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AWARD SUMMARY SHEET

SECURITY SERVICES INDUSTRY AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2018**. If you have any queries, please contact Employment Services & Solutions Australia.

Coverage

This industry award covers employers throughout Australia in the **security services industry** and their employees as listed in Schedule C- Classification Structure and Definitions of the award.

For the purpose of this provision, the **security services industry** includes:

- i. Patrolling, protecting, screening, watching or guarding any people and/ or property, including cash or other valuables, by physical means (which may involve the use of patrol dogs or the possession or use of a firearm) or by electronic means
- ii. Crowd, event or venue control whether through physical or electronic means
- iii. Body guarding or close personal protection
- iv. The operation of a security control room or monitoring centre
- v. Loss prevention, and
- vi. Traffic control when it is incidental to, or associated with, the activities referred to in provisions i), ii) or iii).

To avoid doubt this award does not apply to an employer merely because that employer, as an incidental part of a business that is covered by another modern award, has employees who perform functions referred to in the above provisions.

This award does not cover an employer in respect of:

- i. Any cash-in-transit portion of the employer's business
- ii. The operation of prisons, correctional or other detention facilities
- iii. The installation, maintenance or repair of electronic alarm and/ or monitoring systems, or
- iv. The installation, maintenance, repair or replenishing of ATMs.

To avoid doubt, the exclusion of clause (a) is not intended to exclude an employer from coverage of this award in respect of an employee merely because the employee collects, transports and/ or delivers cash or valuables as a minor or incidental part of the employee's duties.

Wage Rates

Adult

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri 6am-6pm	Mon-Fri 6pm-6am	Mon-Fri 6pm-6am (Perm)**	Saturday	Sunday	Public Holiday
Security Officer Level 1	\$808.00	\$21.26	\$25.87	\$27.64	\$31.89	\$42.52	\$53.15
Security Officer Level 2	\$831.20	\$21.87	\$26.62	\$28.43	\$32.81	\$43.74	\$54.68
Security Officer Level 3	\$845.30	\$22.24	\$27.07	\$28.91	\$33.36	\$44.48	\$55.60
Security Officer Level 4	\$859.40	\$22.62	\$27.53	\$29.41	\$33.93	\$45.24	\$56.55
Security Officer Level 5	\$887.20	\$23.35	\$28.42	\$30.36	\$35.03	\$46.70	\$58.38

Casual Employees						
Classification	Mon-Fri 6am-6pm	Mon-Fri 6pm-6am	Mon-Fri 6pm-6am (Perm)**	Saturday	Sunday	Public Holiday
Security Officer Level 1	\$26.58	\$31.19	\$32.95	\$37.21	\$47.84	\$58.47
Security Officer Level 2	\$27.34	\$32.08	\$33.90	\$38.27	\$49.21	\$60.14
Security Officer Level 3	\$27.80	\$32.63	\$34.47	\$38.92	\$50.04	\$61.16
Security Officer Level 4	\$28.28	\$33.18	\$35.06	\$39.59	\$50.90	\$62.21
Security Officer Level 5	\$29.19	\$34.25	\$36.19	\$40.86	\$52.54	\$64.21

** Permanent night work means work performed during a night span over the whole period of a roster cycle in which more than two thirds of the employee's ordinary shifts include ordinary hours between 0000 hrs and 0600 hrs.

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clauses 21,22 and 23 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

Classification

Security Officer Level 1	<p>A Security Officer Level 1:</p> <ul style="list-style-type: none"> i. is responsible for the quality of their own work subject to general supervision; ii. works under general supervision, which may not necessarily be at the site where the officer is posted, either individually or in a team environment; iii. exercises discretion within their level of skills and training; and iv. assists in the provision of on-the-job training. <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> i. watch, guard or protect persons and/or premises and/or property at sites/locations where the complex use of computer technology is not required; ii. basic crowd control functions including at shopping centres, major events, sporting tournaments, nightclubs, sporting venues and other entertainment venues or public areas where events, concerts or similar activities are conducted; iii. be stationed at an entrance/exit, where principal duties will include the control of movement of persons, vehicles, goods/property coming out of or going into premises or property, including vehicles carrying goods of any description, to ensure that the quantity and description of such goods is in accordance with the requirements of the relevant document/gate pass;
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	<ul style="list-style-type: none"> iv. respond to basic fire/security alarms at their designated post; v. in performing the duties referred to above the officer may be required to use electronic equipment such as hand-held scanners and simple closed circuit television systems utilising basic keyboard skills which do not require data input; vi. provide safety induction to employees, contractors or visitors to the site; and vii. control access to and exit from an airside security zone or landside security zone at an airport.
<p>Security Officer Level 2</p>	<p>An employee at this level performs work above and beyond the skills of a Security Officer Level 1 and to the level of their skills, competence and training.</p> <p>A Security Officer Level 2:</p> <ul style="list-style-type: none"> i. works from complex instructions and procedures under general supervision which may not necessarily be at the site where the officer is posted; ii. assists in the provision of on-the-job training; iii. exercises good interpersonal communications skills; iv. co-ordinates work in a team environment or works individually under general supervision of a more senior security officer who may not necessarily be at the site where the officer is posted; v. is responsible for assuring the quality of their own work; and vi. is required to act as first response to security incidents/matters. <p>Indicative of the tasks which an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> i. duties of securing, watching, guarding, protecting as directed, including responses to alarm signals and attendances at and minor non-technical servicing of ATMs. Such work must not be undertaken alone and must not include cash replenishment at ATMs; ii. crowd control functions including at shopping centres, major events, sporting tournaments, nightclubs, sporting venues and other entertainment venues or public areas where events, concerts or similar activities are conducted; iii. patrol in a vehicle two or more separate establishments or sites, including where more than one site held by the same business is patrolled; iv. monitor and respond to electronic intrusion detection or access control equipment terminating at a visual display unit and/or computerised printout (except for simple closed circuit television systems). Such work must not include complex data input into a computer; v. monitor and act upon walk-through electromagnetic detectors; and/or monitor, interpret and act upon screen images using x-ray imaging and/or observation equipment, including in or in connection with airport security zones; vi. operate a public weigh-bridge; vii. record and/or report security incidents or matters on a computer based system; viii. control a dog used to assist the security officer to carry out the duties of watching, guarding or protecting persons, premises or property; and ix. conduct frisk searches of persons and screening using explosive trace detection including in or in connection with airport security zones. <p>A Security Officer Level 2 may be required to perform the duties of a Security Officer Level 1 provided that such duties are not designed to promote deskilling.</p>
<p>Security Officer Level 3</p>	<p>A Security Officer Level 3 works above and beyond the skills of an employee at Levels 1 and 2, and to the level of their skills, competence and training.</p>

	<p>A Security Officer Level 3:</p> <ul style="list-style-type: none"> i. works from complex instructions and procedures under limited supervision; ii. exercises good interpersonal and communications skills; iii. exercises computer skills at a level higher than Level 2; iv. assists in the provision of on-the-job training; v. exercises discretion within the scope of this classification level; and vi. performs work independently under limited supervision either individually or in a team environment. <p>Indicative of the tasks which an employee at this level may be required to perform are the following:</p> <ul style="list-style-type: none"> i. control of movement of persons, vehicles, stock and material at gatehouses and similar locations utilising, monitoring and operating computer based systems requiring data input, including manipulation of spreadsheet based computer programs or other advanced monitoring system; ii. monitor and operate, under supervision, building operation systems terminating at a visual display unit or computerised printout, including the monitoring of complex fire alarms, water towers/chillers, temperatures and other similar building operational system functions; iii. stock and material control at computerised gatehouses and similar locations requiring data input and manipulation of computer programs e.g. Microsoft Excel and other similar computer programs; and iv. provide safety induction to employees, contractors or visitors to the site; and v. monitor and act upon walk-through electromagnetic detectors; and/or monitor, interpret and act upon screen images using x-ray imaging and/or observation equipment, including in or in connection with airport security zones. <p>A Security Officer Level 3 may be required to perform the duties of Security Officers at Levels 1 and 2 provided that such duties are not designed to promote deskilling.</p>
<p>Security Officer Level 4</p>	<p>A Security Officer Level 4 works above and beyond an employee at Levels 1, 2 and 3, and to the level of their skills, competence and training.</p> <p>A Security Officer Level 4:</p> <ul style="list-style-type: none"> i. works individually or in a team environment under limited supervision which may not necessarily be at the site where the officer is posted; ii. assists in the provision of on-the-job training; iii. exercises discretion within the scope of this classification level; iv. exercises computer skills at a higher level than Level 3; and v. exercises high level interpersonal and communications skills. <p>Indicative of the tasks which an employee at this level may be required to perform are the following:</p> <ul style="list-style-type: none"> i. monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind within a central station or at a particular location; ii. keyboard operation to alter the parameters within an integrated intelligent building management and/or security system, including operating computer programs which have the ability to lock/unlock doors, program access cards, audit door access by individual as well as recording time and date of access; and

	<p>iii. the co-ordinating, monitoring or recording of the activities of security officers utilising a verbal or computer based communications system within a central station including in or in connection with an airport security zone.</p> <p>A Security Officer Level 4 may be required to perform the duties of security officers at Levels 1, 2 and 3 provided that such duties are not designed to promote deskilling.</p>
<p>Security Officer Level 5</p>	<p>A Security Officer Level 5 works above and beyond an employee at Levels 1, 2, 3 and 4 and to the level of their skills, competence and training and may co-ordinate the work of Security Officers working in a team environment within a central station.</p> <p>A Security Officer Level 5:</p> <ul style="list-style-type: none"> i. works individually or in a team environment under limited supervision, which may not necessarily be at the site where the officer is posted; ii. exercises high level communications/interpersonal skills; iii. assists in the provision of training in conjunction with supervisors and/or trainers; iv. exercises discretion within the scope of this classification level; and v. exercises computer skills at a higher level than Level 4. <p>Indicative of the tasks which an employee at this level may be required to perform are the following:</p> <ul style="list-style-type: none"> i. keyboard operation to alter the parameters within an integrated intelligent building management and/or security system including operating computer programs which have the ability to remotely lock/unlock doors, program access cards, audit and record door access by individuals as well as recording time and date of access; and ii. the co-ordinating, monitoring or recording of the activities of security officers utilising a verbal or computer based communications system with a central station at the particular site or location including in or in connection with an airport security zone. <p>A Security Officer Level 5 may be required to perform the duties of security officers at Levels 1, 2, 3 and 4 provided that such duties are not designed to promote deskilling.</p>