Australian Government Fair Work OMBUDSMAN

Pay Guide - Security Services Industry Award [MA000016]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

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. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can 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 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	$1,080.10	$28.42	$42.63	$56.84	$71.05	$34.59	$36.95
Security officer level 2	$1,111.00	$29.24	$43.86	$58.48	$73.10	$35.59	$38.01
Security officer level 3	$1,129.80	$29.73	$44.60	$59.46	$74.33	$36.18	$38.65
Security officer level 4	$1,148.70	$30.23	$45.35	$60.46	$75.58	$36.79	$39.30
Security officer level 5	$1,185.70	$31.20	$46.80	$62.40	$78.00	$37.97	$40.56

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	$42.63	$56.84	$42.63	$56.84	$56.84	$71.05	$56.84
Security officer level 2	$43.86	$58.48	$43.86	$58.48	$58.48	$73.10	$58.48
Security officer level 3	$44.60	$59.46	$44.60	$59.46	$59.46	$74.33	$59.46
Security officer level 4	$45.35	$60.46	$45.35	$60.46	$60.46	$75.58	$60.46
Security officer level 5	$46.80	$62.40	$46.80	$62.40	$62.40	$78.00	$62.40

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	$35.53	$49.74	$63.95	$78.16	$41.69	$44.05	$42.63
Security officer level 2	$36.55	$51.17	$65.79	$80.41	$42.90	$45.32	$43.86
Security officer level 3	$37.16	$52.03	$66.89	$81.76	$43.61	$46.08	$44.60
Security officer level 4	$37.79	$52.90	$68.02	$83.13	$44.35	$46.86	$45.35
Security officer level 5	$39.00	$54.60	$70.20	$85.80	$45.77	$48.36	$46.80

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	$56.84	$42.63	$56.84	$56.84	$71.05	$63.95
Security officer level 2	$58.48	$43.86	$58.48	$58.48	$73.10	$65.79
Security officer level 3	$59.46	$44.60	$59.46	$59.46	$74.33	$66.89
Security officer level 4	$60.46	$45.35	$60.46	$60.46	$75.58	$68.02
Security officer level 5	$62.40	$46.80	$62.40	$62.40	$78.00	$70.20

Allowances

Allowances	Rate
Aviation allowance	$2.11 per hour
Broken shift allowance	$18.30 per broken shift
First aid allowance	$7.68 per shift up to a maximum of $38.19 per week
Firearm allowance	$3.84 per shift with a maximum of $19.21 per week
Meal allowance	$22.14
Relieving officer allowance	$47.23 per week
Supervision allowance - supervision of 1 - 5 employees	$47.68 per week
Supervision allowance - supervision of 6 - 10 employees	$55.02 per week
Supervision allowance - supervision of 11 - 20 employees	$71.40 per week
Supervision allowance - supervision of over 20 employees	$84.28 per week
Uniform reimbursement	reimbursement for the cost of the uniform
Vehicle allowance - motor vehicle	$1.00 per km
Vehicle allowance - motorcycle	$0.34 per km