

INFORMATION SHEET

NATIONAL POLICE CLEARANCE

To be eligible for employment with VenuesWest, all prospective employees (including casuals) must provide a current National Police Clearance Certificate prior to commencement. It's important to note that having a conviction won't necessarily exclude you from appointment.

Any clearances returned with convictions will be reviewed by the Manager People and Culture. When making a decision based on the information in the certificate, the delegate will consider the recency and seriousness of the offence, relevance of the offence to the position, degree of risk to VenuesWest, it's workers and patrons, and the requirements of the *Spent Convictions Act 1988*.

Where a prospective employee is likely to be denied employment, they will have the right to provide an explanation or response to the conviction, and discuss any mitigating circumstances that may exist, which will be taken into consideration before a final decision is made.

The below is a summary of employment exclusion periods VenuesWest will observe, based on the class of offence.

Permanent Exclusion

- Homicide and related offences
- Sexual assault and related offences
- Acts intended to cause injury (excluding common assault)
- Abduction, Harassment and related offences
- Prohibited and regulated weapons and explosives offences
- Acts of terrorism

10 years from date of conviction

- Offences against justice procedures, government security and government operations

8 years exclusion

- Robbery, extortion and related offences
- Unlawful entry with intent/burglary, break and enter
- Theft and related offences
- Fraud, deception and related offences
- Illicit drug offences

4 years exclusion

- Common assault
- Negligent acts endangering persons (not intended to cause harm)
- Property damage and Environmental pollution
- Public order offences

No impact

- Traffic and vehicle regulatory offences

If you have any queries or would like to discuss an offence that is not listed above, please contact the Manager People & Culture by calling VenuesWest on (08) 9441 8222.