

From: Vonni Chapman [REDACTED]
Sent: Sunday, 19 August 2018 4:31 PM
To: Chambers - Bissett C
Subject: RE: AM2018/6: Application by Vonnie Chapman

God Morning, Commissioner Bissett,

Apologies for delays with the rest of documentation regarding my application relating FWC to review and amend the mentioned award. Unfortunately, my delay was due to mum going into palliative care and I was asked by mum to put all her funeral plans in place.

Commissioner, please see attached documentation to be added to my application.

1. G4S Purpose of the Role – High Risk Security back then and now a requirement.
2. G4S Payslip 2009
3. Wilson Payslip 2018 and copy of Security Services Industry Award 2010 – employer using Level 3 from a different Award as Corrections and Detention Award 2010 has no same level category – leaving officers with uncertainties what the correct pay rate should be.
4. Australian Annual Change in Hourly Rates of Pay 2008 – 2018
5. Australia Consumer Price Index (CPI) 2008 - 2018
6. Draft of Level pay rates for award in question and Security Services Industry Award 2010 Supervision Allowances Schedule (Allowances rates has not been added the % from 2010 – 2018) – Lists has been drafted to the best of my capabilities. We talked how the new award levels should look like. These calculations are not down to the last digit of calculations. I'm no accountant.

In conclusion, the new award in question should also reflect today's employment requirements of all officers that are utilized at their employer's discretion as new/complex contracts come on board, to have the award showing allocations/levels of different pay rates to ensure it eliminates any confusion what officers should be paid.

Additionally, I believe the award in question has room for amendments and variations due to officers carryout court security duties with additional skills as required, along with officers having to obtain High Level security work licence but rate of pay not reflecting these skills and requirements standard level.

Hopefully, I have submitted what commissioner was looking for. Please let me know if commissioner requires additionally details to complete my application.

Thank you.

Kind Regards

Vonni Chapman

G4S Custodial Services Pty Ltd CBD Courts Perth

POSITION TITLE: Operations Coordinator

LOCATION: Perth District Court / Perth Central Law Court

ACCOUNTABLE TO: General Manager

DIRECT REPORTS: Team Leaders, Senior Officers and CSCS Officers

- Our Mission:** Be the partner of choice in all our services and markets to create value for our customers and shareholders
- Our Purpose:** Is to be the leading global integrated security company specialising in the provision of security products, services and solutions.
- Our Aim:** Is to create sustainable shareholder value through the consistent delivery of excellence in customer service, operations and financial management.
- Our Strategy:** Is market lead. We satisfy our customers' needs by understanding their strategic objectives and designing and delivering innovative solutions which support these objectives.
- Our Culture:** Is one of inclusiveness, equal employment opportunity and cultural diversity. We are passionate about our staff realising their potential through learning and development and embrace safety and security for our staff and those in our care as a priority.
- Our Values:** Include Safety First, Customer Focus, Best People, Integrity, Expertise, Performance, Teamwork & Collaboration. These values guide how we conduct our business and develop positive relationships with all our stakeholders.
-

Purpose of the Role:

Operate within the requirements of Annexure I of the Court Security and Custodial Services Agreement. Coordinate the operational requirements of the Agreement.

Core Key Responsibilities / Accountabilities:

- Ensure the safety and security of all Court Users and PIC within the requirements of the Court, endorsed procedures, regulations, standards, Court Security and Custodial Services Agreement, and Annexures;
- Provide leadership to coordinate operations to ensure G4S consistently achieve quality service outcomes while working to the endorsed procedures;
- Provide timely and accurate information and reports to the General Manager in line with contractual requirements;
- Gather and report intelligence to the General Manager to ensure that all risks are mitigated in accordance with endorsed procedures and G4S policies, and provide intelligence to officers;
- Lead by example by maintaining workplace standards and practices;
- Attend meetings as required and ensure that follow up action is achieved in a timely and efficient manner;
- Collate information for follow up reports within specified timeframes, and provide to General Manager;
- Ensure that the delivery of training is in accordance with Annexure I of the Court Security and Custodial Services Agreement and liaise with training providers;

G4S Custodial Services Pty Ltd CBD Courts Perth

- Report any OHS incident to the HR Coordinator;
- Be a member of the senior management team for G4S at the Facilities Building; and
- Support contract in continuous improvement through operational and procedural review and implement changes as required.
- Comply with all DCB & G4S Corporate Policies and Procedures

Key objectives:

- Displayed behaviors aligned to G4S's values


Working Relationships:

- Internal:
- G4S Senior Management Team DCB and contractors
 - G4S employees;
- External:
- Representatives from DotAG, WLG and other government departments; and
 - Heads of Jurisdiction or their representatives

Job Skills, Competencies, Formal Qualifications and Personal Qualities:

- Mandatory:
- Ability to interact with persons at all levels to achieve positive outcomes
 - Demonstrated interpersonal and written and oral communication skills; and
 - Demonstrated problem solving ability
 - Certificate IV in Correctional Practice (within 12 months of deployment).
 - When in an acting senior role as a temporary placement the 12 month period will commence
 - the day after the expiry of the continuous period of 6 month acting. Six months acting on an accumulative basis is to be calculated over a 2 year period for an officer acting in a senior role.
- Desirable:
- An understanding of the Western Australian judicial system and court processes
 - Certificate III in Correctional Practice; and
 - Demonstrated ability to work within an environment that is regulated by Acts, Agreements and procedures.

Experience

-  Mandatory:
- Permit to perform high level security work.
- Desirable:
- An understanding of the Western Australian judicial system and court processes; and
 - Demonstrated ability to work within an environment that is regulated by Acts, Agreements and procedures.

G4S Custodial Services Pty Ltd CBD Courts Perth

Essential Requirements:

- Strong resilient nature to deliver constructive support on a daily basis
- Ability to deal with challenging situations
- Approachable and humble disposition
- Energetic and enthusiastic approach to challenges within the business
- A commitment to the G4S Vision, Values and Policies, including Equal Employment Opportunity, Human Rights and Occupational Health and Safety principles and practices
- A duty of care to G4S employees, clients and other stakeholders

OH&S:

- Follow the G4S Golden Rules – consider your safety and the safety of others.
- Comply with G4S OHS Policy and procedures, including Safe Work Method Statements and Operating Instructions.
- Undertake all required OHS training.
- Use appropriate Personal Protective Equipment.
- Report all OHS issues, hazards and incidents promptly to your Supervisor.
- Participate in incident investigations; OHS risk assessments and audits as required.
- Be aware of the relevance and importance of your activities and how they contribute to the achievement of the quality objectives by following G4S policies, procedures, quality Framework and operating instructions.
- As an employee of G4S you are responsible for your own safety

G4S Approved by:

Date:

Signature:

Employee [REDACTED] MS VONNI M. CHAPMAN
 Employer G4S Custodial Services Pty Ltd WACTS - Fortnightly
 CompanyABN 37050069255

Pay Advice No. [REDACTED]

Grade CSCS Officer

Start Date for Pay 28/12/2009 End Date for Pay 10/01/2010 PeriodDays 14 PayDate 13/01/2010

Item	Input	Rate	Value
Rates of Pay			
HourlyRate	43.20		919.83
Pre-Tax Payments			
Overtime at Time & Half (10/01/2010)	0.80		25.55
OTime x 1.75	8.00		298.10
PublicHol (10/01/2010)	11.20		238.48
Pub Pen 2.5 (10/01/2010)	4.00		212.92
CS Dist All CS District Allow FT (263.64)	1.00	263.64	263.64
Statutory Deductions			
PAYG Income Tax			464.00
Net Pay			
EFT			1,494.52
Charges			
ARF Employer Cont			127.98
ARFS SGL			0.00

Personal Banking Details:

[REDACTED] [REDACTED] VONNI CHAPMAN \$1,494.52

Leave Entitlements:	Balance	Pro Rata	B / Forward	Taken
AnnLve 152hw (hours)	34.24	22.14	19.70	7.60
LSL WA CSCS (days)	5.66	5.66	.00	.00
Per Lve 76hw (hours)	20.42	11.06	9.37	.00

Prevailing Rates of Pay:	Effective	Rate
Ann.Salary	22/09/2008	
HourlyRate	13/07/2009	21.2924

Pay Summary	Period Value	YTD Value
Rates of Pay	919.83	13713.94
Pre-Tax Payments	1038.69	17049.66
Pre-Tax Deductions	0.00	0.00
Statutory Deductions	464.00	8210.00
Post-Tax Payments	0.00	4308.49
Post-Tax Deductions	0.00	0.00
Net Pay	1494.52	26862.09

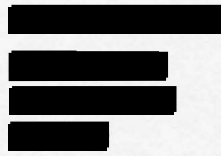
Messages:

Extra Tax has been calculated for HECS Contribution. The additional amount is included in the PAYG Value PAYG Tax 88.00

The Employer contribution is projected, based on the assumption that \$450 will be paid in the month. ARFS SGL



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Wilson Security
Level 3
6 English Street
ESSENDON FIELDS VIC 3041

Your Payroll Details

Company 02 Wilson Security Pty Ltd
 ABN No. 90127406295
 ID Number [REDACTED]
 Name V Chapman
 Base Salary \$20.54
 Base Hours 38.00
 Pay Frequency Fortnightly
 Period of Payment 18/06/2018 - 01/07/2018
 Paid on Date 4/07/2018
 Week In Pay 2
 Payslip Type Payslip

Leave Balances
 Annual 65.14 Hours Entitlement & Pro Rata
 RDO 0.00

YTD Details
 Taxable Gross \$1,784.93
 Tax \$290.00
 Net \$1,494.93

Description	Hours	Rate	Amount	Sub-Totals
BEFORE TAX EARNINGS				
01 NORMAL	58.70	\$21.49	\$1,261.46	
02 O/T 1.5	9.80	\$32.24	\$315.90	
19 L.W.O.P	7.50	\$0.00	\$0.00	
25 PERSONAL	7.60	\$21.49 <i>Level 3</i>	\$163.32	27/06/2018 - 27/06/2018
FA FIRST AID ALLOWANCE	0.00	\$0.00	\$44.25	
Sub total	83.60			\$1,784.93
TAXABLE GROSS EARNINGS				\$1,784.93
TAX DEDUCTIONS				
TAX			\$290.00-	
TOTAL TAX DEDUCTED				\$290.00-
TOTAL NET PAY - Bank Credit				\$1,494.93
Net Pay Distribution				
BODDINGTON 086-535 489913103				\$1,494.93
BENEFITS				
Z1 SGC %			\$139.56	65151832
Sub total				\$139.56
NOTES				
[REDACTED]		Reference:	[REDACTED]	

Roster					
Date	Day	Start	Finish	Hours	Site

18/06/2018	Monday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
19/06/2018	Tuesday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
20/06/2018	Wednesday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
21/06/2018	Thursday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
22/06/2018	Friday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
25/06/2018	Monday	08:00	13:30	5.50	Court Service - State Administrative Tribunal (Catherdral)
26/06/2018	Tuesday	10:30	18:00	7.50	Leave Without Pay
27/06/2018	Wednesday	08:00	17:00	9.00	Sick Leave
28/06/2018	Thursday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
29/06/2018	Friday	08:00	17:00	9.00	Court Service - State Administrative Tribunal (Catherdral)
Total:				85.00	



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Pay Guide - Security Services Industry Award 2010

[MA000016]

Published 28 June 2017

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) 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.

Effective: 01/07/2017 Published: 28/06/2017

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	\$780.70	\$20.54	\$30.81	\$41.08	\$51.35	\$25.00	\$26.70
Security officer level 2	\$803.10	\$21.13	\$31.70	\$42.26	\$52.83	\$25.72	\$27.47
Security officer level 3	\$816.70	\$21.49	\$32.24	\$42.98	\$53.73	\$26.15	\$27.94
Security officer level 4	\$830.30	\$21.85	\$32.78	\$43.70	\$54.63	\$26.59	\$28.41
Security officer level 5	\$857.20	\$22.56	\$33.84	\$45.12	\$56.40	\$27.46	\$29.33

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	\$30.81	\$41.08	\$30.81	\$41.08	\$41.08	\$51.35	\$41.08
Security officer level 2	\$31.70	\$42.26	\$31.70	\$42.26	\$42.26	\$52.83	\$42.26
Security officer level 3	\$32.24	\$42.98	\$32.24	\$42.98	\$42.98	\$53.73	\$42.98
Security officer level 4	\$32.78	\$43.70	\$32.78	\$43.70	\$43.70	\$54.63	\$43.70
Security officer level 5	\$33.84	\$45.12	\$33.84	\$45.12	\$45.12	\$56.40	\$45.12

18%

Australia Annual Change in Hourly Rates of Pay 1998-2018 | Data | Chart

Australia's seasonally adjusted wage price index rose 2.1 percent year-on-year in the last three months of March 2018, the same as in the prior quarter and matching market expectations. On a quarterly basis, wages went up 0.5 percent, slightly below market consensus of a 0.6 percent rise and after a downwardly revised 0.5 percent increase in the previous period. Wages in the public sector went up by 0.5 percent and those in the private sector also grew by 0.5 percent. In original terms, the rises ranged from 0.2 percent for industries to 0.8 percent for education and training industries. Wage Growth in Australia averaged 3.27 percent from 1998 until 2018, reaching an all time high of 4.30 percent in the second quarter of 2008 and a record low of 1.90 percent in the third quarter of 2016.

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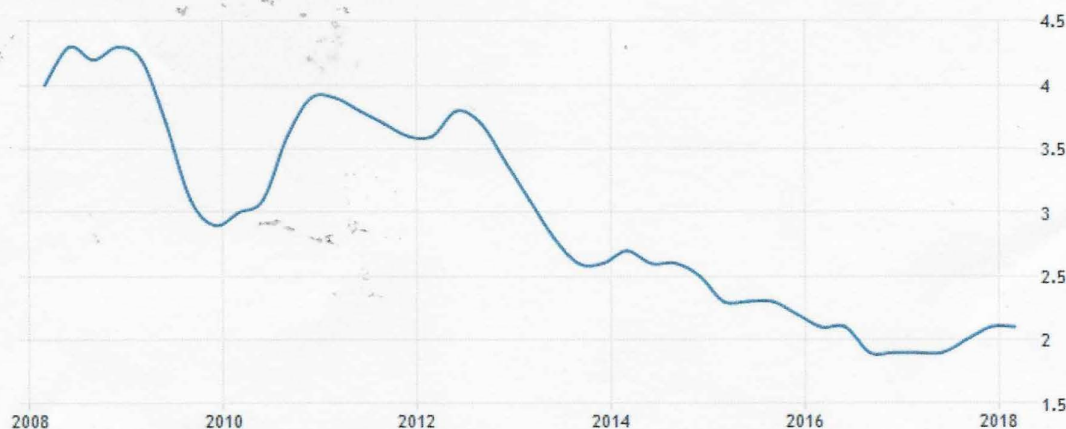


2 Top 25 Dividend Stocks

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AUSTRALIA ANNUAL CHANGE IN HOURLY RATES OF PAY



SOURCE: TRADINGECONOMICS.COM | AUSTRALIAN BUREAU OF STATISTICS



Calendar	GMT		Actual	Previous	Consensus	TEForecast
2018-02-21	12:30 AM	Wage Price Index YoY	2.1%	2%	2%	2.1%
2018-05-16	01:30 AM	Wage Price Index QoQ	0.5%	0.5%	0.6%	
2018-05-16	01:30 AM	Wage Price Index YoY	2.1%	2.1%	2.1%	2.2%
2018-08-15	01:30 AM	Wage Price Index QoQ		0.5%		
2018-08-15	01:30 AM	Wage Price Index YoY		2.1%		2.2%
2018-11-14	12:30 AM	Wage Price Index YoY				2.3%

22%

Australia Consumer Price Index (CPI) 1950-2018 | Data | Chart | Calendar

Consumer Price Index CPI in Australia increased to 112.60 Index Points in the first quarter of 2018 from 112.10 Index Points in the fourth quarter of 2017. Consumer Price Index CPI in Australia averaged 44.20 Index Points from 1950 until 2018, reaching an all time high of 112.60 Index Points in the first quarter of 2018 and a record low of 4.20 Index Points in the first quarter of 1950.

Richest Man Gives Warning

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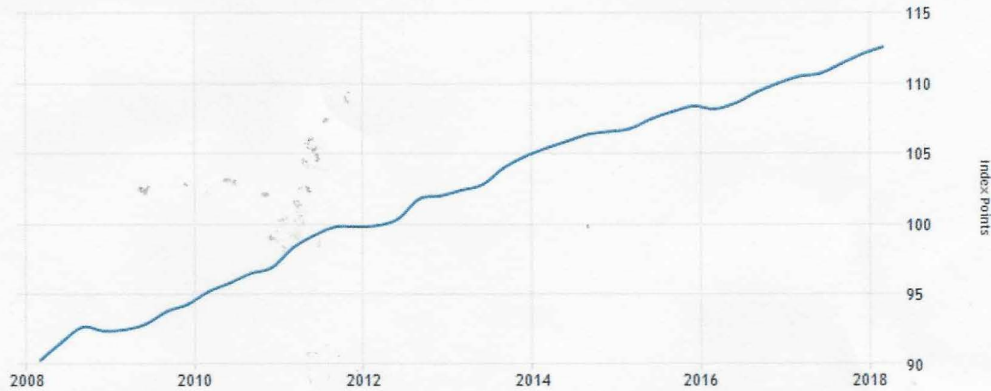
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AUSTRALIA CONSUMER PRICE INDEX (CPI)



SOURCE: TRADINGECONOMICS.COM | AUSTRALIAN BUREAU OF STATISTICS

1Y
5Y
10Y
MAX
Bar
Line
Area

Australia Prices	Last	Previous	Highest	Lowest	Unit	
Inflation Rate (/australia/inflation-cpi)	1.90	1.90	23.90	-1.30	percent	[+] (/australia/inflation-cpi)
Inflation Rate Mom (/australia/inflation-rate-mom)	0.40	0.60	7.55	-1.54	percent	[+] (/australia/inflation-rate-mom)
Consumer Price Index CPI (/australia/consumer-price-index-cpi)	112.60	112.10	112.60	4.20	Index Points	[+] (/australia/consumer-price-index-cpi)
Core Consumer Prices (/australia/core-consumer-prices)	113.73	113.06	113.73	75.47	Index Points	[+] (/australia/core-consumer-prices)
Core Inflation Rate (/australia/core-inflation-rate)	1.90	1.80	10.70	1.60	percent	[+] (/australia/core-inflation-rate)
GDP Deflator (/australia/gdp-deflator)	106.16	104.97	106.16	6.59	Index Points	[+] (/australia/gdp-deflator)

Feedback

Without Prejudice and no professional assistance – Rough Calculations only made from Australian Annual Change in Hourly Rates of Pay Data:

Starting: \$21.2924 rate per hour

2008	x 4.3% equals	\$22.21 Hourly Rate
2010	x 2.9% equals	\$22.85 Hourly Rate
2012	x 3.6% equals	\$23.67 Hourly Rate
2014	x 2.7% equals	\$24.31 Hourly Rate
2016	x 2.3% equals	\$24.87 Hourly Rate
2018	x 2.2% equals	\$25.42 Hourly Rate

Example of Classification Rates of Pay Levels for amended/ varied Corrections and Detention (Private Sector) Award 2010 [MA000110]:

Court Security Officer - Level 1 \$25.42 x 3.5% (% as of 1 July 2018)

Court Security Officer - Level 2 \$26.31 x 3.5%

Court Security Officer - Level 3 \$27.24 x 3.5%

Court Security Officer - Level 4 \$28.19 x 3.5%

Court Security Officer - Level 5 \$29.18

Court Security Supervisor - \$25.82 Hourly plus Supervision Allowances:

1 – 5 Employees \$0.91 per hour

6 – 10 Employees \$1.05 per hour

11 – 20 Employees \$1.36 per Hour

20 Employees \$1.60 per hour

Allowances

Allowances	Rate
Aviation allowance	\$1.53 per hour
Broken shift allowance	\$13.23 per broken shift
First aid allowance	\$5.55 per shift up to a maximum of \$27.60 per week
Firearm allowance	\$2.78 per shift with a maximum of \$13.88 per week
Meal allowance	\$16.16 per meal
Relieving officer allowance	\$0.90 per hour up to a maximum of \$34.14 per week
Supervision allowance - supervision of 1–5 employees	\$0.91 per hour up to a maximum of \$34.46 per week
Supervision allowance - supervision of 6–10 employees	\$1.05 per hour up to a maximum of \$39.77 per week
Supervision allowance - supervision of 11–20 employees	\$1.36 per hour up to a maximum of \$51.62 per week
Supervision allowance - supervision of over 20 employees	\$1.60 per hour up to a maximum of \$60.93 per week
Uniform reimbursement	reimbursement for the cost of the uniform
Vehicle allowance - motor vehicle	\$0.78 per km
Vehicle allowance - motorcycle	\$0.26 per km

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.