

## PAY SCALE SUMMARY

derived from the

### **Security Employees (A.C.T.) Award, 1998 [AP796056 – Fed]**

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after the 1 October 2008.

Enquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on **1300 363 264**.



**Australian Government**  
**Workplace Authority**

### **Coverage**

This pay scale summary applies as a common rule to employees employed in the Australian Capital Territory and Jervis Bay Territory engaged in the performance of all work in or in connection with, or incidental to, the industries or industrial pursuits of gatekeeping, security or watching.

Employers may be covered by this scale by being named in the coverage provisions, or by transmission of business.

For detail of the coverage provisions see the 26 March 2006 version of the award.

### **Wages**

#### **Full-time employees**

<b>Classification</b>	<b>Basic hourly rate</b>
Security Officer Level 1	\$15.34
Security Officer Level 2	\$15.74
Security Officer Level 3	\$16.01
Security Officer Level 4	\$16.28

#### **Part-time employees**

<b>Classification</b>	<b>Basic hourly rate</b>
Security Officer Level 1	\$17.64
Security Officer Level 2	\$18.10
Security Officer Level 3	\$18.41
Security Officer Level 4	\$18.72

## **Casual rates**

<b>Loading based on</b>	<b>Loading</b>
Relevant basic hourly rate for the employee's classification	15%

## **Classifications**

For detail of classification descriptions see the 26 March 2006 version of the award.

## **Juniors**

Junior rates of pay are not covered by this pay scale summary.

## **Trainees**

A Trainee's wage rate shall be the relevant wage rate which would apply according to this pay scale summary (or proportionately for part-time employees) provided that off the job training shall be unpaid.

## **Apprentices**

Apprentice rates of pay are not covered by this pay scale summary.

## **Frequency of payment**

Employees shall be paid weekly or fortnightly, at the employer's discretion, during working hours not later in the week than Friday.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

## **Pay Scale Summary – Background**

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with the pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning this summary, or the entitlements of employees under the pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

## **Transitional Arrangements**

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

**If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.**

## **Disclaimer**

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.