



New Security Industry ERO signed into law

In 2011 the High Court struck down the Joint Labour Committee (JLC), mechanism for agreeing minimum terms & conditions through Employment Regulation Orders (ERO), as being unconstitutional. In order to deal with the constitutional deficiencies identified in 2011, the Industrial Relations (Amendment) Act 2012 was subsequently introduced. The Act set out the policies and principals that must guide, inform and direct the exercise of the delegated power in the legislation particularly in relation to JLC's.

As a result of these changes in legislation and subsequent appointment of a Security JLC, the Minister for Business & Employment, Gerald Nash TD, today signed into law a new Security Employment Regulation Order (ERO), for the Guarding Security industry. The ERO will come into effect today **Thursday 1st October 2015**, and all Guarding Security employers must comply with the minimum rates of pay and conditions for employees affected, as outlined in the Security ERO agreement.

The key aspects of the ERO agreement are as follows:

- Increase in the minimum hourly remuneration to €10.75 per hour.
- Training rates of pay applicable set out for the Security guarding industry but only for training prescribed in regulations made by the Minister.
- Overtime rates of time and a half will apply to hours worked in excess of an average 48-hour working week.
- Both Annual Leave and Public Holidays will be paid in accordance with the Organisation of Working Time Act 1997.
- Increase in Security guarding employee benefits for Sick pay.
- Scope of Death in Service benefit expanded for Security guarding employees up to the State pensionable age.
- The existing ERO does not affect existing agreements or terms and conditions equal or better than conditions as laid out in the ERO.

The Irish Security Industry Association (ISIA), welcomes the introduction of the Security ERO and speaking today, the President of the ISIA, Alan Durnan said *"The ISIA believes that the new Security ERO is critical to ensure that our industry continues to attract and retain the best people in a sector where security personnel protect people, information and critical infrastructure of significant value to every business in Ireland. Our Security guarding industry has been undermined significantly since 2011 with a race to the bottom by employers willing to pay below previous ERO pay levels and by frameworks and tenders which focus solely on price with little regard to quality, training, safety, value-add, innovation or transfer regulations"*.

About the Irish Security Industry Association (ISIA)

The ISIA was established in 1972 and represents security companies across eight divisions of private security: guarding services, electronic security, event and entertainment security, monitoring centres, transport/cash-in-transit, physical security, security consultants and secure data destruction.

The ISIA has a long tradition of driving standards in security and has set requirements for membership that go beyond regulatory requirements. The members of the ISIA are representative of approximately 70% of both the turnover and the employees in the industry.

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