

Security Services Industry Award 2010

1 July 2019

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The below pay rate schedule for the Security Services Industry Award 2010 has been prepared by EmploySure and must be read in accordance with the award and the Important Notes listed below. This pay rate schedule applies from 1 July 2019 until 30 June 2020, unless updated or replaced earlier.

To support you in understanding your obligations, we have prepared a summary of how to apply each rate, in the Applying Penalties section.

The minimum rates under the award are then set out, with the minimum rate dependent on factors such as an employee's classification, employment status and age. Note that any existing rates or conditions in excess of these should remain in place.

In addition to the rates listed, you are required to pay superannuation in accordance with the applicable legislation. You are also required to deduct appropriate income tax from payments to employees in line with Australian Taxation Office requirements.

Finally, we have provided an overview of common allowances that may be applicable under this award. Where applicable, these should be paid in addition to the pay rates set out below.

If you are unsure on the application of any of these pay rates, allowances or penalties or how they apply to your business, please consult with the EmploySure Advice team on 1300 651 415.

Important Notes

Working through a break: Please note that the below pay rate schedule does not contain rates specific to when an employee is required to work through their break between shifts. If your employees work through their breaks between shifts please contact the Advice team on 1300 651 415 for further pay rates.

Junior rates: Please note that under the Security Services Industry Award 2010 that there are no junior provisions and therefore no junior rates of pay. If you have any questions in relation to this please contact the Advice team on 1300 651 415 to discuss.

Trainees: Please note that the below pay rate schedule does not contain trainee wages. If you engage trainee employees please contact the Advice team on 1300 651 415 for further pay rates.

Annual Leave Loading: Under this Award, permanent employees are entitled to an additional amount when taking paid annual leave. For further information, please see the allowances section of this document or contact the Advice team on 1300 651 415.



Supported Wage System: The below pay rate schedule does not contain the rates applicable for an employee eligible for a supported wage due to the effects of a disability. Please contact the Advice team on 1300 651 415 for further information.

Rostering provisions: Please note this award outlines particular roosting provisions. Failure to comply with these may impact the rate applicable. Contact the Advice team for guidance on these provisions.

Employee Reimbursements: Please note that the below pay rate schedule does not contain information specific to reimbursements required in the course of employment. To determine whether reimbursements may apply to your employees, please contact Advice team on 1300 651 415

Contents

Security Services Industry Award 2010 – Applying Penalties	3
Security Services Industry Award 2010 – Permanent and Casual Employees	5
Security Services Industry Award 2010 – Allowances	7



Security Services Industry Award 2010 – Applying Penalties

Explanation	
Ordinary Hours	Ordinary hours are 38 hours per week or where the employer chooses to operate a roster, an average of 38 hours per week to be worked in accordance with the Award.
Ordinary hours full-time	A full-time employee is engaged to work an average of 38 ordinary hours per week. Ordinary hours for a full-time employee are a minimum of 7.6 and a maximum of 10 ordinary hours per shift. By agreement between the employer and majority of employees, ordinary hours may be increased from 10 to 12 hours per shift.
Ordinary hours part-time	A part-time employee is engaged to work fewer than an average of 38 ordinary hours per week. Ordinary hours for a part-time employee are a minimum of one fifth of the employee's agreed weekly hours or four hours (whichever is the greater) and a maximum of 10 ordinary hours per shift. By agreement between the employer and majority of employees, ordinary hours may be increased from 10 to 12 hours per shift. On commencement, an employer and part-time employee must agree in writing on a regular pattern of work specifying the hours worked each day, the days of the week they will be worked and the start and finish times.
Ordinary hours casual	A casual employee is engaged as such and may work up to 38 hours per week. Ordinary hours for a casual employee are a minimum of 4 and a maximum of 10 ordinary hours per shift. By agreement between the employer and majority of employees, ordinary hours may be increased from 10 to 12 hours per shift.
Ordinary Hours - Day Span	Any time worked between 0600 hrs to 1800 hrs Monday to Friday (excluding hours on a day that is a public holiday) is considered day span work and should be paid at this rate.
Ordinary Hours - Night Span	Any time worked between 0000 hrs to 0600 hrs and 1800 hrs to 2400 hrs throughout the period from 0000 hours Monday to 2400 hours Friday (excluding hours on a day that is a public holiday) is considered night span work and should be paid at this rate.
Ordinary Hours - Permanent Night Span	If an employee continues to do night span work which results in them having at least two thirds of their shifts in the roster cycle containing ordinary hours between 0000 hrs and 0600 hrs they will be a permanent night span worker and paid at this rate for all night span work.
Ordinary Hours - Saturday Span	Any ordinary hours worked between 0000 hrs to 2400 hrs on a Saturday should be paid at this rate.
Ordinary Hours - Sunday Span	Any ordinary hours worked between 0000 hrs to 2400 hrs on a Sunday should be paid at this rate.
Overtime first 2 hours - Monday to Saturday	All hours worked in excess of the ordinary hours outlined above on Monday to Saturday should be paid at this rate for the first two hours.
Overtime thereafter - Monday to Saturday	All subsequent overtime hours Monday to Saturday should be paid at this rate.



Overtime on a Sunday	All overtime hours worked on a Sunday should be paid at this rate.
Ordinary Hours - Public Holidays	All ordinary hours worked between 0000 hrs to 2400 hrs on a public holiday should be paid at this rate.
Overtime Public Holidays	All overtime hours worked between 0000 hrs to 2400 hrs on a public holiday should be paid at this rate.



Security Services Industry Award 2010 – Permanent and Casual Employees

Adult Employees Level 1	Permanent	Casual
Ordinary Hours - Day Span	\$21.90	\$27.38
Ordinary Hours - Night Span	\$26.65	\$32.13
Ordinary Hours - Permanent Night Span	\$28.47	\$33.95
Ordinary Hours - Saturday Span	\$32.85	\$38.33
Ordinary Hours - Sunday Span	\$43.80	\$49.28
Overtime first 2 hours - Monday to Saturday	\$32.85	\$32.85
Overtime thereafter - Monday to Saturday	\$43.80	\$43.80
Overtime on a Sunday	\$43.80	\$43.80
Ordinary Hours - Public Holidays	\$54.75	\$60.23
Overtime Public Holidays	\$54.75	\$54.75

Adult Employees Level 2	Permanent	Casual
Ordinary Hours - Day Span	\$22.53	\$28.16
Ordinary Hours - Night Span	\$27.42	\$33.05
Ordinary Hours - Permanent Night Span	\$29.29	\$34.92
Ordinary Hours - Saturday Span	\$33.79	\$39.43
Ordinary Hours - Sunday Span	\$45.06	\$50.69
Overtime first 2 hours - Monday to Saturday	\$33.79	\$33.79
Overtime thereafter - Monday to Saturday	\$45.06	\$45.06
Overtime on a Sunday	\$45.06	\$45.06
Ordinary Hours - Public Holidays	\$56.32	\$61.95
Overtime Public Holidays	\$56.32	\$56.32

Adult Employees Level 3	Permanent	Casual
Ordinary Hours - Day Span	\$22.91	\$28.64
Ordinary Hours - Night Span	\$27.89	\$33.61
Ordinary Hours - Permanent Night Span	\$29.79	\$35.52
Ordinary Hours - Saturday Span	\$34.37	\$40.10
Ordinary Hours - Sunday Span	\$45.83	\$51.55
Overtime first 2 hours - Monday to Saturday	\$34.37	\$34.37
Overtime thereafter - Monday to Saturday	\$45.83	\$45.83
Overtime on a Sunday	\$45.83	\$45.83
Ordinary Hours - Public Holidays	\$57.28	\$63.01
Overtime Public Holidays	\$57.28	\$57.28

Adult Employees Level 4	Permanent	Casual
Ordinary Hours - Day Span	\$23.29	\$29.12
Ordinary Hours - Night Span	\$28.35	\$34.17
Ordinary Hours - Permanent Night Span	\$30.28	\$36.11
Ordinary Hours - Saturday Span	\$34.94	\$40.77
Ordinary Hours - Sunday Span	\$46.59	\$52.41
Overtime first 2 hours - Monday to Saturday	\$34.94	\$34.94
Overtime thereafter - Monday to Saturday	\$46.59	\$46.59
Overtime on a Sunday	\$46.59	\$46.59
Ordinary Hours - Public Holidays	\$58.24	\$64.06
Overtime Public Holidays	\$58.24	\$58.24



Adult Employees Level 5	Permanent	Casual
Ordinary Hours - Day Span	\$24.05	\$30.06
Ordinary Hours - Night Span	\$29.27	\$35.28
Ordinary Hours - Permanent Night Span	\$31.26	\$37.27
Ordinary Hours - Saturday Span	\$36.07	\$42.08
Ordinary Hours - Sunday Span	\$48.09	\$54.11
Overtime first 2 hours - Monday to Saturday	\$36.07	\$36.07
Overtime thereafter - Monday to Saturday	\$48.09	\$48.09
Overtime on a Sunday	\$48.09	\$48.09
Ordinary Hours - Public Holidays	\$60.12	\$66.13
Overtime Public Holidays	\$60.12	\$60.12



Security Services Industry Award 2010 – Allowances

Loading	Application		
Annual leave loading	<p>Before the start of an employee's annual leave, the employer must pay the employee in respect of the period of such leave the greater of:</p> <p>a) the amount the employee would have earned during the period of leave, exclusive of overtime, had they not been on leave;</p> <p>b) the employee's ordinary time rate, together with, where applicable, the leading hand allowance, relieving officer's allowance and first aid allowance, plus a loading of 17.5%.</p>		
Wage and Expense related allowances			
Allowance	Application	\$	Frequency
First aid allowance	An employee is paid this allowance where they hold a Senior First Aid Certificate (also known as Apply First Aid or Workplace Level 2) and is requested or nominated by the employer to act as a first aider.	\$5.92	per shift
		\$29.43	max per week
Firearm allowance	A firearm allowance is payable to an employee who is required to carry a firearm.	\$2.96	per shift
		\$14.80	max per week
Broken shift	A broken shift allowance is payable to an employee who is required to work a rostered shift in two periods of duty (excluding crib breaks).	\$14.11	per broken shift
Supervision	<p>A supervision allowance is payable to an employee who is required to supervise other employees, with the amount of such allowance depending upon the number of employees supervised. Please contact the Advice team for guidance on applying this allowance to a part-time employee.</p> <p>1-5 employees</p>	\$36.74	per week
	6-10 employees	\$42.40	per week
	11-20 employees	\$55.03	per week
	over 20 employees	\$64.95	per week
Relieving officer	<p>A relieving officer allowance is payable to an employee who is, by agreement with the employer, appointed as a relieving officer.</p> <p>A relieving officer is engaged for the purpose of relieving at short notice another Security Officer and for whom a display of roster is not required. 24 hours' notice of shift will be given where possible.</p> <p>Please contact the Advice team for guidance on applying this allowance to a part-time employee.</p>	\$36.40	per week



Aviation	An aviation allowance is payable to an employee who is performing airport security work at a security regulated airport.	\$1.63	per hour
Meal allowance	A meal allowance is payable to an employee who is required to work more than one hour beyond the completion of the employee's ordinary shift unless the employee was notified the previous day of the requirement to work additional time.	\$17.01	per occasion
Vehicle allowance - motor vehicle	A vehicle allowance is payable to an employee who is required to use the employee's own motor vehicle for work purposes.	\$0.78	per kilometre travelled
Vehicle allowance - motorcycle	A vehicle allowance is payable to an employee who is required to use the employee's own motor cycle for work purposes.	\$0.26	per kilometre travelled

