

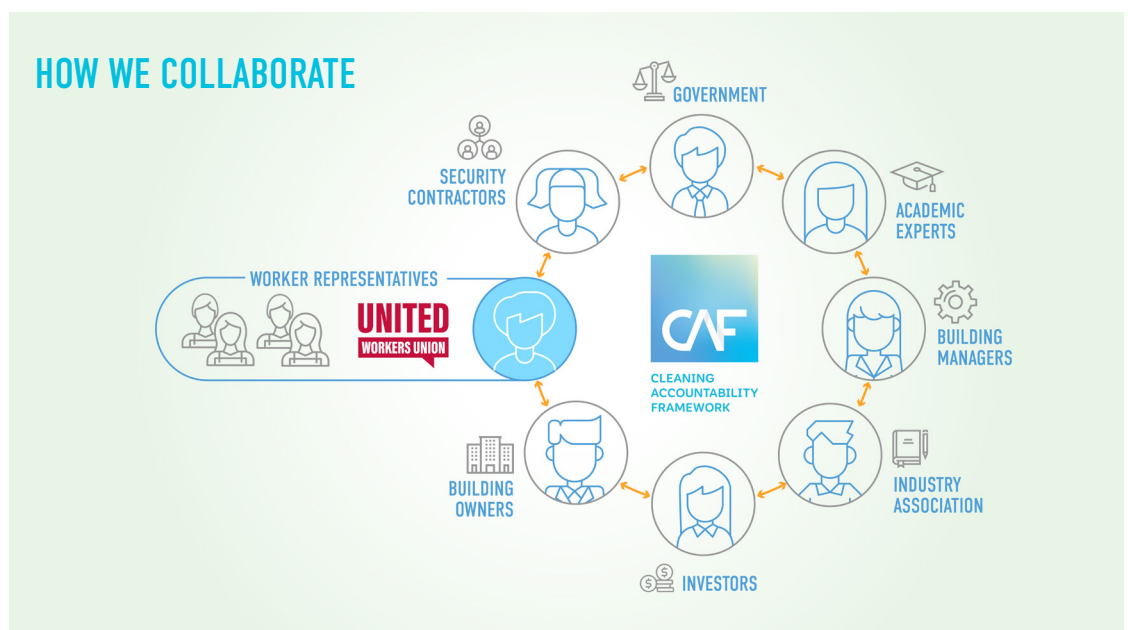


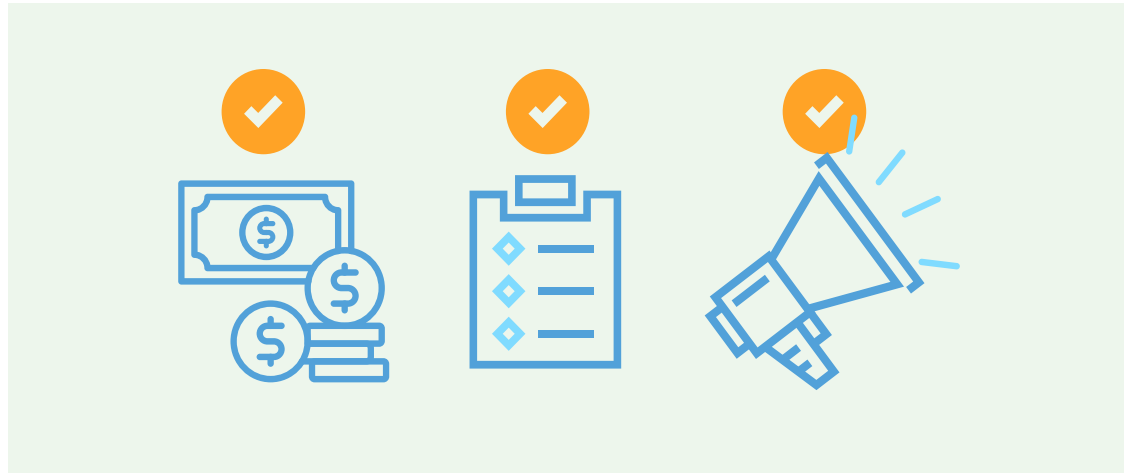
# Security guards' guide to CAF

**THE CLEANING ACCOUNTABILITY FRAMEWORK (CAF) IS AN INDEPENDENT ORGANISATION. WE WORK TOGETHER WITH BUSINESS, GOVERNMENT AND THE UNION TO PROMOTE LABOUR RIGHTS AND STANDARDS IN THE PROPERTY SERVICES INDUSTRY.**

## CAF Certification scheme

[CAF's Certification scheme](#) is at the heart of CAF. CAF works with security guards, security contractors, building managers, owners and tenants to check whether the [CAF Standard](#) is being met at a particular campus.





#### CAF Certification checklist:

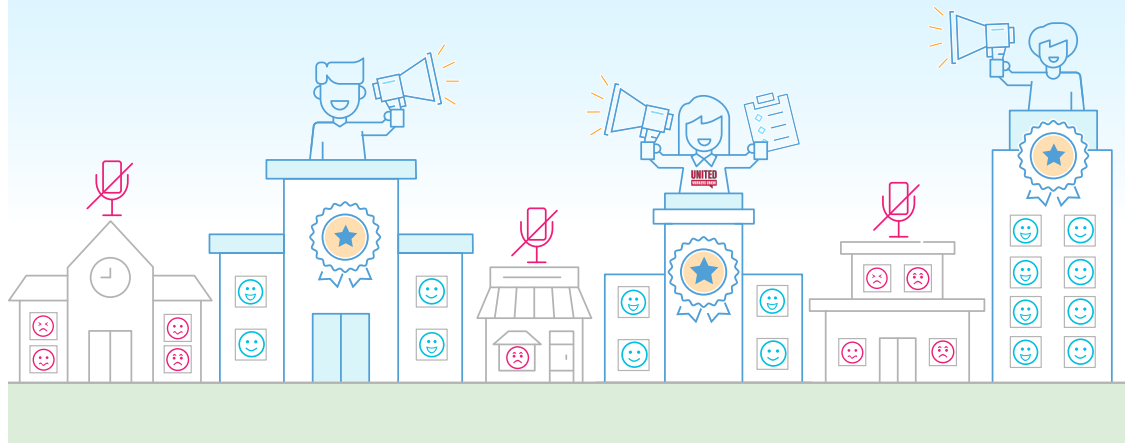
- Security guards are paid at least the minimum wage under the Security Services Industry Award and can access leave and other entitlements
- Employers are acting lawfully, including correctly paying security guards, wages, tax and superannuation
- Employers have policies and processes in place to deal with bullying and grievances
- Security guards are working within safe and reasonable limits
- The workplace is safe
- Employers are keeping correct employee records and are financially viable
- Security guards are free to join their union if they choose to
- All stakeholders will work together in good faith to resolve any issues

#### **Security guards role**

##### Worker engagement

Security guards are essential to CAF checking that our Certification Standard is being met at their workplace. Security guards will monitor conditions on campus to ensure that the campus is compliant with our certification scheme - to make sure that the boxes being ticked are grounded in reality. For this to happen, CAF works with all stakeholders to encourage and empower security guards to speak up about their working conditions.

## CAF REPS HELP SECURITY GUARDS



### CAF Representative

To make sure the CAF Certification is not just a once a year check, security guards will nominate a CAF Representative (also a security guard) who will receive training, support and an allowance to help them monitor CAF Certification at their building. Although all security guards are responsible for monitoring the CAF Certification standards, the CAF Representative is there to assist new and existing security guards with questions or concerns they may have and help them raise issues with their employer.

## TOGETHER WE CAN MAKE A POSITIVE DIFFERENCE TO THE PROPERTY SERVICES INDUSTRY.

For more info about CAF visit [cleaningaccountability.org.au](https://cleaningaccountability.org.au)