

I am very concerned in the direction in which the Federal government has steered their policies in relation to implementing the modern award over the past 6 years in the security Industry.

In fact the lack of overall foresight has left the Security industry in dismay.

It has affected our productivity and our effectiveness to be competitive in the market place.

Since the introduction of the Security Services Industry award 2010 our productivity has dropped over 50%

As the implementation of the new wage structure was introduced G&T Security managed to maintain a successful business up to 2013.

As the adjustments in wages increased we found ourselves being priced out of the market place.

Regardless that we were under the Federal Governments approved award made no difference to Federal funded establishments like Stadiums Queensland and Townsville Entertainment Centre

Smithfield shopping centre	2012
Townsville Turf club	2012
Vincent Village	2012
Full Moon	2012
Riverview Tavern	2013
Bushland Beach Pub	2013
Cactus Jacks	2013
Parkside shopping centre	2013 which we held for 8 years
ALH	2013 which we held for 10 years
City Council	2014 which we held for 10 years
1300SMILES	2014 which we held for 10 years
Entertainment	2015 which we held for 13 years
Groovin the Moo	2015 which we held for 6 years

Tenders which we submitted

JUC Cairns 2014

JCU Townsville 2014

Townsville General Hospital 2014

All unsuccessful way too expensive.

It makes it difficult to compete in a market place where your costs are available to your competitors and they can take advantage.

Industry awards are available from the Government web site which competitors take full advantage of when submitting tenders.

Basic example

Casual rate under the Security Services Industry award 2010 (Under this award we have to pay casual 25 % loading

Monday to Friday	\$23.69 + Super 9.5%	\$25.94	Cap pay \$0.70 less and hour
Mon to Fri 6pm to 6am	\$27.80	\$30.44	Cap pay \$5.20 less per hour
Saturday	\$33.14	\$36.28	Cap pay \$11.04 less per hour
Sunday	\$42.64	\$46.69	Cap pay \$21.45 less per hour
Public Holidays	\$52.12	\$57.07	Cap pay \$31.83 less per hour

Compared with a Security Firm still under an EBA or collective agreement (Under this agreement pay casual 23 % loading)

Cap Security is one example which only have to pay the minimum ordinary rate

Monday to Sunday \$23.05 + Super 9.5% \$25.24

And Public Holidays.

You would say the productivity still exist as companies like G&T Security lose business and companies like Cap security pick up the business we have lost.

That is basically correct.

Although when you look deeper the overall productivity would have dropped.

As security Officers are now faced with working for a company that is providing a lower hourly rate.

There is less expendable monies to be placed back into the community.

Less to spend with other manufactures , housing , general goods etc their productivity drops.

They find that their productivity is reduced reducing staff. Now we have a flow on affect productivity is dropping throughout the country.

Employment rate is the highest its ever been.

The security Industry is only one of many that have been caught up in the Federal Government modernisation of awards.

The concept is great and was as they said to stop the casual rip off.

All it has done is placed our industry in dismay and the casuals are now worse off than they were 5 years ago.

Having to work for companies still on collective agreements earning a wage less than what they have been accustomed too.