



MINISTRY OF DEFENCE & VETERAN AFFAIRS

An inclusive Safe, Secure, Stable and Prosperous Fiji



FIJI LAW REFORM COMMISSION

CALL FOR EXPRESSIONS OF INTEREST FOR APPOINTMENT AS A FIJI LAW REFORM COMMISSIONER

Background

The Ministry of Defence and Veteran affairs and Security Industry Licensing Authority is undertaking a comprehensive review of the *Security Industry Act 2010* ("Act") in collaboration with the Fiji Law Reform Commission ("Commission"). The Review was endorsed by Cabinet on the 18th of February 2025 as per the approved work programme of the Commission.

Key Objective

The key objective of the review is to determine whether the policy objectives of the Act remain valid and whether terms of the Act remain appropriate for securing those objectives.

Scope of Work

The scope of work for the review shall include, but is not limited to:

- a) to identify any existing laws of Fiji and recommend how these may require change to work effectively together with the Security Industries Act 2010;
- b) to conduct an analysis of any inconsistencies or gaps between the Act and international best practices including comparative analysis of relevant laws in jurisdictions in the Pacific region, and or similar Commonwealth jurisdictions;
- c) to consider whether the Act should be amended, modified or significantly expanded to improve the efficiency and effectiveness of the licensing and regulation of the Industry as a whole;
- d) to determine if the Act and the current legislative framework adequately addresses the licensing and regulation of all security activities conducted in Fiji currently and into the future;
- e) to explore whether the scope of the Act should be extended to:
 - i. cover a greater scope of security activities not previously encapsulated or regulated under the Act;
 - ii. improve regulation within the security industry;
 - iii. improve the enforcement and compliance provisions under the Act;
 - iv. to provide a regulatory framework which is effective and responsive to Fiji's current and future needs and circumstances;
 - v. improve the overall integrity and competency of the Industry by expanding probity requirements and introducing qualification and competency requirements such as course completion and certification;
 - vi. update the current licensing arrangements to cater to all security activities including those that are transient in nature;

- vii. elaborate further the requirements to be met for the respective licenses whether in the Act or via Regulations e.g. inclusion of a checklist for applications for Master License, Individual License and Provisional License; and
- viii. any other related matters.
- f) to review and reform the composition, powers and functions of the Security Industry Licensing Board and address any operational challenges encountered by it since its inception;
- g) to undertake consultations with the general public, security service providers, license holders, Clients and host agencies, Employer and worker unions, relevant government agencies, licensing and regulation authorities in Fiji, and targeted stakeholder meetings; and
- h) making recommendations for reform and a proposed legislative scheme to effect its recommendations;
- i) preparing drafting instructions and assisting in the drafting of amendments to the Act, Bill and/or Regulations;
- j) delivering presentations to relevant stakeholders both internal and external on research findings and recommendations; and
- k) preparing reports and presentations to summarize findings and suggested recommendation for reform; and
- l) addressing any related matters that arise during the course of the Review.

Role of the FLRC Commissioner

The Commissioner will be expected to provide high level expertise and advice to co-lead the review of the Act culminating with the production of a Final Report, draft amendment Bill and/or regulations that complies with international standards and good practice contextualized to the needs of Fiji.

The Commissioner will also be responsible for producing:

1. A Final Report with recommendations;
2. Clear written drafting instructions and draft bill and/or Regulations; and
3. A draft Cabinet Paper.

The Commissioner will be assisted by the Technical Review Committee and the Commission in terms of technical support including legislative drafting expertise.

Expressions of Interest

Expressions of interest are invited from interested individuals or groups with a solid legal background, extensive knowledge of security industry and National Defence in Fiji and the region. Some legislative drafting experience would be an advantage but is not necessary.

The invitation is extended to, but is not limited to:

- Security Industry experts ;
- Senior and/or retired legal practitioners from the public and private sector;
- Legal academics;
- Former senior public servants or individuals with substantial knowledge of private security processes and systems.

The successful candidate will not be deemed to be a public officer and be bound by the terms and conditions outlined in the Letter of Appointment upon his/her acceptance.

Your EOI will include but not be limited to the following requirements by the interested parties:

- Resume/Curriculum Vitae highlighting background and relevant experience;
- Methodology/Workplan for the review (including Timeline)
- Fees (e.g. daily fees)

INFORMATION

An information package including a Terms of Reference can be obtained from the Fiji Law Reform Commission website at <https://flrc.gov.fj/> or a hard copy obtained from our office at Level 5, Civic Towers (behind Suva City Library), Victoria Parade, Suva, Fiji. You can also contact: Senior Legal Officer, Mr. Leighton Fatiaki, or Legal Officer Ms. Leah Duru at 679 3303646/3303900 or on email: fijilawreformc@gmail.com

Interested individuals may write enclosing a copy of a detailed curriculum vitae, addressed under confidential to:

Expression of Interest - FLRC Commissioner Security Industry Act Review

All Expressions of interest must be marked “Confidential” and titled “Expression of Interest: FLRC Commissioner: Review of the Security Industry Act 2010 and e-mailed to:

fijilawreformc@gmail.com

copied to: mason.smith@homeaffairs.gov.fj – Permanent Secretary Ministry of Defence and Veteran Affairs – Mr Mason Smith

alipate.naulivou@homeaffairs.gov.fj - Director Security & Coordination Unit - Mr Alipate Naulivou

These will be treated in the strictest confidence.

Applications by Post:	Applications in person (hand delivered)
The Director	The Director
“EOI - FLRC Commissioner - Review of the Security Industry Act 2010 ”	“EOI: Commissioner - Review of the Security Industry Act 2010”
Fiji Law Reform Commission	Fiji Law Reform Commission, Level 5,
P.O. Box 2519	Civic Towers,
Government Buildings, Suva, Fiji.	Victoria Parade, Suva.

Applications close on Friday 5th December 2025 at 4pm.

Signed:.....

Raijeli Lebaivalu Tuivaga [Ms.]

Director- Fiji Law Reform Commission

