

Reference number CR1986

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<b>Are you submitting on behalf of an organisation?</b>
Yes
<b>Organisation name</b>
G&T Security Pty Ltd
<b>Type of organisation</b>
Business
<b>Business size</b>
Small
<b>Industry</b>
Other Services
<b>Is your submission confidential?</b>
No
<b>Submission type</b>
Have Your Say
<b>Comment</b>
<p>Since the introduction of the modern award back in 2010 there has been a steady increase in wages every year for the past 5 years. Fair compensation for the workers working those odd hours week nights, weekends and public holidays.Sounded great for the average worker. So to prevent the "weekend rip off" the slogan used by the Government . Our understanding was that the modern award was to blanket the industry to pull the Security industry under one award. To make it easy and fair working environment for all Security Officers . But that is not the case! All the modern award has done: - increased the operational cost to employers with a increase in wages - increased the cost to the client. - Wide the cost gap between Security Firms under the modern award and collective agreements - Placed Companies under the modern award at a competitive disadvantage to those on collective agreements. - Forced workers to work for substandard pay below the modern award. As collective agreements were reviewed a major oversight by the Government allowed those companies under collective agreements to continue with a advantage over those under the modern award. Those under collective agreements did not have to pay penalty rates for Weekend or Public Holidays.</p>

Based on casual rates as of Dec 2014

Collective agreement Modern Security award 2010 ( Imposed by the government )

Base rate Level 1 security

\$18.71 \$18.95

23% Penalty Rate 25% Penalty Rate

Ordinary Hours Monday to Friday 6am to 6pm

$\$18.71 \times 23\% = \$23.01$   $\$18.95 \times 25\% = \$23.69$  \$0.68 More

Night Rate Monday to Friday 6pm to 6am

$\$18.71 \times 23\% = \$23.01$   $\$23.06 + \$4.74 = \$27.80$  \$4.79 More

Saturday Rate

$\$18.71 \times 23\% = \$23.01$   $\$28.40 + \$4.74 = \$33.14$  \$10.13 More

Sunday Rate

$\$18.71 \times 23\% = \$23.01$   $\$37.90 + \$4.74 = \$42.64$  \$19.63 More

Public Holidays Rate

$\$18.71 \times 23\% = \$23.01$   $\$47.38 + \$4.74 = \$52.12$  \$29.11 More .

It makes it easy for a company under collective agreement that was introduced in 2006 to undermine and undercut any Security firm working under the Modern Security award 2010 in 2014.

These companies are fully aware of the rates that companies Under the Modern Security award 2010

HAVE to pay.

And based on the collective agreement they can continue to under cut business by providing prices below what is expected to be paid to the employee.

So why has the Government allowed this imbalance to continue?