



Australian Government

Department of Immigration and Citizenship

serco

**Detention Services Contract
Immigration Detention Centres**

VOLUME 2

**Commonwealth of Australia
represented by
Department of Immigration and Citizenship**

Serco Australia Pty Limited (ABN 44 003 677 352)



Australian Government

Department of Immigration and Citizenship

Detention Services Contract
Immigration Detention Centres

SCHEDULE 5
DETENTION SERVICES FEE

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People in Detention Services including Programs & Activities

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1	Well-Being of People in Detention				
	People in Detention				
	Hot Contingency				
	1 - 80	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	81 - 200	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	201 - 400	Fixed and Variable			
	401 - 600	Fixed and Variable			
	601 - 800	Fixed and Variable			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
2	Reception, Transfer, Accommodation and Discharge of People in Detention				
	People in Detention				
	Hot Contingency				
	1 - 80	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	81 - 200	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	201 - 400	Fixed and Variable			
	401 - 600	Fixed and Variable			
	601 - 800	Fixed and Variable			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

People in Detention Services including Programs & Activities

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3 Individual Management					
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
1 - 80	>0% - 10%	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
81 - 200	>10% - 25%	Fixed and Variable			
201 - 400	>25% - 50%	Fixed and Variable			
401 - 600	>50% - 75%	Fixed and Variable			
601 - 800	>75% - 100%	Fixed and Variable			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
4 Property of People in Detention					
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
1 - 80	>0% - 10%	Fixed and Variable			
81 - 200	>10% - 25%	Fixed and Variable			
201 - 400	>25% - 50%	Fixed and Variable			
401 - 600	>50% - 75%	Fixed and Variable			
601 - 800	>75% - 100%	Fixed and Variable			

People in Detention Services including Programs & Activities

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Totals by bands:					
Hot Contingency					
1 - 80				>0% - 10%	
81 - 200				>10% - 25%	
201 - 400				>25% - 50%	
401 - 600				>50% - 75%	
601 - 800				>75% - 100%	

S. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1	Management of Assets				

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Contingency		Fully Fixed	s. 47(1)(b), s. 47E(d)		
Hot Contingency		Fully Fixed			
1 - 80	>0% - 10%	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
81 - 200	>10% - 25%	Fixed and Variable			
201 - 400	>25% - 50%	Fixed and Variable			
401 - 600	>50% - 75%	Fixed and Variable			
601 - 800	>75% - 100%	Fixed and Variable			

Maintenance of Assets	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
Hot Contingency	Fully Fixed			
1 - 80	>0% - 10%			
81 - 200	>10% - 25%			
201 - 400	>25% - 50%			
401 - 600	>50% - 75%			
601 - 800	>75% - 100%			

Facilities Management and Support Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention on Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3 Centre Security and Emergency Systems					
	Contingency	F u y F xed	s. 47(1)(b), s. 47E(d)		
	Hot Contingency	F u y F xed			
	1 - 80	F u y F xed			
	81 - 200	F u y F xed			
	201 - 400	F u y F xed			
	401 - 600	F u y F xed			
	601 - 800	F u y F xed			
		>0% - 10%			
		>10% - 25%			
		>25% - 50%			
		>50% - 75%			
		>75% - 100%			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
4 Catering					
	Hot Contingency	F u y F xed	s. 47(1)(b), s. 47E(d)		
	1 - 80	F xed and Var abe			
	81 - 200	F xed and Var abe			
	201 - 400	F xed and Var abe			
	401 - 600	F xed and Var abe			
	601 - 800	F xed and Var abe			
		>0% - 10%			
		>10% - 25%			
		>25% - 50%			
		>50% - 75%			
		>75% - 100%			

Facilities Management and Support Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
5 Cleaning Services					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 80	Fully Fixed			
	81 - 200	Fully Fixed			
	201 - 400	Fully Fixed			
	401 - 600	Fully Fixed			
	601 - 800	Fully Fixed			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

s. 47(1)(b), s. 47E(d)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
6 Environmental Management					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 80	Fully Fixed			
	81 - 200	Fully Fixed			
	201 - 400	Fully Fixed			
	401 - 600	Fully Fixed			
	601 - 800	Fully Fixed			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

s. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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7 Occupational Health and Safety (OH&S)

Contingency		Fully Fixed			
Hot Contingency		Fully Fixed			
1 - 80	>0% - 10%	Fully Fixed			
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

8 Management of Emergencies

Contingency		Fully Fixed			
Hot Contingency		Fully Fixed			
1 - 80	>0% - 10%	Fully Fixed			
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Totals by bands:					
	Contingency				
	Hot Contingency				
	1 - 80			>0% - 10%	
	81 - 200			>10% - 25%	
	201 - 400			>25% - 50%	
	401 - 600			>50% - 75%	
	601 - 800			>75% - 100%	

s. 47(1)(b), s. 47E(d)

Business Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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1 Business Services Plan

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 80	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
81 - 200	>10% - 25%	Fu y F xed			
201 - 400	>25% - 50%	Fu y F xed			
401 - 600	>50% - 75%	Fu y F xed			
601 - 800	>75% - 100%	Fu y F xed			

2 Human Resource Management

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 80	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
81 - 200	>10% - 25%	Fu y F xed			
201 - 400	>25% - 50%	Fu y F xed			
401 - 600	>50% - 75%	Fu y F xed			
601 - 800	>75% - 100%	Fu y F xed			

Business Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3	Alternative Detention				
	Hot Contingency				
	1 - 80	>0% - 10%			
	81 - 200	>10% - 25%			
	201 - 400	>25% - 50%			
	401 - 600	>50% - 75%			
	601 - 800	>75% - 100%			

4 Contract and Relationship Management					
SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
	Hot Contingency				
	1 - 80	>0% - 10%			
	81 - 200	>10% - 25%			
	201 - 400	>25% - 50%			
	401 - 600	>50% - 75%			
	601 - 800	>75% - 100%			

s. 47(1)(b), s. 47E(d)

Business Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
5 Records Management					
	Hot Contingency	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 80	>0% - 10%	Fu y F xed			
81 - 200	>10% - 25%	Fu y F xed			
201 - 400	>25% - 50%	Fu y F xed			
401 - 600	>50% - 75%	Fu y F xed			
601 - 800	>75% - 100%	Fu y F xed			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
6 Information Technology Requirements					
	Hot Contingency	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 80	>0% - 10%	Fu y F xed			
81 - 200	>10% - 25%	Fu y F xed			
201 - 400	>25% - 50%	Fu y F xed			
401 - 600	>50% - 75%	Fu y F xed			
601 - 800	>75% - 100%	Fu y F xed			

Business Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
7 Incident Management					
	Hot Contingency				
	1 - 80	Fully Variable			s. 47(1)(b), s. 47E(d)
	81 - 200	Fully Variable			
	201 - 400	Fully Variable			
	401 - 600	Fully Variable			
	601 - 800	Fully Variable			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

8 Business Continuity					
	Hot Contingency				
	1 - 80	Fully Fixed			s. 47(1)(b), s. 47E(d)
	81 - 200	Fully Fixed			
	201 - 400	Fully Fixed			
	401 - 600	Fully Fixed			
	601 - 800	Fully Fixed			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

Business Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
9 Reporting of Service Delivery					
	Hot Contingency				
1 - 80	>0% - 10%	Fully Fixed			
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

10 Quality Management and Continuous Improvement					
	Hot Contingency				
1 - 80	>0% - 10%	Fully Fixed			
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

Business Services

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 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Hot Contingency	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
11	Stores					
			Fully Fixed	s. 47(1)(b), s. 47E(d)		
		>0% - 10%	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
		>10% - 25%	Fixed and Variable			
		>25% - 50%	Fixed and Variable			
		>50% - 75%	Fixed and Variable			
		>75% - 100%	Fixed and Variable			

Business Services

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Totals by bands:

Hot Contingency	
1 - 80	>0% - 10%
81 - 200	>10% - 25%
201 - 400	>25% - 50%
401 - 600	>50% - 75%
601 - 800	>75% - 100%

s. 47(1)(b), s. 47E(d)

Security Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

All Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1	Delivery of Security Services				

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 80	>0% - 10%	Fully Fixed	s. 47(1)(b), s. 47E(d)		
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

Entry Control	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 80	>0% - 10%	Fully Fixed	s. 47(1)(b), s. 47E(d)		
81 - 200	>10% - 25%	Fully Fixed			
201 - 400	>25% - 50%	Fully Fixed			
401 - 600	>50% - 75%	Fully Fixed			
601 - 800	>75% - 100%	Fully Fixed			

Security Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3	Centre Security				
	Hot Contingency	Fixed			
	1 - 80	Fixed			
	81 - 200	Fixed			
	201 - 400	Fixed			
	401 - 600	Fixed			
	601 - 800	Fixed			

s. 47(1)(b), s. 47E(d)

Security Services

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Totals by bands:

Hot Contingency	>0% - 10%
1 - 80	>10% - 25%
81 - 200	>25% - 50%
201 - 400	>50% - 75%
401 - 600	>75% - 100%
601 - 800	

s. 47(1)(b), s. 47E(d)

Transport and Escort Services including at Christmas Island Alternative Place of Detention

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable per Km	Mark-up (% bid on Cost +)
1	Transport No of People in Detention per Movement 1 - 3 4 - 9 10 - 25 26 - 50	Fixed and Variable Fixed and Variable Fixed and Variable Fixed and Variable	S. 47(1)(b), S. 47E(d)		

1	Escort (Extreme Risk)		per hour
1 - 3	Fixed and Variable	S. 47(1)(b), S. 47E(d)	
4 - 9	Fixed and Variable		

Transport and Escort Services including at Christmas Island Alternative Place of Detention

Serco Australia Pty Ltd

Christmas Island Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable	Mark-up (% bid on Cost +)
1	Escort (High Risk)			per hour	
1 - 3		Fixed and Variable			
4 - 9		Fixed and Variable			
10 - 25		Fixed and Variable			
			s. 47(1)(b), s. 47E(d)		

1	Escort (Medium Risk)			per hour	
1 - 3		Fixed and Variable			
4 - 9		Fixed and Variable			
10 - 25		Fixed and Variable			
26 - 50		Fixed and Variable			
			s. 47(1)(b), s. 47E(d)		

Transport and Escort Services including at Christmas Island Alternative Place of Detention

Serco Australia Pty Ltd

Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable	Mark-up (% bid on Cost +)
1	Escort (Low Risk)			per hour	
	1 - 3	Fixed and Variable			
	4 - 9	Fixed and Variable			
	10 - 25	Fixed and Variable			
	26 - 50	Fixed and Variable			
1	Additional Drivers			per hour	
	Per additional driver	Fixed Variable			
					s. 47(1)(b), s. 47E(d)
1	Air Travel Escorts			per dem	
	Domestic	Fixed Variable			
	International	Fixed Variable			
					s. 47(1)(b), s. 47E(d)

Transport and Escort Services including at Christmas Island Alternative Place of Detention

Serco Australia Pty Ltd
Christmas Island Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annexure A on which will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable	Mark-up (% bid on Cost +)
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Totals by bands:

- 1 - 3
- 4 - 9
- 10 - 25
- 26 - 50

s. 47(1)(b), s. 47E(d)

Additional Services - Labour Rates

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Personnel category	Award plus mark-up		Bid rates	
	Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
Catering - Chefs	Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)	s. 47(1)(b), s. 47E(d)	
Catering - Servicing Staff	Serco IDC Agreement 2008 (Draft)			
Security	Serco IDC Agreement 2008 (Draft)			
Cleaning	Serco IDC Agreement 2008 (Draft)			
Grounds Maintenance	Serco IDC Agreement 2008 (Draft)			

NOTE: Both schedules of labour rates (i.e. "Award plus mark-up" and "Bid rates") are based on normal working hours from 6am-6pm

Personnel category	Award plus mark-up		Bid rates	
	Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
Catering - Chefs	Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)	s. 47(1)(b), s. 47E(d)	
Catering - Servicing Staff	Serco IDC Agreement 2008 (Draft)			
Security	Serco IDC Agreement 2008 (Draft)			
Cleaning	Serco IDC Agreement 2008 (Draft)			
Grounds Maintenance	Serco IDC Agreement 2008 (Draft)			

NOTE: Overtime labour rates (i.e. "Award plus mark-up" and "Bid rates") are for extraordinary working hours from 6am-6pm

Additional Services - Labour Rates

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

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 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

	Award plus mark-up		Bid rates	
	Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
State Holiday rates				
Catering - Chefs	Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)		
Catering - Servicing Staff	Serco IDC Agreement 2008 (Draft)			
Security	Serco IDC Agreement 2008 (Draft)			
Cleaning	Serco IDC Agreement 2008 (Draft)			
Grounds Maintenance	Serco IDC Agreement 2008 (Draft)			

S. 47(1)(b), s. 47E(d)

Mark-ups

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5

Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

People in Detention Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Facilities Management

Maintenance Mark-up
 Corridor Benchmark Discount s. 47(1)(b), s. 47E(d)
 Rawlston Benchmark Discount

Business Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Security Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Transport and Escort Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Mark-ups

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5

Annual indexation will be applied to the components of the Detentor Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Additional Services	Mark-up	s. 47(1)(b), s. 47E(d)
Ramp-up from contingency	Mark-up	s. 47(1)(b), s. 47E(d)
Ramp-down to contingency	Mark-up	s. 47(1)(b), s. 47E(d)
Alternative Detention Disbursements	Mark-up	s. 47(1)(b), s. 47E(d)
Efficiency Dividend Premium (above 1.25%)	P %	s. 47(1)(b), s. 47E(d)

Summary

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre

Summary table

Table below summarises the fixed fee and variable rates for:

- Person Detention Services
- Facilities Management and Support Services
- Business Services
- Security Services

Capacity Level	Fixed Fee Component			Variable Fee Component		
	No. of Person Detention	Capacity Band	(\$ per day)	(\$ per Person Detention per day)		
Contingency			exc. GST	nc. GST	exc. GST	nc. GST
Hot Contingency						
1 - 80		>0% - 10%				
81 - 200		>10% - 25%				
201 - 400		>25% - 50%				
401 - 600		>50% - 75%				
601 - 800		>75% - 100%				
Above capacity			>75% - 100% band app es	>75% - 100% band app es	>75% - 100% band app es	>75% - 100% band app es

S. 47(1)(b), s. 47E(d)

NB: Excludes cost plus fees and variable components of the Transport and Escort Services

Summary

Serco Australia Pty Ltd
 Christmas Island Immigration Detention Centre



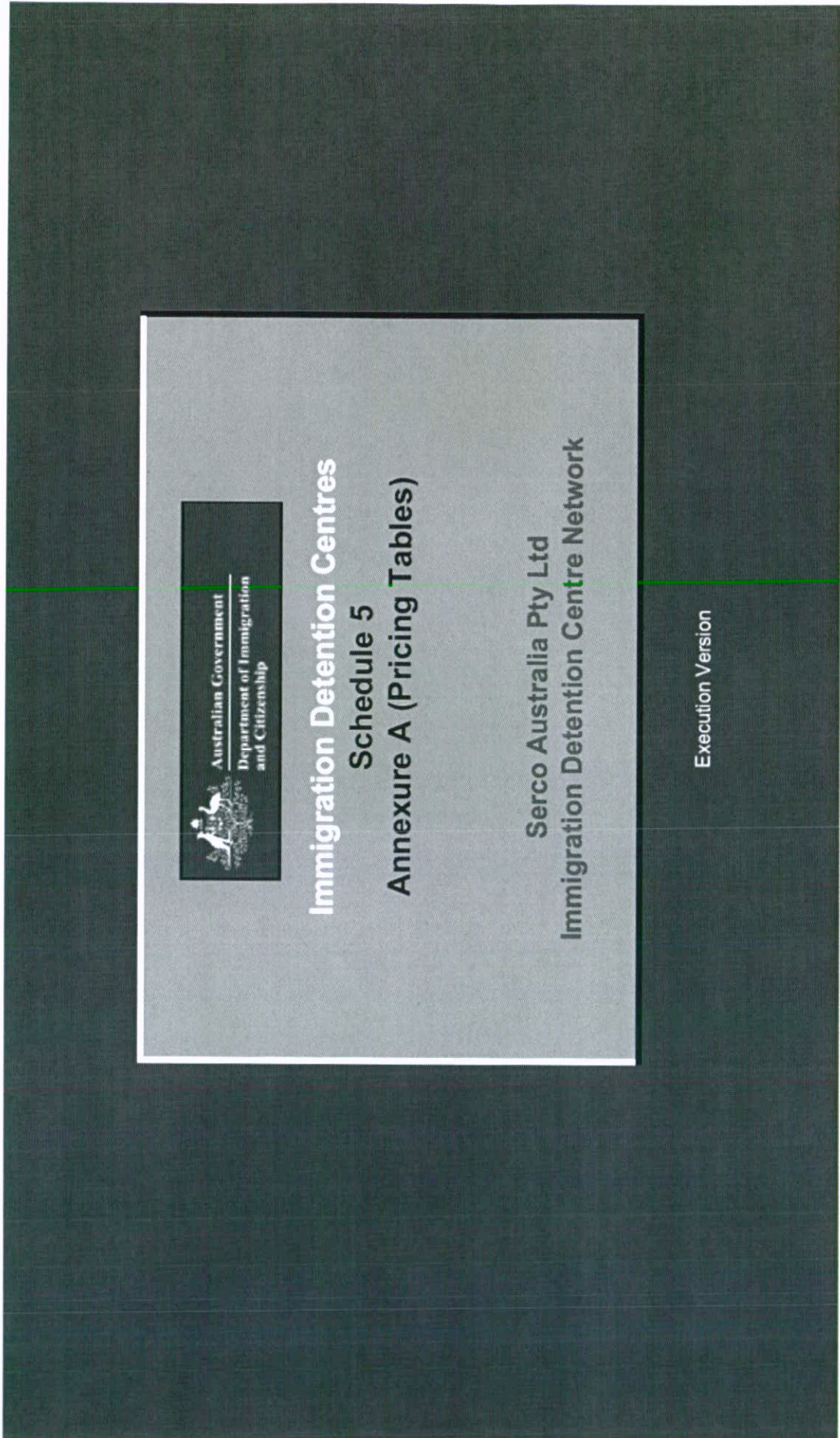
Transport and Escort Services

Table below summarises the fixed fee for:
 Transport and Escort Services

Vehicle Capacity Level	Total Fixed Component (\$ per day)	exc. GST	GST	nc. GST
1 - 3	S. 47(1)(b), s. 47E(d)			
4 - 9				
10 - 25				
26 - 50				

Table below summarises the variable fees for:
 Transport and Escort Services

Capacity Level	Variable Fee Component per km (\$ per km)	exc. GST	GST	nc. GST	Variable Fee Component per hour (medium risk Person in Detention) (\$ per hour)	exc. GST	GST	nc. GST
No of Person Detention per movement	S. 47(1)(b), s. 47E(d)							
1 - 3								
4 - 9								
10 - 25								
26 - 50								



National Fees

Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

	Payment Mechanism	Fixed \$/day
National Corporate Overheads Fee		

A Centres Fu y F xed s. 47(1)(b), s. 47E(d)

State management fee		
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Queens and South Australia Fu y F xed s. 47(1)(b), s. 47E(d)
Fu y F xed

Mark ups

Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Transport and Escort Services

Various Services Queensland South Australia % %
 Mark-up s. 47(1)(b), s. 47E(d) %

Alternative Detention Disbursements

Mark-up s. 47(1)(b), s. 47E(d) %

Transition

Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Transition Fees

	Payment Mechanism	Transition In Fixed Fee	Transition Out Fixed Fee
Transition Fees by Centre			

Christmas Is and Immigrant Detention Centre
 Marbyrning Immigrant Detention Centre
 Northern Immigrant Detention Centre
 Perth Immigrant Detention Centre
 Vawood Immigrant Detention Centre

Fully Fixed
 Fully Fixed
 Fully Fixed
 Fully Fixed
 Fully Fixed

S. 47(1)(b), s. 47E(d)

Transport and Escort Services (Queensland)

Serco Australia Pty Ltd

A. Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed	Variable	Mark-up
			\$/day		(% bid on Cost +)
5.1	Transport				
	Number of Movements per day				
	0 - 2	Fu y F xed	s. 47(1)(b), s. 47E(d)		
	3 - 6	Fu y F xed			
	7 - 12	Fu y F xed			
	13 - 20	Fu y F xed			

5.1	Transport		per Km
	Number of People in Detention per Movement		
	1 - 3	Fu y Var ab e	s. 47(1)(b), s. 47E(d)
	4 - 9	Fu y Var ab e	
	10 - 25	Fu y Var ab e	
	26 - 50	Fu y Var ab e	

Transport and Escort Services (Queensland)

Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual Indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed	Variable	Mark-up
					(% bid on Cost +)
5.1	Escort (Medium Risk)				
	Number of People in Detention per Movement				
	1 - 3	Fully Variable		s. 47(1)(b), s. 47E(d)	
	4 - 9	Fully Variable			
	10 - 25	Fully Variable			
	26 - 50	Fully Variable			

Transport and Escort Services (South Australia)
 Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed	Variable	Mark-up
			\$/day	(% bid on Cost +)	
5.1	Transport				
	Number of Movements per day				
	0 - 2	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	3 - 6	Fully Fixed			
	7 - 12	Fully Fixed			
	13 - 20	Fully Fixed			

5.1	Transport		per Km
	Number of People in Detention per Movement		
	1 - 3	Fully Variable	s. 47(1)(b), s. 47E(d)
	4 - 9	Fully Variable	
	10 - 25	Fully Variable	
	26 - 50	Fully Variable	

Transport and Escort Services (South Australia)

Serco Australia Pty Ltd

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed	Variable	Mark-up
			per hour		
			(% bid on Cost +)		
5.1	Escort (Medium Risk)				
	Number of People in Detention per Movement				
	1 - 3	Fully Variable		s. 47(1)(b), s. 47E(d)	
	4 - 9	Fully Variable			
	10 - 25	Fully Variable			
	26 - 50	Fully Variable			

Insurance

Serco Australia Pty Ltd

Note: The premiums presented here are for information purposes only. The cost of insurance is captured in the Detent on Services Fee elsewhere. Insurance premiums are not a pass through cost.

Insurance	Amount of Cover	Insurance Premium	Excess / Deductible
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s. 47(1)(b), s. 47E(d)

Public and Products Liability

Workers' compensation

Professional indemnity

Fidelity Guarantee

Motor Vehicle Compulsory Third Party

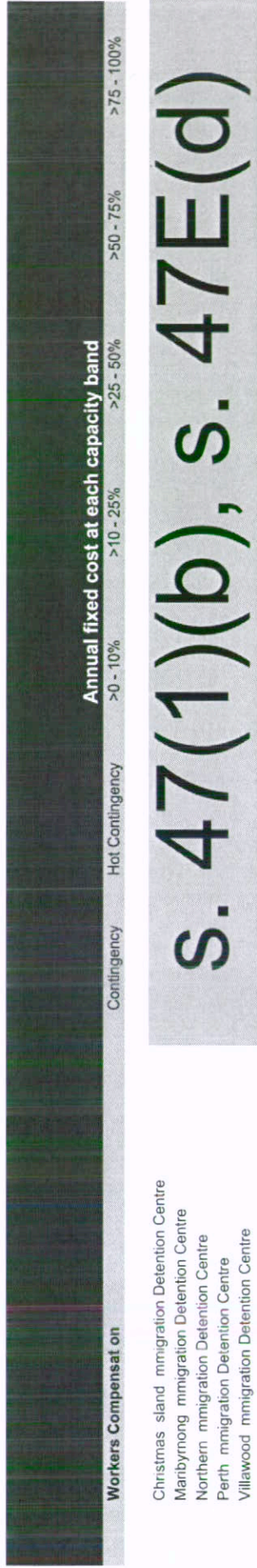
Motor Vehicle Comprehensive

Industrial Special Risks

Insurance

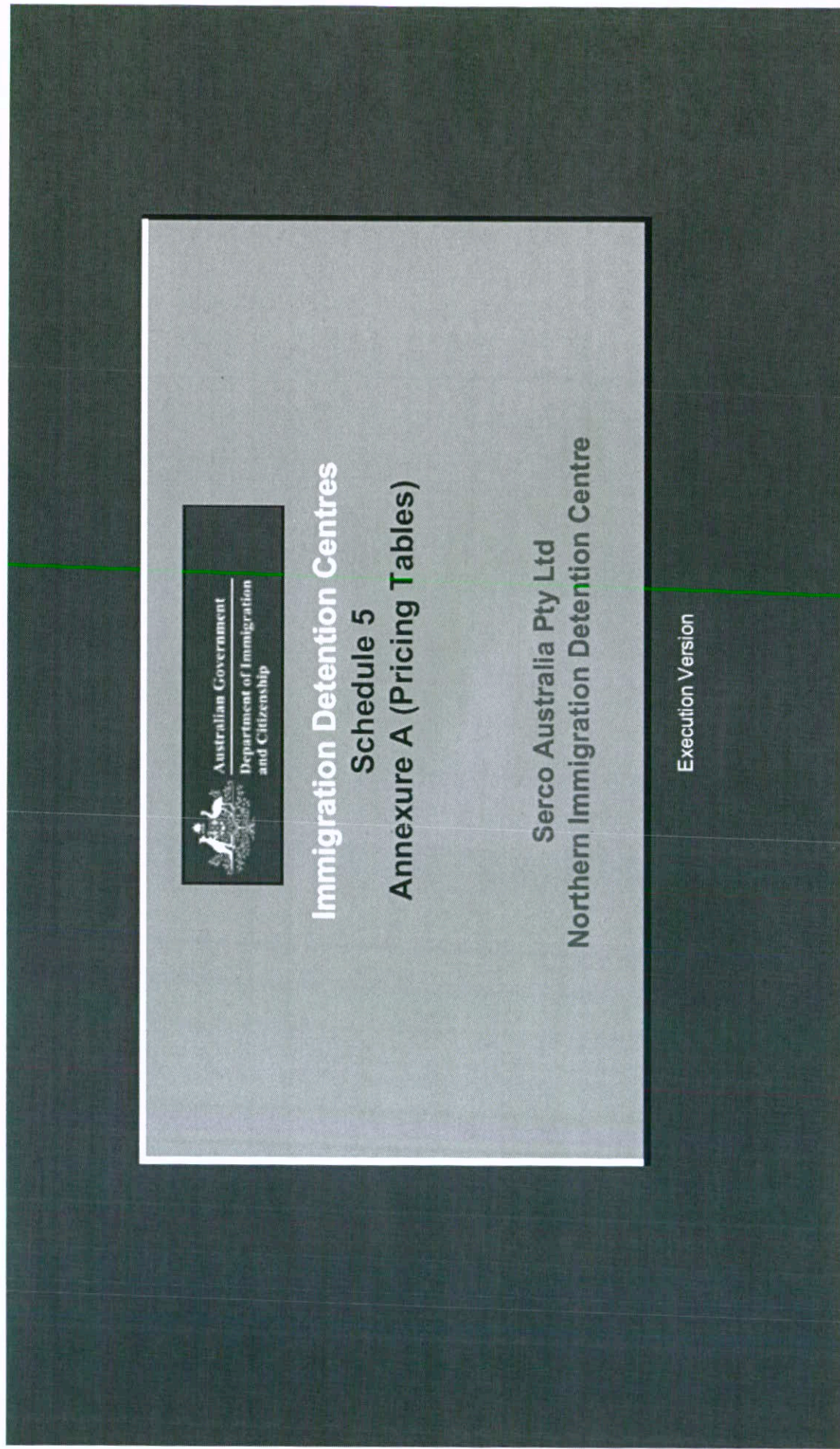
Serco Australia Pty Ltd

Note: The premiums presented here are for information purposes only. The cost of insurance is captured in the Detention Services Fee elsewhere. Insurance premiums are not a pass through cost.



Workers Compensation

- Christmas Island Immigration Detention Centre
- Manlymoring Immigration Detention Centre
- Northern Immigration Detention Centre
- Perth Immigration Detention Centre
- Villawood Immigration Detention Centre



People in Detention Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

All Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1	Well-Being of People in Detention				
	People in Detention				
	Hot Contingency				
	1 - 55	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	56 - 137	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	138 - 273	Fixed and Variable			
	274 - 410	Fixed and Variable			
	411 - 546	Fixed and Variable			
	Capacity band				
				>0% - 10%	
				>10% - 25%	
				>25% - 50%	
				>50% - 75%	
				>75% - 100%	

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
2	Reception, Transfer, Accommodation and Discharge of People in Detention				
	People in Detention				
	Hot Contingency				
	1 - 55	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	56 - 137	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	138 - 273	Fixed and Variable			
	274 - 410	Fixed and Variable			
	411 - 546	Fixed and Variable			
	Capacity band				
				>0% - 10%	
				>10% - 25%	
				>25% - 50%	
				>50% - 75%	
				>75% - 100%	

People in Detention Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annua indexat on w be app ed to the components of the Delaton Serv ces Fees (exc ud hg the rate of mark-up on Pass Through Costs and the Eff c ency D v d end Prem um)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3 Individual Management					
Hot Contingency		F u y F x ed			
1 - 55	>0% - 10%	F x ed and Var ab le	s. 47(1)(b), s. 47E(d)	s. 47(1)(b), s. 47E(d)	
56 - 137	>10% - 25%	F x ed and Var ab le			
138 - 273	>25% - 50%	F x ed and Var ab le			
274 - 410	>50% - 75%	F x ed and Var ab le			
411 - 546	>75% - 100%	F x ed and Var ab le			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
4 Property of People in Detention					
Hot Contingency		F u y F x ed			
1 - 55	>0% - 10%	F u y F x ed	s. 47(1)(b), s. 47E(d)		
56 - 137	>10% - 25%	F u y F x ed			
138 - 273	>25% - 50%	F u y F x ed			
274 - 410	>50% - 75%	F u y F x ed			
411 - 546	>75% - 100%	F u y F x ed			

People in Detention Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Totals by bands:

Hot Contingency	>0% - 10%
1 - 55	>10% - 25%
56 - 137	>25% - 50%
138 - 273	>50% - 75%
274 - 410	>75% - 100%
411 - 546	

s. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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1 Management of Assets

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Contingency		F u y F xed	s. 47(1)(b), s. 47E(d)		
Hot Contingency		F u y F xed			
1 - 55	>0% - 10%	F xed and Var abe		s. 47(1)(b), s. 47E(d)	
56 - 137	>10% - 25%	F xed and Var abe			
138 - 273	>25% - 50%	F xed and Var abe			
274 - 410	>50% - 75%	F xed and Var abe			
411 - 546	>75% - 100%	F xed and Var abe			

2 Maintenance of Assets

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Contingency		F u y F xed	s. 47(1)(b), s. 47E(d)		
Hot Contingency		F u y F xed			
1 - 55	>0% - 10%	F u y F xed			
56 - 137	>10% - 25%	F u y F xed			
138 - 273	>25% - 50%	F u y F xed			
274 - 410	>50% - 75%	F u y F xed			
411 - 546	>75% - 100%	F u y F xed			

Facilities Management and Support Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3 Centre Security and Emergency Systems					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 55				
	56 - 137			>0% - 10%	
	138 - 273			>10% - 25%	
	274 - 410			>25% - 50%	
	411 - 546			>50% - 75%	
				>75% - 100%	

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
4 Catering					
	Hot Contingency	Fully Fixed			
	1 - 55	Fixed and Variable			
	56 - 137	Fixed and Variable			
	138 - 273	Fixed and Variable			
	274 - 410	Fixed and Variable			
	411 - 546	Fixed and Variable			

Facilities Management and Support Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
5 Cleaning Services					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
6 Environmental Management					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
7 Occupational Health and Safety (OH&S)					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 55	Fully Fixed			
	56 - 137	Fully Fixed			>0% - 10%
	138 - 273	Fully Fixed			>10% - 25%
	274 - 410	Fully Fixed			>25% - 50%
	411 - 546	Fully Fixed			>50% - 75%
		Fully Fixed			>75% - 100%

s. 47(1)(b), s. 47E(d)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
8 Management of Emergencies					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 55	Fully Fixed			
	56 - 137	Fully Fixed			>0% - 10%
	138 - 273	Fully Fixed			>10% - 25%
	274 - 410	Fully Fixed			>25% - 50%
	411 - 546	Fully Fixed			>50% - 75%
		Fully Fixed			>75% - 100%

s. 47(1)(b), s. 47E(d)

Facilities Management and Support Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Totals by bands:					
	Contingency				
	Hot Contingency				
	1 - 55			>0% - 10%	
	56 - 137			>10% - 25%	
	138 - 273			>25% - 50%	
	274 - 410			>50% - 75%	
	411 - 546			>75% - 100%	

S. 47(1)(b), s. 47E(d)

Business Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 Business Services Plan					
	People in Detention				
	Hot Contingency				
	1 - 55	Fu y F xed			
	56 - 137	Fu y F xed			
	138 - 273	Fu y F xed			
	274 - 410	Fu y F xed			
	411 - 546	Fu y F xed			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

s. 47(1)(b), s. 47E(d)					

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
2 Human Resource Management					
	Hot Contingency				
	1 - 55	Fu y F xed			
	56 - 137	Fu y F xed			
	138 - 273	Fu y F xed			
	274 - 410	Fu y F xed			
	411 - 546	Fu y F xed			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

s. 47(1)(b), s. 47E(d)					

Business Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3	Alternative Detention				
	Hot Contingency				
	1 - 55	>0% - 10%			
	56 - 137	>10% - 25%			
	138 - 273	>25% - 50%			
	274 - 410	>50% - 75%			
	411 - 546	>75% - 100%			

4 Contract and Relationship Management					
	Hot Contingency				
	1 - 55	>0% - 10%			
	56 - 137	>10% - 25%			
	138 - 273	>25% - 50%			
	274 - 410	>50% - 75%			
	411 - 546	>75% - 100%			

s. 47(1)(b), s. 47E(d)

Fully Fixed
Fully Fixed
Fully Fixed
Fully Fixed
Fully Fixed
Fully Fixed

Business Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
5 Records Management					
	Hot Contingency	F u y F x e d			
1 - 55	>0% - 10%	F u y F x e d			
56 - 137	>10% - 25%	F u y F x e d			
138 - 273	>25% - 50%	F u y F x e d			
274 - 410	>50% - 75%	F u y F x e d			
411 - 546	>75% - 100%	F u y F x e d			

s. 47(1)(b), s. 47E(d)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
6 Information Technology Requirements					
	Hot Contingency	F u y F x e d			
1 - 55	>0% - 10%	F u y F x e d			
56 - 137	>10% - 25%	F u y F x e d			
138 - 273	>25% - 50%	F u y F x e d			
274 - 410	>50% - 75%	F u y F x e d			
411 - 546	>75% - 100%	F u y F x e d			

s. 47(1)(b), s. 47E(d)

Business Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
7 Incident Management					
Hot Contingency					
1 - 55	>0% - 10%	Fully Variable			
56 - 137	>10% - 25%	Fully Variable			
138 - 273	>25% - 50%	Fully Variable			
274 - 410	>50% - 75%	Fully Variable			
411 - 546	>75% - 100%	Fully Variable			

8 Business Continuity					
Hot Contingency					
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

Business Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
9 Reporting of Service Delivery					
Hot Contingency		Fully Fixed			
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
10 Quality Management and Continuous Improvement					
Hot Contingency		Fully Fixed			
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

Business Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
11	Stores				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 55	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	56 - 137	Fixed and Variable			
	138 - 273	Fixed and Variable			
	274 - 410	Fixed and Variable			
	411 - 546	Fixed and Variable			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

Business Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Totals by bands:

Hot Contingency	>0% - 10%
1 - 55	>10% - 25%
56 - 137	>25% - 50%
138 - 273	>50% - 75%
274 - 410	>75% - 100%
411 - 546	

s. 47(1)(b), s. 47E(d)

Security Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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1 Delivery of Security Services

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

2 Entry Control

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 55	>0% - 10%	Fully Fixed			
56 - 137	>10% - 25%	Fully Fixed			
138 - 273	>25% - 50%	Fully Fixed			
274 - 410	>50% - 75%	Fully Fixed			
411 - 546	>75% - 100%	Fully Fixed			

s. 47(1)(b), s. 47E(d)

Security Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3	Centre Security				
	Hot Contingency	Fully Fixed			
	1 - 55	Fully Fixed			
	56 - 137	Fully Fixed			
	138 - 273	Fully Fixed			
	274 - 410	Fully Fixed			
	411 - 546	Fully Fixed			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

s. 47(1)(b), s. 47E(d)

Security Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Totals by bands:

Hot Contingency	>0% - 10%
1 - 55	>10% - 25%
56 - 137	>25% - 50%
138 - 273	>50% - 75%
274 - 410	>75% - 100%
411 - 546	

s. 47(1)(b), s. 47E(d)

Transport and Escort Services

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable per Km	Mark-up (% bid on Cost +)
1	Transport No of People in Detention per Movement 1 - 3 4 - 9 10 - 25 26 - 50	Fixed and Variable Fixed and Variable Fixed and Variable Fixed and Variable	S. 47(1)(b), s. 47E(d)		
1	Escort (Extreme Risk) 1 - 3 4 - 9	Fixed and Variable Fixed and Variable	S. 47(1)(b), s. 47E(d)	per hour	

Transport and Escort Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5
Annexure A. The components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable per hour	Mark-up (% bid on Cost +)
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1	Escort (High Risk)				
1 - 3		Fixed and Variable			
4 - 9		Fixed and Variable			
10 - 25		Fixed and Variable			
			S. 47(1)(b), s. 47E(d)		

1	Escort (Medium Risk)				
1 - 3		Fixed and Variable			
4 - 9		Fixed and Variable			
10 - 25		Fixed and Variable			
26 - 50		Fixed and Variable			
			S. 47(1)(b), s. 47E(d)		

Transport and Escort Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable	Mark-up (% bid on Cost +)
1	Escort (Low Risk)			per hour	
1 - 3		Fixed and Variable			
4 - 9		Fixed and Variable			
10 - 25		Fixed and Variable			
26 - 50		Fixed and Variable			

s. 47(1)(b), s. 47E(d)

1	Additional Drivers		per hour
	Per additional driver		

s. 47(1)(b), s. 47E(d)

1	Air Travel Escorts		per day
	Domestic		
	International		

s. 47(1)(b), s. 47E(d)

Transport and Escort Services

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable	Mark-up (% bid on Cost +)
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Totals by bands:

- 1 - 3
- 4 - 9
- 10 - 25
- 26 - 50

s. 47(1)(b), s. 47E(d)

Additional Services - Labour Rates

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detent on Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Personnel category	Award plus mark-up		Bid rates	
	Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
Catering - Chefs	Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)		
Catering - Servicing Staff	Serco IDC Agreement 2008 (Draft)			
Security	Serco IDC Agreement 2008 (Draft)			
Cleaning	Serco IDC Agreement 2008 (Draft)			
Grounds Maintenance	Serco IDC Agreement 2008 (Draft)			

s. 47(1)(b), s. 47E(d)

NOTE: Both schedules of labour rates (i.e. "Award plus mark-up" and "Bid rates") are based on normal working hours from 6am-6pm

Personnel category	Award plus mark-up		Bid rates	
	Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
Catering - Chefs	Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)		
Catering - Servicing Staff	Serco IDC Agreement 2008 (Draft)			
Security	Serco IDC Agreement 2008 (Draft)			
Cleaning	Serco IDC Agreement 2008 (Draft)			
Grounds Maintenance	Serco IDC Agreement 2008 (Draft)			

s. 47(1)(b), s. 47E(d)

NOTE: Overtime labour rates (i.e. "Award plus mark-up" and "Bid rates") are for extraordinary working hours from 6am-6pm

Additional Services - Labour Rates

Serco Australia Pty Ltd
 Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Award plus mark-up		Bid rates	
Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
State Holiday rates			
Catering - Chefs	s. 47(1)(b), s. 47E(d)	S. 47(1)(b), s. 47E(d)	
Catering - Servicing Staff			
Security			
Cleaning			
Grounds Maintenance			

Mark-ups

Serco Australia Pty Ltd
Northern Immigration Detention Centre

All Fees are GST inclusive as indicated in Schedule 5
Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

People in Detention Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Facilities Management

Maintenance Mark-up
Corridor Benchmark Discount s. 47(1)(b), s. 47E(d)
Rawinson Benchmark Discount

Business Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Security Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Transport and Escort Services

Various Services Mark-up s. 47(1)(b), s. 47E(d)

Mark-ups

Serco Australia Pty Ltd
Northern Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5

Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

Additional Services

Mark-up s. 47(1)(b), s. 47E(d)

Ramp-up from contingency

Mark-up s. 47(1)(b), s. 47E(d)

Ramp-down to contingency

Mark-up s. 47(1)(b), s. 47E(d)

Alternative Detention Disbursements

Mark-up s. 47(1)(b), s. 47E(d)

Efficiency Dividend Premium (above 1.25%)

P % s. 47(1)(b), s. 47E(d)

Summary

Serco Australia Pty Ltd
Northern Immigration Detention Centre



Summary table

Table below summarises the fixed fee and variable rates for:

- Personnel Detention Services
- Facilities Management and Support Services
- Business Services
- Security Services

Capacity Level	Fixed Fee Component			Variable Fee Component		
	No. of Personnel Detention	Capacity Band	(\$ per day) exc. GST	(\$ per Person Detention per day) exc. GST	nc. GST	nc. GST
Contingency						
Hot Contingency						
1 - 55		>0% - 10%		S. 47(1)(b), s. 47E(d)		
56 - 137		>10% - 25%				
138 - 273		>25% - 50%				
274 - 410		>50% - 75%				
411 - 546		>75% - 100%				
Above capacity			>75% - 100% band app es	>75% - 100% band app es	>75% - 100% band app es	>75% - 100% band app es

NB: Excludes cost plus fees and variable components of the Transport and Escort Services

Summary

Serco Australia Pty Ltd
Northern Immigration Detention Centre

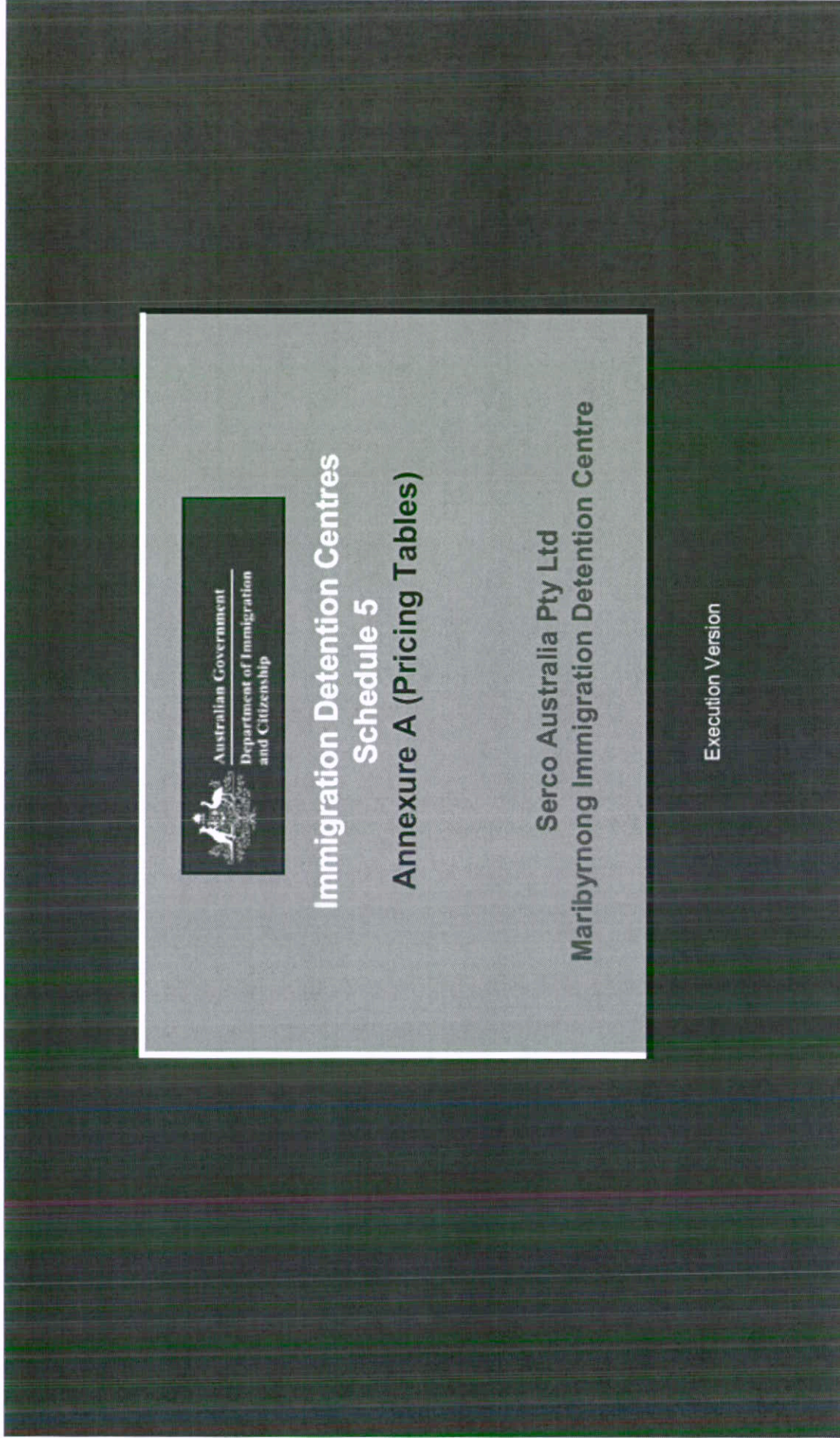
Transport and Escort Services

Table below summarises the fixed fee for:
Transport and Escort Services

Vehicle Capacity Level	Total Fixed Component		
	Fixed Costs for providing fee per day	exc. GST	GST
1 - 3	S. 47(1)(b), s. 47E(d)		
4 - 9			
10 - 25			
26 - 50			

Table below summarises the variable fees for:
Transport and Escort Services

Capacity Level	Variable Fee Component per km		Variable Fee Component per hour (medium risk Person in Detention) (\$ per hour)	
	exc. GST	GST	exc. GST	GST
No of People in Detention per movement	exc. GST	GST	exc. GST	GST
1 - 3	S. 47(1)(b), s. 47E(d)			
4 - 9				
10 - 25				
26 - 50				



People in Detention Services

Serco Australia Pty Ltd
 Maribyrnong Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1	Well-Being of People in Detention				
	People in Detention				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 10	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	11 - 25	Fixed and Variable			
	26 - 50	Fixed and Variable			
	51 - 75	Fixed and Variable			
	76 - 100	Fixed and Variable			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
2	Reception, Transfer, Accommodation and Discharge of People in Detention				
	People in Detention				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 10	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	11 - 25	Fixed and Variable			
	26 - 50	Fixed and Variable			
	51 - 75	Fixed and Variable			
	76 - 100	Fixed and Variable			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

People in Detention Services

Serco Australia Pty Ltd
 Maribymong Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
3 Individual Management					
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)	s. 47(1)(b), s. 47E(d)	
1 - 10	>0% - 10%	Fixed and Variable			
11 - 25	>10% - 25%	Fixed and Variable			
26 - 50	>25% - 50%	Fixed and Variable			
51 - 75	>50% - 75%	Fixed and Variable			
76 - 100	>75% - 100%	Fixed and Variable			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
4 Property of People in Detention					
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
1 - 10	>0% - 10%	Fixed and Variable			
11 - 25	>10% - 25%	Fixed and Variable			
26 - 50	>25% - 50%	Fixed and Variable			
51 - 75	>50% - 75%	Fixed and Variable			
76 - 100	>75% - 100%	Fixed and Variable			

People in Detention Services

Serco Australia Pty Ltd
 Maribyrnong Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5
 Annual indexation will be applied to the components of the Detention Services Fees (excluding the rate of mark-up on Pass Through Costs and the Efficiency Dividend Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Totals by bands:					
	Hot Contingency				
	1 - 10			>0% - 10%	
	11 - 25			>10% - 25%	
	26 - 50			>25% - 50%	
	51 - 75			>50% - 75%	
	76 - 100			>75% - 100%	

s. 47(1)(b), s. 47E(d)