

Mr Ian Fairweather  
National Licensing Forum Secretariat  
The Scottish Executive  
Area 3-H South  
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22<sup>nd</sup> November 2005

Dear Ian

**LICENSING (SCOTLAND) BILL 2005 - NATIONAL LICENSING FORUM  
CONSULTATION ON DRAFT FRAMEWORK FOR TRAINING**

Thank you for your correspondence of 21<sup>st</sup> October 2005 regarding the above.

We look forward to receiving more detail on the National Licensing Forum's thoughts on the training regime for the new Licensing (Scotland) Act in due course however, in the interim I would offer the following brief observations.

- i) Many of our members currently expend a good deal of effort in training their staff in their responsibilities under the current licensing regime. We would hope that in progressing to the new regime that this expertise and existing best practice will be able to be taken forward. We believe that this is particularly the case in making sure that internal company training schemes are recognised and accredited under the new Licensing Act;
- ii) We note the comment in Annex A that "With this understanding, training in Scotland should be developed to enhance the skills and knowledge of **the target audience** to contribute to reducing alcohol related harm at decision making and distribution levels." Whilst accepting this comment we would make the point that the level and nature of training required for example by the Manager of a premises will be different from that required by an ordinary member of the bar staff and as such the training packages will have to be carefully tailored to recognise this. We note this is indicated in later comments in the Annex;
- iii) We noted the intention in the Policy Memorandum accompanying the draft Licensing (Scotland) Bill that "casual bar staff", i.e. those with a limited cumulative experience of working in the licensed industry for less than a few months, would be excluded from the training requirements of the new regime. We would be grateful for an assurance that this is still the Executive's intention which we believe was a recognition that seasonality issues, employment trends and the fact that many foreign students work within the licensed trade in Scotland for short periods of time as vocational employment;

- iv) We note the intention within the legislation of the proposed training involving staff being made aware of their responsibilities under the Smoking Act 2005. We accept that this should be the case but would question whether this needs to include training on “the effects of smoking on health.” Training on the effects of illegal drugs and alcohol is relevant for the training programme in terms of bar staff being able to identify and police problems caused by these issues, but we do not accept that this is the case for the issue of smoking and indeed this is covered by the guidance to employers under the Smoking Act anyway ;
- v) We would suggest that the training programme for relevant staff should also include issues around the introduction of the Security Industry Authority in Scotland which we believe is scheduled for 2007 and as such it will coincide with the transition to the new licensing regime in Scotland.

I trust that our comments are of use.

Yours sincerely

Patrick Browne  
Chief Executive