

Dear Commissioner Bisset,

As per request please find below my belief as to why the security industry award 2010 and beyond need to be amended with a role of Hospital security officer.

'a. Detail the variations sought – that is, set out the details of the classifications to

Have inserted in the Award;

1) I propose a review of the Security Services Industry Award 2010 [MA000016] and future awards to allow for hospital security officers to have their own subsection in the award.

As per Ss 158 (1) item 1, 2, 4

2) I propose a variation to the award for a new category of Hospital security officer to ensure, easy to understand role working with in a public hospital and mental health environment. Equal and monetary compensation for the task will allow hospitals to attract appropriate officers providing efficient and productive performance of work under the award. Currently staff with in hospital are put at risk due to being unable to attract appropriate staff, often hospitals are left to on call guards whom do not understand mental health and its requirements. Thus placing staff, the public and patients at risk of assault not only with in the

b. Detail any particular pay rates they seek to have attached to the new

Classifications they seek to have inserted in the Award;

I believe it would not be unreasonable for a security officer working in a department with mental health, emergency department and public hospital attached to be paid similar to that of a security officer Level 4 or level 5 officer with adjustments applied for 2020.

Rates of pay

Full-time & part-time

Table 1 of 2

| Classification           | Weekly pay rate | Hourly pay rate | Saturday | Sunday  | Public holiday | Night span - Monday to Friday | Permanent night work - Monday to Friday |
|--------------------------|-----------------|-----------------|----------|---------|----------------|-------------------------------|---|
| Security officer level 1 | \$832.20        | \$21.60         | \$32.85  | \$43.80 | \$54.75        | \$26.85                       | \$26.47                                 |
| Security officer level 2 | \$856.10        | \$22.53         | \$33.80  | \$45.06 | \$56.33        | \$27.42                       | \$26.29                                 |
| Security officer level 3 | \$870.70        | \$22.91         | \$34.37  | \$45.82 | \$57.28        | \$27.88                       | \$26.76                                 |
| Security officer level 4 | \$885.20        | \$23.29         | \$34.94  | \$46.58 | \$58.23        | \$28.34                       | \$30.28                                 |
| Security officer level 5 | \$913.80        | \$24.05         | \$36.08  | \$48.10 | \$60.13        | \$29.27                       | \$31.27                                 |

Table 2 of 2

| Classification           | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - first 2 hours | Overtime - Saturday - after 2 hours | Overtime - Sunday | Overtime - public holiday | Less than 8 hour break between shifts |
|--------------------------|---|---|-------------------------------------|-------------------------------------|-------------------|---------------------------|---------------------------------------|
| Security officer level 1 | \$32.85                                     | \$43.80                                     | \$32.85                             | \$43.80                             | \$43.80           | \$54.75                   | \$43.80                               |
| Security officer level 2 | \$33.80                                     | \$45.06                                     | \$33.80                             | \$45.06                             | \$45.06           | \$56.33                   | \$45.06                               |
| Security officer level 3 | \$34.37                                     | \$45.82                                     | \$34.37                             | \$45.82                             | \$45.82           | \$57.28                   | \$45.82                               |
| Security officer level 4 | \$34.94                                     | \$46.58                                     | \$34.94                             | \$46.58                             | \$46.58           | \$58.23                   | \$46.58                               |
| Security officer level 5 | \$36.08                                     | \$48.10                                     | \$36.08                             | \$48.10                             | \$48.10           | \$60.13                   | \$48.10                               |

Rates of pay

Full-time & part-time

Table 1 of 2

| Classification           | Weekly pay rate | Hourly pay rate | Saturday | Sunday  | Public holiday | Night span - Monday to Friday | Permanent night work - Monday to Friday |
|--------------------------|-----------------|-----------------|----------|---------|----------------|-------------------------------|---|
| Security officer level 1 | \$832.20        | \$21.06         | \$32.85  | \$43.80 | \$54.75        | \$28.65                       | \$28.47                                 |
| Security officer level 2 | \$656.10        | \$22.53         | \$33.80  | \$45.06 | \$56.33        | \$27.42                       | \$29.29                                 |
| Security officer level 3 | \$670.70        | \$22.91         | \$34.37  | \$45.82 | \$57.28        | \$27.88                       | \$29.78                                 |
| Security officer level 4 | \$685.20        | \$23.29         | \$34.94  | \$46.58 | \$58.23        | \$28.34                       | \$30.28                                 |
| Security officer level 5 | \$913.80        | \$24.05         | \$36.08  | \$48.10 | \$60.13        | \$29.27                       | \$31.27                                 |

Table 2 of 2

| Classification           | Overtime - Monday to Friday - first 2 hours | Overtime - Monday to Friday - after 2 hours | Overtime - Saturday - first 2 hours | Overtime - Saturday - after 2 hours | Overtime - Sunday | Overtime - public holiday | Less than 8 hour break between shifts |
|--------------------------|---|---|-------------------------------------|-------------------------------------|-------------------|---------------------------|---------------------------------------|
| Security officer level 1 | \$32.85                                     | \$43.80                                     | \$32.85                             | \$43.80                             | \$43.80           | \$54.75                   | \$43.80                               |
| Security officer level 2 | \$33.80                                     | \$45.06                                     | \$33.80                             | \$45.06                             | \$45.06           | \$56.33                   | \$45.06                               |
| Security officer level 3 | \$34.37                                     | \$45.82                                     | \$34.37                             | \$45.82                             | \$45.82           | \$57.28                   | \$45.82                               |
| Security officer level 4 | \$34.94                                     | \$46.58                                     | \$34.94                             | \$46.58                             | \$46.58           | \$58.23                   | \$46.58                               |
| Security officer level 5 | \$36.08                                     | \$48.10                                     | \$36.08                             | \$48.10                             | \$48.10           | \$60.13                   | \$48.10                               |

c. Provide detail as to how the variation meets the Modern Awards Objective

(S.134 of the Fair Work Act 2009) set out below.

This variation will meet modern award objectives .

A) Need to promote social inclusion through increased workforce participation; by providing adequate pay for the task to attract reasonable security officer to ensure the safety of staff and public

B) The need to promote flexible modern work practices and the efficient and Productive performance of work;

(Ba) the need to provide additional remuneration for:

(i) Employees working overtime; or

(ii) Employees working unsocial, irregular or unpredictable hours; or

(iii) Employees working on weekends or public holidays; or

(iv) Employees working shifts; and

C) The principle of equal remuneration for work of equal or comparable value; and

D) The need to ensure a simple, easy to understand, stable and sustainable modern

Award system for Australia that avoids unnecessary overlap of modern awards;

Please refer to previous correspondence and submissions as to why I believe the adjustment should occur.

Regards

Angus James Hibbins

