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▶▶ Last hurrah for work value, as security workers win increase

Tuesday 14th March 2006 6:22 pm EST

Security guards in Victoria will receive a 3.2% work value increase, while crowd controllers' work value has grown to such an extent that they will get a 6.5% rise, following an AIRC ruling.

Senior Deputy President Brian Lacy accepted that since the Victorian security award's rates were set in 1991, factors justifying a work value rise included:

- increased regulation and licensing of security guards, would "result in the need for new skills and greater responsibility and an increase in the value of the work actually performed;
- greater use of technology, particularly computers, the use of which had increased at a rate that couldn't have been anticipated when the award's rates were set in 1991, and that required greater skills, discretionary judgements and a higher level of responsibilities;
- introduction of formal training requirements since 1991, with all security employees now required to have a Certificate II qualification to work in the industry;
- "significant" change in the environment in which security employees work, following the September 11, 2001 attack on the World Trade Centre in New York. However, he said these environmental factors had been reflected in changes to training and legislation, and taking further account of it would amount to double counting.

He also found that crowd controllers' duties had expanded substantially, to the extent that it justified lifting them from level 1 to level 2 of the award's classifications. He said their existing responsibilities were "of a high level" and that they would continue to grow.

Senior Deputy President Lacy also accepted the LHMU's claims for a new firearms allowance of \$2 a shift and a maximum of \$10 a week for workers required to carry a gun. He also indicated he would introduce a first aid allowance ranging from \$2.22 per shift or a maximum of \$11.09 a week for the lowest level of certification with St John's Ambulance, to \$3.90 a shift or up to \$19.50 a week for workers qualified to administer oxygen.

The LHMU is drafting an order to give effect to the decision, and Senior Deputy President Lacy is expected to make final orders before the end of the month.

The union concedes it won't have time to flow-on the decision to other states before Work Choices takes effect.

The decision, which could be the Federal Commission's last pay equity ruling, is important for the Victorian workers, as it will create a higher base when their award is translated to the Australian Pay and Conditions Standard.

[Australian Liquor, Hospitality and Miscellaneous Workers Union - re Work value - security. PR969655 \(10 March 2006\)](#)

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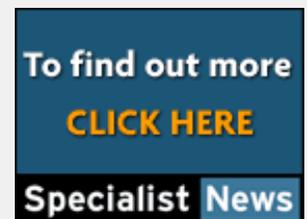
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