# Pay Guide - Security Services Industry Award

# [MA000016]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult

### 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 | $908.00 | $23.89 | $35.84 | $47.78 | $59.73 | $29.07 | $31.06 |
| Security officer level 2 | $934.00 | $24.58 | $36.87 | $49.16 | $61.45 | $29.91 | $31.95 |
| Security officer level 3 | $949.80 | $24.99 | $37.49 | $49.98 | $62.48 | $30.41 | $32.49 |
| Security officer level 4 | $965.70 | $25.41 | $38.12 | $50.82 | $63.53 | $30.92 | $33.03 |
| Security officer level 5 | $996.80 | $26.23 | $39.35 | $52.46 | $65.58 | $31.92 | $34.10 |

**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 | $35.84 | $47.78 | $35.84 | $47.78 | $47.78 | $59.73 | $47.78 |
| Security officer level 2 | $36.87 | $49.16 | $36.87 | $49.16 | $49.16 | $61.45 | $49.16 |
| Security officer level 3 | $37.49 | $49.98 | $37.49 | $49.98 | $49.98 | $62.48 | $49.98 |
| Security officer level 4 | $38.12 | $50.82 | $38.12 | $50.82 | $50.82 | $63.53 | $50.82 |
| Security officer level 5 | $39.35 | $52.46 | $39.35 | $52.46 | $52.46 | $65.58 | $52.46 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Night span - Monday to Friday** | **Permanent night work - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Security officer level 1 | $29.86 | $41.81 | $53.75 | $65.70 | $35.05 | $37.03 | $35.84 |
| Security officer level 2 | $30.73 | $43.02 | $55.31 | $67.60 | $36.06 | $38.10 | $36.87 |
| Security officer level 3 | $31.24 | $43.73 | $56.23 | $68.72 | $36.66 | $38.73 | $37.49 |
| Security officer level 4 | $31.76 | $44.47 | $57.17 | $69.88 | $37.28 | $39.39 | $38.12 |
| Security officer level 5 | $32.79 | $45.90 | $59.02 | $72.13 | $38.48 | $40.66 | $39.35 |

**Table 2 of 2**

| **Classification** | **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 | $47.78 | $35.84 | $47.78 | $47.78 | $59.73 | $53.75 |
| Security officer level 2 | $49.16 | $36.87 | $49.16 | $49.16 | $61.45 | $55.31 |
| Security officer level 3 | $49.98 | $37.49 | $49.98 | $49.98 | $62.48 | $56.23 |
| Security officer level 4 | $50.82 | $38.12 | $50.82 | $50.82 | $63.53 | $57.17 |
| Security officer level 5 | $52.46 | $39.35 | $52.46 | $52.46 | $65.58 | $59.02 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Aviation allowance | $1.78 per hour |
| Broken shift allowance | $15.39 per broken shift |
| First aid allowance | $6.46 per shift up to a maximum of $32.10 per week |
| Firearm allowance | $3.23 per shift with a maximum of $16.15 per week |
| Meal allowance | $18.04 per meal |
| Relieving officer allowance | $39.70 per week |
| Supervision allowance - supervision of 1-5 employees | $40.08 per week |
| Supervision allowance - supervision of 6-10 employees | $46.26 per week |
| Supervision allowance - supervision of 11-20 employees | $60.03 per week |
| Supervision allowance - supervision of over 20 employees | $70.86 per week |
| Uniform reimbursement | reimbursement for the cost of the uniform |
| Vehicle allowance - motor vehicle | $0.91 per km |
| Vehicle allowance - motorcycle | $0.31 per km |