



# Security Jobs You Can Count On

The security industry is rife with exploitation and wage theft. Safeguard is part of the solution. It is the national UJU campaign for security guards. Both a campaign and a generalised security claim, Safeguard is a standard that security contracts and enterprise agreements should all be built on.

## It has 5 key demands:

### 1 Job Security

#### In the case of **change of contract**:

- Redundancies to be paid by outgoing contractors
- Onus on the incoming contractor to employ existing Guards

#### In the case of **subcontracting**:

- The minimisation of subcontracting, making the primary contractor liable
- Elimination of dodgy subcontracting

#### In the case of **zero-hour contracts**:

- The minimum number of hours for part-timers to be agreed on at the point of engagement

### 2 Liveable Wages

- Annual wage increases that keep security guards' pay up with the cost of living
- Income protection

Classification	Weekly Pay Rate	Hourly Pay Rate	Saturday	Sunday	Public Holiday	Night Span	Perm Night Work
Security Officer Level 1	\$917.45	\$24.14	\$36.22	\$48.29	\$60.36	\$29.38	\$31.39
Security Officer Level 2	\$942.26	\$24.80	\$37.19	\$49.59	\$61.99	\$30.18	\$32.24
Security Officer Level 3	\$959.31	\$25.25	\$37.87	\$50.49	\$63.11	\$30.72	\$32.82
Security Officer Level 4	\$976.36	\$25.69	\$38.54	\$51.39	\$64.23	\$31.27	\$33.40
Security Officer Level 5	\$1,051.95	\$27.68	\$41.52	\$55.37	\$69.21	\$33.69	\$35.99



## 3 Respect

- greater access to union in the workplace
- grievance procedures that let Fair Work arbitrate and rule on disputes
- education on the right to join and participate in the union at the point of licensing and renewal

## 4 Career and Skill Development

- classification rewrite in both the Award and EBAs
- licences linked to award level
- level one to only be used as a probation level

## 5 Safe Workplaces

- safety first approach to be instituted in all standard operating procedures (SOPs)
- safety committee and representatives to be mandated
- risk assessment to be conducted on all single officer patrols and/or posts

## How do we win?

This is industry-wide change we're fighting for - it won't be won in a day.

The first step is building strong membership across the entire workforce.

It's about being union.

So if you aren't yet a member, **join today**, and be part of winning security jobs you can count on.