



Australian Government

**Assessment Requirements for CPPSEC4023
Implement contracting arrangements for
security businesses**

Release: 1

Assessment Requirements for CPPSEC4023 Implement contracting arrangements for security businesses

Modification History

Release 1 This version first released with CPP Property Services Training Package Release 9.0.

New unit.

Performance Evidence

To demonstrate competency, a candidate must meet the performance criteria of this unit by implementing contracting arrangements for a security business, involving:

- develop and present a labour hire agreement to contract security services to a client
- develop and present an agreement to employ a minimum of two independent contractors, one of which will perform a multishift roster involving seven days and weekend and night work.

Knowledge Evidence

To be competent in this unit, a candidate must demonstrate knowledge of:

- legislative and regulatory requirements associated with operating security businesses:
 - client service standards
 - Fair Work Act 2009 (FW Act) and Fair Work Regulations 2009
 - licensing in the security industry
 - privacy
 - superannuation guarantee
 - taxation
- compliance audit requirements for the jurisdiction of operation
- current security services industry award pay rates, classifications and allowances
- definition of 'sham contracting' and legal ramifications of participating knowingly or unknowingly in illegal contracting arrangements when engaging independent contractors for security services
- elements of a contract:
 - offer and acceptance
 - intention to create legal relations
 - consideration
 - legal capacity

- general taxation and superannuation obligations of Australian Business Number (ABN) holders who are contracted to provide security services
- methods for determining whether an employed person is an employee or a contractor
- negotiation techniques
- potential risks to security businesses who engage in contracting arrangements for security services
- purpose and techniques for conducting due diligence and background checks of contractors providing security services
- requirements of the FW Act associated with contracting arrangements for security services:
 - section 550 and accessorial liability for underpayments
 - employment records required to be kept
 - employment conditions for direct employees and independent contractors or ABN holders
 - factors that are indicative of an employee
 - factors that are indicative of an independent contractor
- sub-contractor approval requirements for multi-level contracting of security services
- types of behaviours considered unethical when engaging in contracting arrangements for security work.

Assessment Conditions

Assessors must meet the requirements for assessors contained in the Standards for Registered Training Organisations.

All individuals engaged by a licensed RTO for security licensing purposes must hold both a security trainers licence (where such a licence exists within the relevant jurisdiction) and the licence for performing the security activities for which the individual is providing training or assessment. Regulators may impose other assessor conditions to meet jurisdictional assessment requirements.

Assessment must be conducted in the workplace or in a simulated workplace environment. Candidates must have access to:

- security industry and fair work legislation and regulations that apply to contracting arrangements for security businesses in the jurisdiction of operation
- documentation, information technologies and resources required to achieve the performance evidence.

Links

Companion volumes to this training package are available at the VETNet website - <https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=6f3f9672-30e8-4835-b348-205dfcf13d9b>