

NSW Independent Liquor & Gaming Authority

Mr Rodney Flagg Former secretary manager Nambucca Heads Bowling & Recreation Club Limited, Nambucca Heads	Mr Darren Duke Director Compliance and Enforcement Compliance and Enforcement Unit NSW Department of Creative Industries, Tourism, Hospitality and Sport
Section 140(3) – Third parties NAMBUPCA HEADS BOWLING & RECREATION CLUB LTD Licensee & Premises Owner	

Our ref: DOC25/450487

12 December 2025

Dear Sir/Madam

Decision regarding a complaint about Mr Rodney Flagg, former secretary manager, Nambucca Heads Bowling & Recreation Club Limited, under section 139 of the Liquor Act 2007

Ground of complaint

The ground of complaint is that:

- the manager is not a fit and proper person to be the manager of the licensed premises – section 139(3)(i) of the *Liquor Act 2007* (**the Act**).

Section 137(1)(b) of the Act provides that a reference to a manager in the relevant Part of the Act includes a reference to a former manager.

Our decision

We are satisfied that the ground of complaint is established and have determined to:

- disqualify** Mr Rodney Flagg (**Mr Flagg**) from being the manager of licensed premises, or from holding a licence or being the close associate of a licensee for a period of 5 years under section 141(2)(h) of the Act.
- withdraw** Mr Flagg's approval to manage licensed premises, in accordance with section 141(2)(g) of the Act.

Background

On 24 July 2025, Matt Weber A/Director, Compliance & Enforcement, Liquor & Gaming NSW (**L&GNSW**) as a delegate of the Secretary, Department of Creative Industries, Tourism, Hospitality and Sport (**DCITHS**) made a complaint to the Authority in respect of Mr Flagg under section 139(3)(i) of the Act.

Complaint details

On 19 July 2024, Mr Flagg applied to L&GNSW to be an approved manager of a licensed premises in NSW and was granted approval on 22 July 2024. His application included a Nationally Coordinated Criminal History Check (**NCCCHC**) certificate that did not disclose any outstanding warrants or court proceedings.

On 31 July 2024, Mr Flagg applied to become the Secretary and manager of the Nambucca Heads Bowling & Recreation Club Limited (**the Club**) and was approved on 14 August 2024. Mr Flagg submitted in his application that he did not have any criminal charges or pending proceedings within the past 10 years.

On 20 December 2024, L&GNSW received a complaint alleging that Mr Flagg had a history of fraud, theft, bankruptcy, and an outstanding warrant in Western Australia. Following an investigation, L&GNSW obtained documentation from Western Australia Police (**WAPOL**) indicating:

- Mr Flagg was employed as manager at the Karratha Tavern in 2013, where, between 3 July 2013 and 14 November 2013, he allegedly committed 81 instances of theft totalling over \$36,000.
- An arrest warrant was issued by WAPOL on 4 April 2014 for 81 counts of stealing as a servant under section 378(8) of the Western Australian Criminal Code.
- WAPOL completed an extradition report in May 2020 and advised in September 2023 that extradition was unlikely due to Mr Flagg residing in NSW.
- Mr Flagg allegedly caused the Karratha Tavern's insurance company to pay \$17,000 into his personal account under false pretenses involving a vehicle write-off.

During the investigation, L&GNSW were provided information from a witness that Mr Flagg had allegedly stolen \$65,000 from another hotel in Western Australia and that he had a pattern of accruing debt and bankruptcy related to licensed premises.

L&GNSW's investigation revealed that when Mr Flagg applied to become the manager and Secretary of the Club in 2024, the resume he submitted failed to disclose his employment at the Karratha Tavern.

An independent investigation commissioned by the Club in relation to Mr Flagg's conduct found that Mr Flagg neglected his duties, breached trust, and acquitted cash variances without appropriate justification.

On 28 March 2025, Mr Flagg ceased being manager and Secretary of the Club.

On 17 April 2025, Mr Flagg applied to become the licensee of Harrington Hotel. In his application to L&GNSW, he denied any previous or pending criminal charges.

L&GNSW concluded that Mr Flagg failed to disclose the outstanding warrant and relevant criminal allegations in his applications to L&GNSW and to prospective employers. It is further alleged that Mr Flagg has a history of bankruptcy within the hospitality sector.

Licence details

Mr Flagg holds a Liquor other – approvals licence, licensing him to be an approved manager of a club and hotel, and an approved manager on-premises and in respect of packaged liquor (LIQXA911030427). Mr Flagg was the Secretary and approved manager of the Club between 14 August 2024 and 28 March 2025. He is therefore the former approved manager of the Club.

Submissions and consultation

On 30 September 2025, a show cause notice (**the notice**) was issued to Mr Flagg, Nambucca Heads Bowling & Recreation Club Ltd as the licensee and premises owner of the Club, and L&GNSW.

A submission was received in response to the notice on 21 October 2025 from Mr Flagg noting the following:

- That he consistently endeavored to support the Club's growth, both in terms of membership and financial performance.
- Acknowledged lapses in focus during his time in the role and accepted full responsibility for those shortcomings.
- Cited personal circumstances as a contributing factor to his health challenges. He noted that working at the Club provided him with a sense of purpose during a difficult period.
- Since leaving the Club, he has experienced an impact on his mental wellbeing.
- In recognition of the situation, he has offered to voluntarily surrender his hospitality licenses (Classes A, C, G & L) should it be deemed appropriate.

A submission was received from the complainant, L&GNSW, on 3 November 2025 noting the following:

- Noted that Mr Flagg's submission failed to address any of the concerns raised in the complaint made against him, including a response to allegations of theft, fraud and his failure to disclose required information during his application to L&GNSW to become Secretary of the Club.
- Noted Mr Flagg's recognition that he may not be able to work in the liquor and gaming industries.
- Acknowledged Mr Flagg's offer to rescind his licences and approvals, however considers the weight of the ground against Mr Flagg warrants further consideration of additional disciplinary action.
- Recommended the following disciplinary action:
 - cancel Mr Flagg's authorisations and other approvals, in accordance with section 141(2)(d) of the Act,
 - withdraw Mr Flagg's approval to manage licensed premises, in accordance with section 141(2)(g) of the Act, and
 - disqualify Mr Flagg from being the manager of licensed premises, or from holding a licence or being a close associate of a licensee for such a period as the Authority thinks fit, in accordance with section 141(2)(h) of the Act.

Our findings

Mr Flagg's conduct falls well below the standard of behaviour expected of an approved manager. His outstanding charges for stealing as a servant while employed as a tavern manager in Western Australia are concerning. The alleged conduct was not an isolated lapse in judgement but appears to be part of a sustained pattern of dishonesty and misconduct.

Mr Flagg has continued to demonstrate dishonest conduct by failing to disclose his previous relevant employment and outstanding charges in Western Australia in his applications to L&GNSW and prospective employers to become Secretary of the Club and licensee of Harrington Hotel.

Mr Flagg's repeated instances of dishonest and fraudulent behaviour demonstrate a consistent disregard for ethical obligations and a willingness to abuse his position of authority for personal gain. His behaviour indicates he lacks the requisite honesty, integrity and ethical standards required to be considered a fit and proper person to be the manager of a licenced premises.

In consideration of all the circumstances of this complaint, we are of the view that disciplinary action is warranted and that Mr Flagg is not fit and proper to be a manager of a licensed premises.

Relevant legislation

Part 9 of the Act.

Prescribed ground of complaint

We are satisfied that the complaint was made validly and that the established ground of complaint is prescribed ground under section 139(3)(i) of the Act.

The material we considered

In determining the disciplinary complaint, the following material was considered:

- disciplinary complaint from L&GNSW, received 24 July 2025
- a submission from the respondent, Mr Flagg, received 21 October 2025
- a submission from the complainant, L&GNSW, received 3 November 2025.

If you are dissatisfied with this decision

The respondent or complainant may apply to NCAT for a review of this decision under the *Administrative Decisions Review Act 1997*.

For more information, please contact the NCAT Registry at 1300 006 228 or visit the NCAT website.

This decision will be published on the website.

If you have any questions

Please contact the Office of ILGA at office@ilga.nsw.gov.au if you have any questions.

Yours sincerely



Jeff Loy
Chair, Disciplinary Matters Committee
NSW Independent Liquor and Gaming Authority