



SUMMARY OF PROPOSED COVERAGE FOR APPLICATION TO INITIATE BARGAINING

Application number:	FPA02-006-2023
Industry:	N/A
Occupation:	Security guard/officer
Date received:	29 March 2023
Initiating Union:	E tū Incorporated
Initiation test:	1,000 employees representation test

Disclaimer

Coverage described below may change during the assessment process.

Description of coverage currently proposed:

The initiating union applied for approval to initiate bargaining for an occupation-based fair pay agreement.

The proposed coverage includes security guard/officers. The initiating union indicated the current ANZSCO codes do not cover the occupation the union is proposing to cover.

The Ministry of Business Innovation and Employment (MBIE) is assessing the proposed coverage to ensure compliance with the Fair Pay Agreements Act 2022.

On the next page is a summary table of the coverage proposed by the initiating union as on 29 March 2023.



Occupation: Security Guard/officer

This Fair Pay Agreement covers employees employed as security guards/officers, and their employers.

Description of work or type of work (Main tasks or activities)	Label of occupation (From ANZSCO register)	ANZSCO code and title (If no ANZSCO code, provide the closest code)	If no ANZSCO code – indicate how occupation differs from closest code
<p>Our intention is to cover employees who by physical means protect, watch or guard property (including cash and other valuables) and/or who carry out crowd control duties.</p> <p>Tasks may include:</p> <ul style="list-style-type: none">• patrolling property and checking doors, windows and gates for unauthorised entry• watching for irregularities such as fire hazards, malfunctions of machines and equipment, lights left on, leaking water pipes and unlocked security doors• issuing security passes to authorised visitors and giving directions			<p>In E tū's view, the security officer/guard occupation is not accurately described by an ANZSCO code as ANZSCO 442213 Crowd controller has been arbitrarily separated out from ANZSCO 442217 Security Officer.</p> <p>Both of these occupation codes have protecting, guarding and watching in common; and employees doing this work will commonly be referred to as security guards/officers.</p>



<ul style="list-style-type: none">• monitoring alarms and contacting supervisors, police and fire brigades by radio or phone if security is breached or fire is detected• detecting and investigating theft and other unlawful acts carried out in retail establishments• maintaining order at venues where there are large gatherings of people• issuing security passes to authorised visitors and giving directions• picking up and ensuring the safe delivery of cash, payrolls and valuables• traffic controlling associated with the above activities• supervising or coordinating people doing the above tasks.			
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Information redacted: No