



**Australian Security Industry  
Association Limited**

*The peak body for  
security professionals.*

**FAIR WORK COMMISSION Matter No. AM2016/15, AM2014/89**

**Four Yearly Review of Modern Awards – PLED – Security Services Industry  
Award 2017**

**Further Submissions**

*Supporting members, promoting standards  
and safeguarding public interest*



**Section 156 - Four Yearly Review of Modern Awards –Plain Language redrafting –Security Services Industry Award 2010**

This submission concerns technical and drafting issues in the plain language redrafting exposure draft of the *Security Services Industry Award 2010* ('Security Award') relating to Clause 19.5 Allowances – Supervision Allowance.

ASIAL submits that this allowance should be expressed as a per shift allowance as well as a per week allowance. This will provide clarity for those occasions when a casual may perform supervisory duties.

The Supervision or Leading Hand Allowance was expressed as both a weekly amount and a per shift amount in a number of pre-reform awards and NAPSAs prior to the making of the Security Services Industry Award 2010. The fair Work Ombudsman also posted tables on their website as recently as 2017 showing the supervision allowance per shift. Some examples follow:

**Attachment A** - Fair Work Ombudsman -Pay Guide - Security Services Industry Award 2010 [MA000016] Published 28 June 2017 (Attachment A)

**Attachment B** - AP796356 – Security Industry (New South Wales) Award 1999  
TABLE 2 - OTHER RATES AND ALLOWANCES

**Attachment C** - AN120497 – Security Industry (State) Award Part B Table 2  
PART B MONETARY RATES TABLE 2 - OTHER RATES AND ALLOWANCES

**Attachment D** – Comparison NAPSAs

ASIAL will be pleased to discuss and explain these submissions at any future conferences.

Chris Delaney



Workplace Relations Advisor ASIAL

Attachment A

# Pay Guide - Security Services Industry Award 2010

## [MA000016]

Published 28 June 2017

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards. Allowances

Allowances	Rate
Aviation allowance	\$1.53 per hour
Broken shift allowance	\$13.23 per broken shift
First aid allowance	\$5.55 per shift up to a maximum of \$27.60 per week
Firearm allowance	\$2.78 per shift with a maximum of \$13.88 per week
Meal allowance	\$16.16 per meal
Relieving officer allowance	\$0.90 per hour up to a maximum of \$34.14 per week
Supervision allowance - supervision of 1–5 employees	\$0.91 per hour up to a maximum of \$34.46 per week
Supervision allowance - supervision of 6–10 employees	\$1.05 per hour up to a maximum of \$39.77 per week
Supervision allowance - supervision of 11–20 employees	\$1.36 per hour up to a maximum of \$51.62 per week
Supervision allowance - supervision of over 20 employees	\$1.60 per hour up to a maximum of \$60.93 per week
Uniform reimbursement	reimbursement for the cost of the uniform
Vehicle allowance - motor vehicle	\$0.78 per km
Vehicle allowance - motorcycle	\$0.26 per km

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on

13 13 94 or speak with a union, industry association or workplace relations professional.

## Attachment B

### AUSTRALIAN INDUSTRIAL REGISTRY CONSOLIDATION

This AIR consolidated award incorporates all amendments up to and including 26 October 2007 (variation PR979281).

### **AP796356 – Security Industry (New South Wales) Award 1999**

This Fair Work Australia consolidated award incorporates all amendments up to and including 1 October 2008 (variation PR983533).

#### **TABLE 2 - OTHER RATES AND ALLOWANCES**

[Pt B:Table 2 substituted by

S1063 [PR906089](#) [PR928957](#) [PR948889](#) [PR959675](#) [PR970087](#) [PR975018](#) [PR978280](#);  
corrected by [PR979654](#) ; substituted by PR983533 ppc 01Oct08]

<i>Item</i>	<i>Clause</i>	<i>Brief Description</i>	<i>Per Week as at 1/10/08</i>	<i>Per Shift as at 1/10/08</i>
	12.3	<i>Leading Hand Allowance</i>		
1		<i>1 to 5 employees</i>	27.01	5.40
2		<i>6 to 10 employees</i>	30.64	6.13
3		<i>11 to 15 employees</i>	40.07	8.01
4		<i>16 to 20 employees</i>	46.26	9.26
5		<i>over 20 employees</i>	46.26	9.26
6		<i>for employee exceeding 20, extra</i>	0.73	0.15
7	12.4	<i>Relieving Officer</i>	27.00	
8	12.5	<i>First-aid Allowance</i>		<i>Casuals only</i>
	12.5.2	<i>Industrial Qualification</i>	15.25	3.06
9	12.6	<i>Gun Allowances</i>	10.51	2.10
10	12.7	<i>Locomotion Allowance</i>		
		<i>Motor Vehicle/Cycle</i>		26.62
		<i>Bicycle</i>		2.81
				<i>All employees</i>
11	12.8	<i>Meal Allowance</i>		7.95
				<i>All employees</i>
12	12.9	<i>Fares Allowance</i>		6.70
				<i>All employees</i>
13	12.10	<i>Overnight Expenses</i>		65.10

Attachment C

AN120497 – Security Industry (State) Award Part B Table 2

PART B MONETARY RATES

TABLE 2 - OTHER RATES AND ALLOWANCES

<i>Item No.</i>	<i>Clause No.</i>	<i>Brief Description</i>	<i>Rate per week from the first pay period to commence on or after 19/2/06</i>	<i>Rate per shift from the first pay period to commence on or after 19/2/06</i>
			\$	\$
				<i>Casuals only</i>
	12.1	<i>Leading Hand Allowance</i>		
1		<i>up to 5 employees</i>	24.64	4.93
2		<i>6 to 10 employees</i>	27.95	5.59
3		<i>11 to 15 employees</i>	36.55	7.31
4		<i>16 to 20 employees</i>	42.17	8.43
5		<i>Over 20 employees</i>	42.17	8.43
6		<i>for each employee exceeding 20, extra</i>	0.65	0.13
7	12.2	<i>Relieving Officer</i>	24.62	
	12.3	<i>First Aid Allowance</i>		
8		<i>Industrial</i>	13.89	2.78
9	12.4	<i>Gun Allowance</i>	9.57	1.91
10	12.5	<i>Locomotion Allowance</i>		
11		<i>Motor Vehicle/Cycle</i>		24.12
12		<i>Bicycle</i>		2.53
13	12.6	<i>Meal Allowance</i>		7.41
14	12.7	<i>Fares Allowance</i>		6.43
15	12.8	<i>Overnight Meal Allowance</i>		60.39
			<i>Rates per Hour</i>	<i>Rates per Hour</i>
16	12.9	<i>Aviation Allowance</i>	1.03	1.03

## Attachment D - Security Services Industry Award 2010—Allowances comparison—Division 2B State Awards

**Note:** This document (consisting of two sheets) contains the following information:

- Modern award wages and allowances as at 01 Jan 2010
- Division 2B - State Award rates (applying to non-Constitutional corporations), with wage and allowance increases applied by relevant State industrial relations body
- NAPSA - the pre-reform rate as at 27 March 2006 with 2006, 2007 & 2008 AIRC wage and allowance review increases applied

	<b>Federal</b>	<b>NSW</b>		<b>Qld</b>		<b>SA</b>		<b>Tas</b>	
	Security Services Industry Award 2010	Security Industry (State) Award		Security Industry (Contractors) Award - State 2004		Security Officers' Award		Security Industry Award	
<b>Link</b>	<a href="#">MA000016</a>	<a href="#">Link to award on State website</a>	<a href="#">AN120497</a>	<a href="#">Link to award on State website</a>	<a href="#">AN140269</a>	<a href="#">Link to award on State website</a>	<a href="#">AN150139</a>	<a href="#">Link to award on State website</a>	<a href="#">AN170092</a>
<b>Instrument</b>	Modern Award	Div 2B	NAPSA	Div 2B	NAPSA	Div 2B	NAPSA	Div 2B	NAPSA
<b>Allowance Type</b>	<b>Standard rate (SR)</b> \$644.00 <a href="#">cl 15</a>	<a href="#">Table 2</a>	<a href="#">Table 2</a>	<a href="#">cl 5.3; 5.5; 6.5, 10.1; 10.2; 10.3</a>	<a href="#">cl 5.3; 5.5; 6.5, 10.1; 10.2; 10.3</a>	<a href="#">Schedule 5</a>	<a href="#">Schedule 5</a>	<a href="#">cl 8; 15; 16; 19; 20; 35</a>	<a href="#">cl 8; 16; 17; 20; 21; 36</a>
<b>Meal Allowance</b> - More than 1 hrs OT without notice Per meal 4hrs overtime	\$12.80	\$8.74 \$8.74	\$7.41 \$7.41	\$7.50 (broken shift) \$7.50 (broken shift)	\$7.50 (broken shift) \$7.50 (broken shift)	\$7.80 \$6.45	\$6.45	\$15.40 \$13.10	\$13.10
<b>Vehicle Allowance</b> <i>Motor Cars</i> < 4 cylinders > 4 cylinders <i>Motorcycles</i> <i>Bicycle</i> <i>Emergency Vehicle</i> Up to 1.5 Litres 1.5 Litres - 2.5 Litres Over 2.5 Litres	\$0.74 per km  \$0.25 per km	\$27.36 per shift \$27.36 per shift \$2.88 per shift	\$24.12 per shift \$24.12 per shift \$2.53 per shift			\$0.58 per km \$0.69 per km \$0.28 per km	\$0.47 per km \$0.56 per km \$0.224 per km	\$0.24 per km \$0.24 per km	\$0.24 per km
<b>Use of own car (part-week)</b> Up to 1.5 Litres 1.5 Litres - 2.5 Litres Over 2.5 Litres				\$149.60 per week, plus \$0.1747 per km \$161.40 per week, plus \$0.2269 per km \$196.85 per week, plus \$0.3064 per km	\$149.60 per week, plus \$0.1747 per km \$161.40 per week, plus \$0.2269 per km \$196.85 per week, plus \$0.3064 per km				
<b>First Aid</b> Employees Casuals only Senior First Aid Senior First Aid & Defibrillation	0.68% SR per shift (\$4.38) maximum of 3.38% SR per week (\$21.77)	\$16.07 \$3.22 per shift	\$13.89 per week \$2.78 per shift/or 1/5th per shift	\$0.3514 per km \$0.3738 per km \$0.4287 per km	\$0.3514 per km \$0.3738 per km \$0.4287 per km	\$10.80 per week/\$2.16 per day \$9.60 per week /\$1.92 per day	\$9.60 per week /\$1.92 per day	\$1.35 per shift \$1.20 per shift	\$1.20 per shift
<b>Travel allowance</b> <b>Travel allowance</b> (Traffic controller) <b>Relieving Officer</b>	4.18% SR (\$26.92) per week	\$28.46	\$24.62	\$16.20 per shift \$13.60 per shift	\$16.20 per shift \$13.60 per shift	\$7.15 per day/\$36.70 per week \$6.35 per day/\$32.58 per week	\$6.35 per day/\$32.58 per week		
<b>Leading Hand</b> Leading hand (security officer) 1 to 5 3 to <10	<b>per week</b> 4.22% SR (\$27.18)	\$28.51 per week/ \$5.71 casual per shift	\$24.64 per week/ \$4.93 casual per shift			\$31.80 per week \$28.00 per week	\$28.00 per week	\$22.70 per week \$20.10 per week	\$20.10 per week

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	<b>Federal</b>	<b>NSW</b>		<b>Qld</b>		<b>SA</b>		<b>Tas</b>	
	Security Services Industry Award 2010	Security Industry (State) Award		Security Industry (Contractors) Award - State 2004		Security Officers' Award		Security Industry Award	
<b>Link</b>	<a href="#">MA000016</a>	<a href="#">Link to award on State website</a>	<a href="#">AN120497</a>	<a href="#">Link to award on State website</a>	<a href="#">AN140269</a>	<a href="#">Link to award on State website</a>	<a href="#">AN150139</a>	<a href="#">Link to award on State website</a>	<a href="#">AN170092</a>
<b>Instrument</b>	Modern Award	Div 2B	NAPSA	Div 2B	NAPSA	Div 2B	NAPSA	Div 2B	NAPSA
<b>Allowance Type</b>	<b>Standard rate (SR)</b> \$644.00 <a href="#">cl 15</a>	<a href="#">Table 2</a>	<a href="#">Table 2</a>	<a href="#">cl 5.3; 5.5; 6.5, 10.1; 10.2; 10.3</a>	<a href="#">cl 5.3; 5.5; 6.5, 10.1; 10.2; 10.3</a>	<a href="#">Schedule 5</a>	<a href="#">Schedule 5</a>	<a href="#">cl 8; 15; 16; 19; 20; 35</a>	<a href="#">cl 8; 16; 17; 20; 21; 36</a>
6 to 10	4.87% SR (\$31.36)	\$32.32 per week/ \$6.46 casual per shift	\$27.95 per week/ \$5.59 casual per shift						
10 to 20 more than 10	6.32% SR (\$40.70)	\$42.26 per week/ \$8.45 casual per shift	\$36.55 per week/ \$7.31 casual per shift	\$14.5 per week \$21.70 per week	\$12.10 per week \$18.10 per week			\$33.80 per week	\$30.00 per week
11 to 20 11 to 15									
Up to 15 Over 15 16 to 20	7.46% SR (\$48.04)	\$48.76 per week/ \$9.75 casual per shift	\$42.17 per week/ \$8.43 casual per shift						
Over 20									
Extra for over 20		\$0.76 per week/\$0.16 casual per shift	\$0.65 per week/\$0.13 casual per shift						
Shift leader				\$31.90 per week	\$22.00 per week				
<b>Gun</b> Firearm licence to carry/carrying a firearm allowance Casuals only Licence fee	0.34% SR per shift (\$2.19) maximum 1.70% SR per week	\$11.06 per week	\$9.57 per week	\$1.0245 per hour	\$0.8555 cents per hour	\$2.26 per day	\$2.00 per day	\$0.88 per week	\$0.88 per week
<b>Broken Shift/Fares</b>	1.62% SR per shift (\$10.43)	\$7.54 per shift	\$6.43 per shift	\$12.30 per shift	\$10.25 per shift				
<b>Aviation security</b> <b>Overnight</b> Board & lodging - breakfast Board & lodging - lunch Board & lodging - dinner Board & lodging - incidentals Board & lodging - Private accommodation	0.187% SR (\$1.20) pe hour	\$1.14 per hr \$71.50	\$1.03 per hr \$60.39			\$1.22 per hr	\$1.07 per hr	\$1.16 per hr	\$1.03 per hr
<b>Reset Alarms</b> <b>Torch</b> <b>Laundry</b>				\$6.70 per week	\$6.70 per week	\$10.00 \$9.50 \$22.00 \$4.00 \$45.80	\$10.00 \$9.50 \$22.00 \$4.00 \$45.80		
<b>Replacement of uniform</b>				\$1.44	\$1.44	\$5.90 per week/\$1.18 per shift	\$5.60 per week / \$1.12 per shift	\$0.15 per shift	\$0.15 per shift



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	Security Services Industry Award 2010	Security Industry (State) Award	Security Industry (Contractors) Award - State 2004	Security Officers' Award	Security Industry Award
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<b>Instrument</b>	Modern Award	Div 2B NAPSA	Div 2B NAPSA	Div 2B NAPSA	Div 2B NAPSA
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<b>Dog handling</b>			\$59.65 per week \$59.65 per week		
<b>Civil construction disability</b>			\$24.55 per week \$20.50 per week		
<b>Mobile phone</b>			\$36.50 per week \$36.50 per week		
<b>Training</b>			\$1.66 \$1.50 per hr		
<b>Aviation and sea ports security</b>			\$1.31 per hr \$1.09 per hr		
<b>Site allowance:</b> power plant, mine, abattoir, gasworks, garbage tips, refinery, brewery sites & sites with odours/fumes			\$55.40 per week \$50.00 per week		
<b>Work in rain</b>			\$1.35 per week (\$0.67 per week for casuals) \$1.35 per week (\$0.67 per week for casuals)		
<b>District allowances</b>			Per week Per week		
Nth division eastern district			\$1.05 \$1.05		
Nth division, western district			\$3.25 \$3.25		
Mackay division			\$0.90 \$0.90		
Sth div, western district			\$1.05 \$1.05		