence will cost €150.
- The holder of a Door Supervisor (Event Security) licence will also be licensed to work in the following sectors;
 - ❖ Door Supervisor (Licensed Premises)
 - ❖ Security Guard (Event Security)
- The holder of a Door Supervisor (Event Security) licence holder will not be licensed to work in the Security Guard (Static) sector.
- An existing Door Supervisor (Licensed Premises) licence holder is not obliged to add 'Event Security' to their licence.
- The holder of a Door Supervisor (Licensed Premises) sector will not be permitted to work in the event security sector after a date to be specified.
- The holder of a Door Supervisor (Licensed Premises) licence may apply for the Door Supervisor (Event Security) licence at their first renewal after the critical date provided they have satisfied the Transitional Arrangements set out in section 12.

Security Guard (Event Security).

A Security Guard (Event Security) licence holder will be licensed to work in the Periphery of an event. They will also be permitted to provide a limited security service within the Entertainment area*, this service will be limited to the controlling, supervising, regulating, restricting and directing the movement of persons to allow for the orderly entry, exit and circulation of patrons at the event. Security Guard (Event Security) licence holders will not be permitted to perform the functions that are reserved to Door Supervisor (Event Security) licence holders.

- The Security Guard (Event Security) licence will be a three year licence.
- The Security Guard (Event Security) licence will cost €90.
- A Security Guard (Event Security) licence holder will also be licensed to work in the Security Guard (Static) sector.
- An existing Security Guard (Static) licence holder is not obliged to add 'Event Security' to their licence.
- The holder of a Security Guard (Static) licence will not be permitted to work in the event sector after a specified date.
- The holder of a Security Guard (Static) licence may apply for the Security Guard (Event Security) licence at their first renewal after the critical date provided they have satisfied the Transitional Arrangements set out in section 12.

Security Guard (Temporary Event Security).

A Security Guard (Temporary Event Security) licence holder will be licenced to work in the Periphery of an event. They will also be permitted to provide a limited security service within the Entertainment area*, this service will be limited to the controlling, supervising, regulating, restricting and directing the movement of persons to allow for the orderly entry, exit and circulation of patrons at the event. Security Guard (Temporary Event Security) licence holders will not be permitted to perform the functions that are reserved to Door Supervisor (Event Security) licence holders.

- The Security Guard (Temporary Event Security) licence will be a nine month licence.
- The Security Guard (Temporary Event Security) licence cannot be renewed. Holders who wish to continue to work in the event security sector must apply for a Security Guard (Event Security) licence or a Door Supervisor (Event Security) licence.
- The Security Guard (Temporary Event Security) cannot be availed of at renewal by existing Security Guard (Event Security) or Door Supervisor (Event Security) licence holders.
- A Security Guard (Temporary Event Security) licence holder cannot perform any other security services.
- The Security Guard (Temporary Event Security) licence will cost €30.

The following limits on the number of Security Guard (Temporary Event Security) licence holders to Security Guard (Event Security) licence holders shall apply:

- Year 1 following critical date: - Max 50% Security Guard (Temporary Event Security) licence holders.
- Year 2 following critical date: - Max 40% Security Guard (Temporary Event Security) licence holders.
- Year 3 onwards: - Max 30% Security Guard (Temporary Event Security) licence holders.

*With effect from 1st October 2021, the combined number of Security Guard (Event Security) and Security Guard (Temporary Event Security) licence holders assigned to the entertainment area may not exceed 25% of the security personnel assigned to the entertainment area.

8. Cost of Licences

The proposed licence fees for Event Security Licences are in line with the existing licence fees for the Door Supervisors and Static Guard sectors. Licence fees will be as follows:

Door Supervisor (Event Security)	€150
Security Guard (Event Security)	€90
Security Guard (Temporary Event Security)	€30

Where a person applies for multiple licences the usual discount shall apply.

9. Existing PSA Licence Holders

The PSA are mindful that there are a significant number of people who perform security functions at events who currently hold licences in other sectors. Existing licence holders, who meet the transitional arrangement in section 12, will be able to provide event security services under their current licence until the renewal of their licence as follows.

10. Holders of Security Industry Authority (SIA) licences

It is a feature of the event industry that SIA licence holders from the United Kingdom perform security functions at events in the Republic of Ireland. With the introduction of event security licensing such licence holders will require a PSA licence if they wish to continue providing event security services.

11. Training

Existing PSA licence holders employed by a licensed contractor in the event sector who have not completed a recognised event security training course will require additional training with regard to event. This training must be delivered in compliance with the PSA Training Providers Standard (TP1).

New applicants will be required to attend a comprehensive training course.

Applicants for a Security Guard (Temporary Event Security) licence will be required to have undergone, as a minimum, a specific event training course.

Evidence of the successful completion of such training will be required in all cases.

12. Transitional arrangements

1. A current holder of a Door Supervisor (Licensed Premises) licence can provide a Door Supervisor (Event Security) activity until the expiry of their current licence provided;
 - On the critical date for licensing they are employed by a licensed contractor in the event security sector, and
 - They successfully complete the prescribed event security training within 12 months of the critical date. They will be required to provide evidence of same on renewal of their licence.
2. A current holder of a Security Guard (Static) licence can provide a Security Guard (Event Security) activity until the expiry of their current licence provided;
 - On the critical date for licensing they are employed by a licensed contractor in the event security sector, and
 - They successfully complete the prescribed event security training within 12 months of the critical date. They will be required to provide evidence of same on renewal of their licence.

On the basis of the above, all security personnel including in the ‘build period’ shall have some category of event security licence.

13. Proposed Hierarchy of Individual Event Licences

Licence Type	Duration	Cost*	Activity Covered			
			Event Entertainment	Event Periphery	Static Guarding	Licensed Premises
Door Supervisor – Event Security	3 years	150	Yes	Yes	No	Yes
Security Guard – Event Security	3 years	90	Yes (subject to restrictions outlined below)**	Yes	Yes	No
Security Guard – Temporary Event Security	9 months	30	Yes (subject to restrictions outlined below)**	Yes	No	No
Door Supervisor – Licensed Premises	3 years	150	No	No	No	Yes
Security Guard – Static Guard	3 years	90	No	No	Yes	No

*Where an individual wishes to combine a Door Supervisor and Security Guard licence, the €20 discount currently available will still apply.

** this service is limited to the controlling, supervising, regulating, restricting and directing the movement of persons to allow for the orderly entry, exit and circulation of patrons at the event. This category of licence may not undertake the service of a Door Supervisor (Event Security).