

# CROWN SYDNEY

CASINO  
UNION

# EA 2025

UNITED  
WORKERS UNION

## BARGAINING UPDATE

### CROWN'S SERVICE ALLOWANCE – COMPARE YOUR PAY

See below to compare your current pay with Crown's 'service allowance structure.'

Current pay structure for **Security Officer** (including proposed 3.25% wage increase):

Years of Service	Base Rate (inclusive of proposed 3.25% wage increase)
Commencement (0-18 months)	\$32.65
18 months – 3 years	\$33.13
3 – 5 years	\$33.63
5+ years	\$34.13

Under Crown's proposal, everyone would **revert to the commencement rate** – this would form your new base rate. You would then receive an allowance based on length of service, **paid hourly on the shifts you work**. Penalty rates, annual leave and sick leave would be paid on your new base rate. Superannuation would also be calculated on your base rate, rather than total earnings. Allowances can be an issue when applying for finance and is often not considered by lenders as part of your wages.

**Example: Security Officer, 4 years of service (including proposed 3.25% wage increase)**

**Pay structure for Security Officer as proposed by Crown:**

Years of Service	Base Rate	Service Allowance %	Service Allowance \$
<b>Commencement Rate</b>	\$32.65	0%	\$0
<b>1 – 3 years</b>	\$32.65	1%	\$0.32 per hour
<b>3 – 5 years</b>	\$32.65	3%	\$0.98 per hour
<b>5 – 10 years</b>	\$32.65	4%	\$1.30 per hour

Example	Current Pay Structure	Crown Allowance Proposal
<b>Friday Day Shift (10am-6pm)</b>	8 hours x \$33.63 <b>Total = \$269.04</b>	8 hours x \$32.65 = \$261.20 8 hours x \$0.98 allowance = \$7.84 <b>Total = \$269.04</b>
<b>Friday Night Shift (8pm-4am)</b>	Friday night penalty 150% = \$50.93 / hour 8 hours x \$50.44 <b>Total = \$403.56</b>	Friday night penalty = 150% x \$32.65 = \$48.97/hour 8 hours x \$48.97 = \$391.80 Allowance = \$7.84 <b>Total = \$399.64</b>
<b>One week annual leave (Mon-Fri day shift)</b>	38 hours x \$33.63 = \$1,277.94 Annual leave loading of 17.5% = \$223.63 <b>Total = \$1,501.57</b>	38 hours x \$32.65 = \$1,240.70 Annual leave loading of 17.5% = \$217.12 <b>Total = \$1,457.82</b>