

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Security officer level 1	Basic patrol, static guarding and access control under routine supervision	\$1080.10	\$28.42	\$35.53
Security officer level 2	Guarding with added responsibility — monitoring, patrols and some autonomy	\$1111.00	\$29.24	\$36.55
Security officer level 3	Control-room/CCTV monitoring, crowd control, alarm response and equipment operation	\$1129.80	\$29.73	\$37.16
Security officer level 4	Senior officer on complex sites; may supervise and coordinate other officers	\$1148.70	\$30.23	\$37.79
Security officer level 5	Advanced/senior functions, dog handling or coordination of security operations	\$1185.70	\$31.20	\$39.00

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Saturday	\$42.63 (150%)	\$49.74 (175%)
Sunday	\$56.84 (200%)	\$63.95 (225%)
Public holiday	\$71.05 (250%)	\$78.16 (275%)

Dollar figures are for Security officer level 1. Other levels scale from their own ordinary rate above.

Common allowances

Allowance	Amount
Aviation allowance	\$2.11 per hour when performing aviation/airport security work
Broken shift allowance	\$18.30 per broken shift
First aid allowance	\$7.68 per shift, to a maximum of \$38.19 per week
Firearm allowance	\$3.84 per shift, to a maximum of \$19.21 per week
Meal allowance	\$22.14 on each occasion an overtime meal break applies and no meal is provided
Relieving officer allowance	\$47.23 per week
Supervision allowance – 1 to 5 employees	\$47.68 per week
Supervision allowance – 6 to 10 employees	\$55.02 per week
Supervision allowance – 11 to 20 employees	\$71.40 per week
Supervision allowance – more than 20 employees	\$84.28 per week
Vehicle allowance	\$1.00 per km (motor vehicle) or \$0.34 per km (motorcycle)

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Security Services Industry Award 2020 [MA000016] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/security-services