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Sent: Tuesday, 5 April 2016 4:48 PM
To: AMOD
Cc: Sally Pedlow; Chris ASIAL
Subject: FW: AM2014/196 - Part-time Employment | Submissions by MSS Security

Modern Award Team,

We apologise to the Commission and the parties for our delay in submitting our final witness statement to complete our written materials.

Attached is:

E. Witness Statement of Samantha Holmes.

We thank the Commission for their patience.

Regards,

Martha Travis
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E. Witness Statement Samantha Holmes

Samantha Holmes
Aviation Protection Officer
MSS Security

5 April 2016

My name is Samantha Holmes and I am currently employed by MSS Security in the role of Aviation Protection Officer. I have been employed by MSS Security for a period of almost 10 years, it will be 10 years in July 2016.

1. In my role as Aviation Protection Officer at Hobart Airport, I am responsible for providing customer service to passengers as they pass through the security screening point; and/or protect the travelling public by ensuring that no dangerous goods are taken on to aircraft.
2. I also act as the second in charge for the Aviation Services Manager (**ASM**) and have stepped up into the role of ASM when the role was vacant for a period of time.
3. With my length of service and ability to take on additional responsibility when needed, I know that MSS Security values me as an employee and I am loyal to the company in return.
4. When I first commenced with the company (Chubb Security Personnel, at the time), I'm pretty sure I went straight on to permanent part-time employment. I don't really remember what is in my contract, but I don't think I was told I would receive a minimum number of hours per week.
5. My employment is now covered by the *Security Services Industry Award 2010* and I work as a Level 2 classified employee, plus aviation allowance.
6. Since I have been working for the Company back when it was Chubb, I have had a verbal agreement in place to work varied hours that are agreed to with my employer.
7. How it works is Andy (the ASM) and I sit down before he publishes the roster and he shows me where he currently has me rostered and checks that this will work in with my schedule.

8. I am usually rostered for between 27 and 37 ordinary hours per week, so probably about an average of 30 hours per week.
9. My husband also works at Hobart Airport, so between his roster, and looking after our son, I can work out with Andy what will be best for our family.
10. This way of rostering and working my hours on a week to week or fortnight to fortnight basis is exactly what I want, it works for me and my family, and it also works for the company, as it means I can work as many hours as possible while still meeting the caring needs for my family.
11. The flexibility I get is a two-way street – I get what I need and the company gets my loyalty and my willingness to help out whenever I can. So, I think it is definitely a win-win situation.
12. While I could probably agree to work fixed days and hours, say Tuesday to Friday 0800-1300hrs, it would mean that I would potentially miss out on extra hours, because depending on my husband's roster, or who can look after our son, I might also be able to do a 0400hrs start, or work a night shift, but that wouldn't happen if I was locked into certain days/times and any additional hours had to be paid at Overtime rates, as the company avoids paying Overtime wherever they can.
13. If I couldn't have the flexibility I have now, it would impact me hugely. I couldn't work here, I would have to find work elsewhere. We have a mortgage, and I can't afford not to work, so a change in flexibility would create significant financial difficulties for me and my family.
14. If instead of being a permanent part-time employee, I had to be a casual, this would also have a negative impact. Casuals don't get as many hours as full-time and part-time employees, and I wouldn't know if I was going to get hours. I wouldn't be able to take holidays with my family or take sick leave, because I wouldn't get paid. That would mean I wouldn't be able to continue working for MSS Security.
15. Being a part-time employee has lots of advantages for me – it offers a steady income; I wouldn't have been able to get a house loan without a steady income and I just wouldn't have the same quality of life.

16. The rostering process is very comfortable for me. Maybe not for everyone; I know that shift work can be tiring, like for my husband; but I'm getting what I need from the way Andy and I set my roster.
17. I know that MSS Security has made an application to the Fair Work Commission to vary the Modern Award so that Part-time employees can agree to days/times when they can't work and then can be rostered 7 days' in advance. I wholeheartedly support this submission.
18. For me, personally, I couldn't stay working for MSS Security if I was made a full-time or casual employee. I need to work, and it needs to be flexible, so I can spend time with my family.

Name: S

Signature:

Date: 05/04/2016.