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AWARD SUMMARY SHEET

SECURITY SERVICES INDUSTRY AWARD 2020

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 2021**. If you have any queries, please contact Employment Services & Solutions Australia.

Coverage

4.1 This industry award covers, to the exclusion of any other modern award:

- (a) employers in the security services industry throughout Australia; and
- (b) employees (with a classification defined in Schedule A—Classification Definitions) of employers mentioned in clause 4.1(a).

4.2 For the purposes of clause 4.1, **security services industry** includes:

- (a) patrolling, protecting, screening, watching or guarding any people or property (including cash or other valuables):
 - (i) by physical means (which may involve the use of patrol dogs or the possession or use of a firearm); or
 - (ii) by electronic means; and
- (b) crowd control, event control or venue control, whether by physical or electronic means; and
- (c) the provision of bodyguard or close personal protection services; and
- (d) the operation of a security control room or monitoring centre; and
- (e) loss prevention; and
- (f) traffic control that is incidental to, or associated with, the activities referred to in clauses 4.2(a), 4.2(b) or 4.2(c).

4.3 An employer is not covered by this award merely because, as an incidental part of a business covered by another modern award, the employer has employees who perform functions mentioned in clause 4.2.

4.4 This industry award also covers:

- (a)** on-hire employees working in the security services industry (with a classification defined in Schedule A—Classification Definitions) and the on-hire employers of those employees; and
- (b)** trainees employed by a group training employer and hosted by an employer covered by this award to work in the security services industry (with a classification defined in Schedule A—Classification Definitions) and the group training employers of those trainees.

4.5 However, this industry award does not cover any of the following:

- (a)** employees excluded from award coverage by the Act; or

NOTE: See section 143(7) of the Act.

- (b)** employees covered by a modern enterprise award or an enterprise instrument; or
- (c)** employees covered by a State reference public sector modern award or a State reference public sector transitional award; or
- (d)** employers of employees mentioned in clause 4.5(b) or 4.5(c).

4.6 This industry award also does not cover an employer in respect of:

- (a)** any cash-in-transit part of the employer’s business; or

NOTE: See clause 4.7 for a limitation on the exclusion from coverage by clause 4.6(a).

- (b)** the operation of prisons or correctional or other detention facilities; or
- (c)** the installation, maintenance or repair of electronic alarm or monitoring systems; or
- (d)** the installation, maintenance, repair or replenishing of ATMs.

4.7 An employer is not excluded from coverage by this award in respect of an employee merely because the employee performs cash-in-transit duties as a minor or incidental part of their duties.

4.8 If an employer is covered by more than one award, an employee of the employer is covered by the award containing the classification that is most appropriate to the work performed by the employee and the industry in which they work.

NOTE: An employee working in the security services industry who is not covered by this industry award may be covered by an award with occupational coverage. For example, the *Clerks—Private Sector Award 2020* may cover clerical employees of employers covered by this award.

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	\$868.00	\$22.84	\$27.80	\$29.69	\$34.26	\$45.68	\$57.10
Security Officer Level 2	\$892.90	\$23.50	\$28.60	\$30.55	\$35.25	\$47.00	\$58.75
Security Officer Level 3	\$908.00	\$23.89	\$29.07	\$31.06	\$35.84	\$47.78	\$59.73
Security Officer Level 4	\$923.20	\$24.29	\$29.56	\$31.58	\$36.44	\$48.58	\$60.73
Security Officer Level 5	\$953.00	\$25.08	\$30.52	\$32.60	\$37.62	\$50.16	\$62.70

Casual Employees						
Classification	Mon-Fri 6am-6pm	Mon-Fri 6pm-6am	Mon-Fri 6pm-6am (Perm)**	Saturday	Sunday	Public Holiday
Security Officer Level 1	\$28.55	\$33.51	\$35.40	\$39.97	\$51.39	\$62.81
Security Officer Level 2	\$29.38	\$34.47	\$36.43	\$41.13	\$52.88	\$64.63
Security Officer Level 3	\$29.86	\$35.05	\$37.03	\$41.81	\$53.75	\$65.70
Security Officer Level 4	\$30.36	\$35.63	\$37.65	\$42.51	\$54.65	\$66.80
Security Officer Level 5	\$31.35	\$36.79	\$38.87	\$43.89	\$56.43	\$68.97

** 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 13 and 19 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.

Allowances

Allowance	Rate
Aviation allowance	\$1.70 per hour
Broken shift allowance	\$14.71 per broken shift
First aid allowance	\$6.17 per shift up to a maximum of \$30.69 per week
Firearm allowance	\$3.09 per shift with a maximum of \$15.44 per week
Meal allowance	\$17.63 per meal
Relieving officer allowance	\$37.95 per week
Supervision allowance - supervision of 1-5 employees	\$38.32 per week
Supervision allowance - supervision of 6-10 employees	\$44.22 per week
Supervision allowance - supervision of 11-20 employees	\$57.39 per week
Supervision allowance - supervision of over 20 employees	\$67.74 per week
Uniform reimbursement	reimbursement for the cost of the uniform
Vehicle allowance - motor vehicle	\$0.80 per km
Vehicle allowance - motorcycle	\$0.27 per km

Classification Structure

<p>Security Officer Level 1</p>	<p>A.1.1 A Security Officer Level 1:</p> <ul style="list-style-type: none"> (a) is responsible for the quality of their own work subject to general supervision; (b) works under general supervision, which may not necessarily be at the site where the officer is posted, either individually or in a team environment; (c) exercises discretion within their level of skills and training; and (d) assists in the provision of on-the-job training. <p>A.1.2 Indicative of the tasks that an employee at this level may perform are the following:</p> <ul style="list-style-type: none"> (a) watch, guard or protect persons, premises or property at sites or locations where the complex use of computer technology is not required; (b) 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; (c) be stationed at an entrance to, or exit from, premises or a property with principal duties including the control of movement of persons, vehicles, goods, or property coming out of, or going into, the premises or property, including to ensure that the quantity and description of goods being carried on a vehicle is in accordance with the requirements of the relevant document or gate pass; (d) respond to basic fire or security alarms at their designated post; (e) in performing the duties referred to in clauses <u>A.1.2(a)</u> to <u>A.1.2(d)</u> the officer may be required to use electronic equipment such as hand-held scanners and simple closed circuit television systems utilising basic keyboard skills that do not require data input; (f) provide safety induction to employees, contractors or visitors to the site; and (g) control access to, and exit from, an airside security zone or landside security zone at an airport.
<p>Security Officer Level 2</p>	<p>A.2.1 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.2.2 A Security Officer Level 2:</p> <ul style="list-style-type: none"> (a) works from complex instructions and procedures under general supervision, which may not necessarily be at the site where the officer is posted; (b) assists in the provision of on-the-job training; (c) exercises good interpersonal communications skills;

	<p>(d) 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;</p> <p>(e) is responsible for assuring the quality of their own work; and</p> <p>(f) is required to act as first response to security incidents or matters.</p> <p>A.2.3 Indicative of the tasks that an employee at this level may perform are the following:</p> <p>(a) duties of securing, watching, guarding, protecting as directed, responding to alarm signals (including attendances) and, when not alone, minor non-technical servicing of ATMs, not including cash replenishment;</p> <p>(b) 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;</p> <p>(c) patrol 2 or more separate establishments or sites in a vehicle, including where operated by the same business;</p> <p>(d) monitor and respond to electronic intrusion detection or access control equipment terminating at a visual display unit or computerised printout (except for simple closed circuit television systems), not including complex data input into a computer;</p> <p>(e) monitor and act on walk-through electromagnetic detectors, or monitor, interpret and act on screen images using x-ray imaging or observation equipment, including in or in connection with airport security zones;</p> <p>(f) operate a public weigh-bridge;</p> <p>(g) record or report security incidents or matters on a computer based system;</p> <p>(h) control a dog used to assist the security officer to carry out the duties of watching, guarding or protecting persons, premises or property; and</p> <p>(i) conduct frisk searches of persons and screening using explosive trace detection, including in or in connection with airport security zones.</p> <p>A.2.4 A Security Officer Level 2 may be required to perform duties of a Security Officer Level 1 that are not designed to promote deskilling.</p>
<p>Security Officer Level 3</p>	<p>A.3.1 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.3.2 A Security Officer Level 3:</p> <p>(a) works from complex instructions and procedures under limited supervision;</p> <p>(b) exercises good interpersonal and communications skills;</p> <p>(c) exercises computer skills at a level higher than Level 2;</p> <p>(d) assists in the provision of on-the-job training;</p>

	<p>(e) exercises discretion within the scope of this classification level; and</p> <p>(f) performs work independently under limited supervision either individually or in a team environment.</p> <p>A.3.3 Indicative of the tasks that an employee at this level may be required to perform are the following:</p> <p>(a) control of movement of persons, vehicles, stock or 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;</p> <p>(b) 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 or chillers, temperatures and other similar building operational system functions;</p> <p>(c) stock and material control at computerised gatehouses and similar locations requiring data input and manipulation of computer programs, for example, Microsoft Excel and other similar computer programs;</p> <p>(d) provide safety induction to employees, contractors or visitors to a site; and</p> <p>(e) monitor and act on walk-through electromagnetic detectors, or monitor, interpret and act on screen images using x-ray imaging or observation equipment, including in or in connection with airport security zones.</p> <p>A.3.4 A Security Officer Level 3 may be required to perform duties of Security Officers at Levels 1 and 2 that 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> <p>(a) works individually or in a team environment under limited supervision which may not necessarily be at the site where the officer is posted;</p> <p>(b) assists in the provision of on-the-job training;</p> <p>(c) exercises discretion within the scope of this classification level;</p> <p>(d) exercises computer skills at a higher level than Level 3; and</p> <p>(e) exercises high level interpersonal and communications skills.</p> <p>A.4.3 Indicative of the tasks that an employee at this level may be required to perform are the following:</p> <p>(a) monitoring, recording, inputting information or reacting to signals and instruments related to electronic surveillance of any kind within a monitoring centre or at a particular location;</p>

	<p>(b) keyboard operation to alter the parameters within an integrated intelligent building management or security system, including operating computer programs that have the ability to lock or unlock doors, program access cards, audit door access by individuals as well as recording the time and date of access; and</p> <p>(c) co-ordinate, monitor or record the activities of security officers utilising a verbal or computer based communications system within a monitoring centre including in or in connection with an airport security zone.</p> <p>A.4.4 A Security Officer Level 4 may be required to perform duties of security officers at Levels 1, 2 and 3 that 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> <p>(a) works individually or in a team environment under limited supervision, which may not necessarily be at the site where the officer is posted;</p> <p>(b) exercises high level communications and interpersonal skills;</p> <p>(c) assists in the provision of training in conjunction with supervisors or trainers;</p> <p>(d) exercises discretion within the scope of this classification level; and</p> <p>(e) exercises computer skills at a higher level than Level 4.</p> <p>A.5.3 Indicative of the tasks that an employee at this level may be required to perform are the following:</p> <p>(a) keyboard operation to alter the parameters within an integrated intelligent building management or security system, including operating computer programs that have the ability to remotely lock or unlock doors, program access cards, audit door access by individuals as well as recording the time and date of access; and</p> <p>(b) co-ordinate, monitor or record the activities of security officers utilising a verbal or computer based communications system within a monitoring centre including in or in connection with an airport security zone.</p> <p>A.5.4 A Security Officer Level 5 may be required to perform duties of security officers at Levels 1, 2, 3 and 4 that are not designed to promote deskilling.</p>