

**Facilities Management and Support 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 +)
<b>1 Management of Assets</b>					
	<b>People in Detention</b>				
	Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	Hot Contingency	Fully Fixed			
	1 - 10	Fixed and Variable			
	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%				

<b>2 Maintenance of Assets</b>					
	<b>Contingency</b>				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 10	Fully Fixed			
	11 - 25	Fully Fixed			
	26 - 50	Fully Fixed			
	51 - 75	Fully Fixed			
	76 - 100	Fully Fixed			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
 Manbyrnong Immigration Detention Centre

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

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





**Facilities Management and Support Services**

Serco Australia Pty Ltd  
 Maribymong Immigration Detention Centre

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

**Business Services**

Serco Australia Pty Ltd  
 Maribyrnong Immigration Detention Centre

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

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 10	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
11 - 25	>10% - 25%	Fu y F xed			
26 - 50	>25% - 50%	Fu y F xed			
51 - 75	>50% - 75%	Fu y F xed			
76 - 100	>75% - 100%	Fu y F xed			

Human Resource Management	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 10	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
11 - 25	>10% - 25%	Fu y F xed			
26 - 50	>25% - 50%	Fu y F xed			
51 - 75	>50% - 75%	Fu y F xed			
76 - 100	>75% - 100%	Fu y F xed			

**Business 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	Alternative Detention				
	Hot Contingency				
	1 - 10	>0% - 10%			
	11 - 25	>10% - 25%			
	26 - 50	>25% - 50%			
	51 - 75	>50% - 75%			
	76 - 100	>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 - 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)

**Business Services**

Serco Australia Pty Ltd  
 Maribyrnong 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	Records Management				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 10	Fully Fixed			
	11 - 25	Fully Fixed			
	26 - 50	Fully Fixed			
	51 - 75	Fully Fixed			
	76 - 100	Fully Fixed			

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



**Business Services**

Serco Australia Pty Ltd  
 Maribymong 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	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 - 10	Fully Variable			
11 - 25	Fully Variable			
26 - 50	Fully Variable			
51 - 75	Fully Variable			
76 - 100	Fully Variable			

**8 Business Continuity**

Hot Contingency	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 - 10	Fully Fixed			
11 - 25	Fully Fixed			
26 - 50	Fully Fixed			
51 - 75	Fully Fixed			
76 - 100	Fully Fixed			

**Business Services**  
 Serco Australia Pty Ltd  
 Maribyrnong Immigration Detention Centre

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

10	Quality Management and Continuous Improvement					
	Hot Contingency	>0% - 10%	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 10	>10% - 25%	Fully Fixed			
	11 - 25	>25% - 50%	Fully Fixed			
	26 - 50	>50% - 75%	Fully Fixed			
	51 - 75	>75% - 100%	Fully Fixed			
	76 - 100		Fully Fixed			

**Business Services**

Serco Australia Pty Ltd  
 Maribymong Immigration Detention Centre

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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 - 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			

**Business Services**

Serco Australia Pty Ltd  
Maribyrnong 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 - 10	>10% - 25%
11 - 25	>25% - 50%
26 - 50	>50% - 75%
51 - 75	>75% - 100%
76 - 100	

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

**Security Services**

Serco Australia Pty Ltd  
 Maribymong 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 - 10	>0% - 10%	F u y F x e d	s. 47(1)(b), s. 47E(d)		
11 - 25	>10% - 25%	F u y F x e d			
26 - 50	>25% - 50%	F u y F x e d			
51 - 75	>50% - 75%	F u y F x e d			
76 - 100	>75% - 100%	F u y F x e d			

Entry Control	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 10	>0% - 10%	F u y F x e d	s. 47(1)(b), s. 47E(d)		
11 - 25	>10% - 25%	F u y F x e d			
26 - 50	>25% - 50%	F u y F x e d			
51 - 75	>50% - 75%	F u y F x e d			
76 - 100	>75% - 100%	F u y F x e d			

**Security Services**

Serco Australia Pty Ltd  
 Manbyrnong 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	Fully Fixed			
	1 - 10	Fully Fixed			
	11 - 25	Fully Fixed			
	26 - 50	Fully Fixed			
	51 - 75	Fully Fixed			
	76 - 100	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  
 Maribymong 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 - 10	>10% - 25%
11 - 25	>25% - 50%
26 - 50	>50% - 75%
51 - 75	>75% - 100%
76 - 100	

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

**Transport and Escort 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 per Km	Mark-up (% bid on Cost +)
1	Transport				
	No of People in Detention per Movement				
	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	Escort (Extreme Risk)				
	per hour				
	1 - 3	Fixed and Variable			
	4 - 9	Fixed and Variable			
			S. 47(1)(b), s. 47E(d)		



**Transport and Escort Services**

Serco Australia Pty Ltd  
 Maribyrnong 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 per hour	Mark-up (% bid on Cost +)
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)		

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable per hour	Mark-up (% bid on Cost +)
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  
 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 per hour	Mark-up (% bid on Cost +)
1	Escort (Low Risk)				
	1 - 3	Fixed and Variable			
	4 - 9	Fixed and Variable			
	10 - 25	Fixed and Variable			
	26 - 50	Fixed and Variable			
			<b>s. 47(1)(b), s. 47E(d)</b>		

1	Additional Drivers	per hour
	Per additional driver	<b>s. 47(1)(b), s. 47E(d)</b>

1	Air Travel Escorts	per dem
	Domestic	<b>s. 47(1)(b), s. 47E(d)</b>
	International	

**Transport and Escort Services**

Serco Australia Pty Ltd  
 Maribymong Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5  
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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  
 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)

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  
 Maribymong 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)

Award plus mark-up		Bid rates	
Relevant Award	Mark up on Award %	Junior staff/roles \$/hr	Mid-level staff/roles \$/hr
Serco IDC Agreement 2008 (Draft)	s. 47(1)(b), s. 47E(d)	s. 47(1)(b), s. 47E(d)	
Serco IDC Agreement 2008 (Draft)			
Serco IDC Agreement 2008 (Draft)			
Serco IDC Agreement 2008 (Draft)			
Serco IDC Agreement 2008 (Draft)			

- State Holiday rates**  
 Catering - Chefs  
 Catering - Servicing Staff  
 Security  
 Cleaning  
 Grounds Maintenance

**Mark-ups**

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)

**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)  
 Raw material 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  
Maribyrnong 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)

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

**Summary**

Serco Australia Pty Ltd  
 Maribyrnong 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 (\$ per day)		Variable Fee Component (\$ per Person Detention per day)	
	exc. GST	nc. GST	exc. GST	nc. GST
Contingency				
Hot Contingency				
1 - 10				
11 - 25				
26 - 50				
51 - 75				
76 - 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  
 Maribymong Immigration Detention Centre



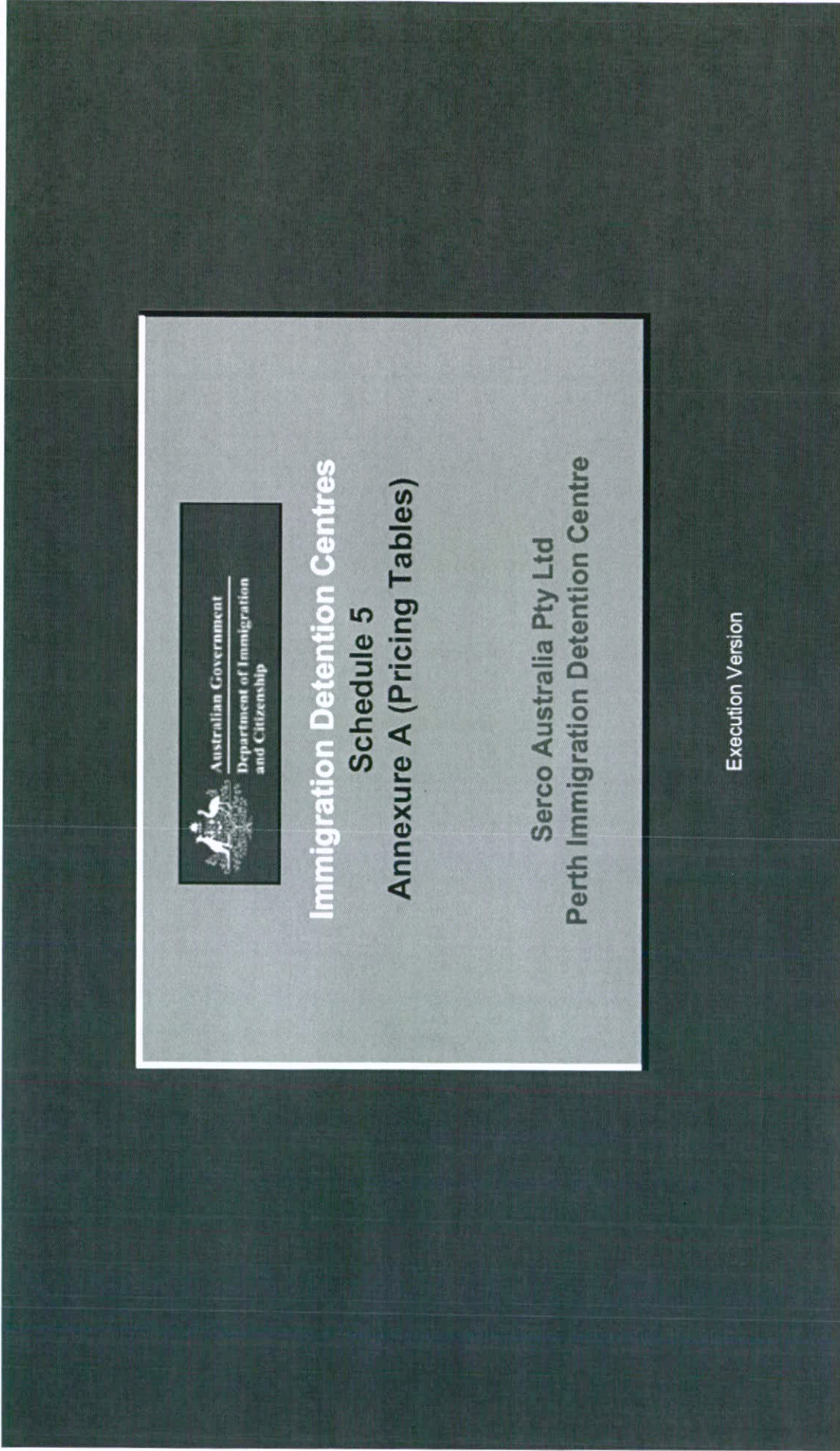
**Transport and Escort Services**

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

Vehicle Capacity Level	Total Fixed Component (\$ per day)	
Fixed Costs for providing fees per day	exc. GST	nc. GST
1 - 3	<b>S. 47(1)(b), s. 47E(d)</b>	
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)		Variable Fee Component per hour (medium risk Person in Detention) (\$ per hour)	
No of People in Detention per movement	exc. GST	nc. GST	exc. GST	nc. GST
1 - 3	<b>S. 47(1)(b), s. 47E(d)</b>			
4 - 9				
10 - 25				
26 - 50				



**People in Detention Services**

Serco Australia Pty Ltd  
Perth 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 - 4	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	5 - 11	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	12 - 21	Fixed and Variable			
	22 - 32	Fixed and Variable			
	33 - 42	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 - 4	Fixed and Variable	s. 47(1)(b), s. 47E(d)		
	5 - 11	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	12 - 21	Fixed and Variable			
	22 - 32	Fixed and Variable			
	33 - 42	Fixed and Variable			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

**People in Detention Services**

Serco Australia Pty Ltd  
Perth 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 +)
<b>3 Individual Management</b>					
	Hot Contingency	Fixed and Variable	s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fixed and Variable			
5 - 11	>10% - 25%	Fixed and Variable			
12 - 21	>25% - 50%	Fixed and Variable			
22 - 32	>50% - 75%	Fixed and Variable			
33 - 42	>75% - 100%	Fixed and Variable			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>4 Property of People in Detention</b>					
	Hot Contingency	Fixed	s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fixed			
5 - 11	>10% - 25%	Fixed			
12 - 21	>25% - 50%	Fixed			
22 - 32	>50% - 75%	Fixed			
33 - 42	>75% - 100%	Fixed			

**People in Detention Services**

Serco Australia Pty Ltd  
Perth 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	Band
1 - 4	>0% - 10%
5 - 11	>10% - 25%
12 - 21	>25% - 50%
22 - 32	>50% - 75%
33 - 42	>75% - 100%

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

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
Perth 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 Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency			s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fully Fixed			
5 - 11	>10% - 25%	Fully Fixed			
12 - 21	>25% - 50%	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
22 - 32	>50% - 75%	Fixed and Variable			
33 - 42	>75% - 100%	Fixed and Variable			

**2 Maintenance of Assets**

Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency			s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fully Fixed			
5 - 11	>10% - 25%	Fully Fixed			
12 - 21	>25% - 50%	Fully Fixed			
22 - 32	>50% - 75%	Fully Fixed			
33 - 42	>75% - 100%	Fully Fixed			

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
Perth 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 +)
<b>3 Centre Security and Emergency Systems</b>					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 4	Fully Fixed			
	5 - 11	Fully Fixed		>0% - 10%	
	12 - 21	Fully Fixed		>10% - 25%	
	22 - 32	Fully Fixed		>25% - 50%	
	33 - 42	Fully Fixed		>50% - 75%	
		Fully Fixed		>75% - 100%	

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>4 Catering</b>					
	Hot Contingency	Fully Fixed			
	1 - 4	Fixed and Variable			
	5 - 11	Fixed and Variable			
	12 - 21	Fixed and Variable			
	22 - 32	Fixed and Variable			
	33 - 42	Fixed and Variable			

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
Perth 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 +)
<b>5 Cleaning Services</b>					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 4	Fully Fixed			
	5 - 11	Fully Fixed		>0% - 10%	
	12 - 21	Fully Fixed		>10% - 25%	
	22 - 32	Fully Fixed		>25% - 50%	
	33 - 42	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 +)
<b>6 Environmental Management</b>					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 4	Fully Fixed			
	5 - 11	Fully Fixed		>0% - 10%	
	12 - 21	Fully Fixed		>10% - 25%	
	22 - 32	Fully Fixed		>25% - 50%	
	33 - 42	Fully Fixed		>50% - 75%	
		Fully Fixed		>75% - 100%	
			s. 47(1)(b), s. 47E(d)		



**Facilities Management and Support Services**  
 Serco Australia Pty Ltd  
 Perth 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 +)
<b>7</b>	<b>Occupational Health and Safety (OH&amp;S)</b>				
	Contingency	F u y F x e d			
	Hot Contingency	F u y F x e d			
	1 - 4	F u y F x e d			
	5 - 11	F u y F x e d			
	12 - 21	F u y F x e d			
	22 - 32	F u y F x e d			
	33 - 42	F u y F x e d			
			s. 47(1)(b), s. 47E(d)		

<b>8</b>	<b>Management of Emergencies</b>				
	Contingency	F u y F x e d			
	Hot Contingency	F u y F x e d			
	1 - 4	F u y F x e d			
	5 - 11	F u y F x e d			
	12 - 21	F u y F x e d			
	22 - 32	F u y F x e d			
	33 - 42	F u y F x e d			
			s. 47(1)(b), s. 47E(d)		

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
Perth 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:

Contingency	>0% - 10%
Hot Contingency	>10% - 25%
1 - 4	>25% - 50%
5 - 11	>50% - 75%
12 - 21	>75% - 100%
22 - 32	
33 - 42	

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

**Business Services**

Serco Australia Pty Ltd  
Perth 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 +)
<b>1 Business Services Plan</b>					
	<b>People in Detention</b>				
	<b>Hot Contingency</b>				
	1 - 4	Fu y F xed			
	5 - 11	Fu y F xed			
	12 - 21	Fu y F xed			
	22 - 32	Fu y F xed			
	33 - 42	Fu y F xed			
	<b>Capacity band</b>				
	>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 +)
<b>2 Human Resource Management</b>					
	<b>Hot Contingency</b>				
	1 - 4	Fu y F xed			
	5 - 11	Fu y F xed			
	12 - 21	Fu y F xed			
	22 - 32	Fu y F xed			
	33 - 42	Fu y F xed			
	<b>Capacity band</b>				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

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

**Business Services**

Serco Australia Pty Ltd  
Perth Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5  
Annexure A on which are 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 - 4	>0% - 10%			
	5 - 11	>10% - 25%			
	12 - 21	>25% - 50%			
	22 - 32	>50% - 75%			
	33 - 42	>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 - 4	>0% - 10%			
	5 - 11	>10% - 25%			
	12 - 21	>25% - 50%			
	22 - 32	>50% - 75%			
	33 - 42	>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  
Perth 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	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fu y F xed			
5 - 11	>10% - 25%	Fu y F xed			
12 - 21	>25% - 50%	Fu y F xed			
22 - 32	>50% - 75%	Fu y F xed			
33 - 42	>75% - 100%	Fu y F xed			

6 Information Technology Requirements					
SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
	Hot Contingency	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 4	>0% - 10%	Fu y F xed			
5 - 11	>10% - 25%	Fu y F xed			
12 - 21	>25% - 50%	Fu y F xed			
22 - 32	>50% - 75%	Fu y F xed			
33 - 42	>75% - 100%	Fu y F xed			

**Business Services**

Serco Australia Pty Ltd  
Perth Immigration Detention Centre

A Fees are GST inclusive as indicated in Schedule 5  
Annua 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 Incident Management**

Hot Contingency					
1 - 4	>0% - 10%	Fully Variable		s. 47(1)(b), s. 47E(d)	
5 - 11	>10% - 25%	Fully Variable			
12 - 21	>25% - 50%	Fully Variable			
22 - 32	>50% - 75%	Fully Variable			
33 - 42	>75% - 100%	Fully Variable			

**8 Business Continuity**

Hot Contingency					
1 - 4	>0% - 10%	Fully Fixed	s. 47(1)(b), s. 47E(d)		
5 - 11	>10% - 25%	Fully Fixed			
12 - 21	>25% - 50%	Fully Fixed			
22 - 32	>50% - 75%	Fully Fixed			
33 - 42	>75% - 100%	Fully Fixed			

**Business Services**

Serco Australia Pty Ltd  
Perth Immigration Detention Centre

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

SOR Ref #	Service Task	Reporting of Service Delivery	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
9	Hot Contingency	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 4		>10% - 25%	Fu y F xed			
5 - 11		>25% - 50%	Fu y F xed			
12 - 21		>50% - 75%	Fu y F xed			
22 - 32		>75% - 100%	Fu y F xed			
33 - 42						

10	Quality Management and Continuous Improvement	Reporting of Service Delivery	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
	Hot Contingency	>0% - 10%	Fu y F xed	s. 47(1)(b), s. 47E(d)		
	1 - 4	>10% - 25%	Fu y F xed			
	5 - 11	>25% - 50%	Fu y F xed			
	12 - 21	>50% - 75%	Fu y F xed			
	22 - 32	>75% - 100%	Fu y F xed			
	33 - 42					

**Business Services**

Serco Australia Pty Ltd  
Perth 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 - 4	Fixed and Variable			
	5 - 11	Fixed and Variable			
	12 - 21	Fixed and Variable			
	22 - 32	Fixed and Variable			
	33 - 42	Fixed and Variable			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				



**Business Services**

Serco Australia Pty Ltd  
 Perth 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 - 4	>10% - 25%
5 - 11	>25% - 50%
12 - 21	>50% - 75%
22 - 32	>75% - 100%
33 - 42	

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

**Security Services**

Serco Australia Pty Ltd  
Perth 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 - 4	>0% - 10%	Fully Fixed			
5 - 11	>10% - 25%	Fully Fixed			
12 - 21	>25% - 50%	Fully Fixed			
22 - 32	>50% - 75%	Fully Fixed			
33 - 42	>75% - 100%	Fully Fixed			

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

**2 Entry Control**

Hot Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 - 4	>0% - 10%	Fully Fixed			
5 - 11	>10% - 25%	Fully Fixed			
12 - 21	>25% - 50%	Fully Fixed			
22 - 32	>50% - 75%	Fully Fixed			
33 - 42	>75% - 100%	Fully Fixed			

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

**Security Services**

Serco Australia Pty Ltd  
Perth 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				
	1 - 4	Fully Fixed			
	5 - 11	Fully Fixed			
	12 - 21	Fully Fixed			
	22 - 32	Fully Fixed			
	33 - 42	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  
Perth 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	
1 - 4	>0% - 10%
5 - 11	>10% - 25%
12 - 21	>25% - 50%
22 - 32	>50% - 75%
33 - 42	>75% - 100%

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

**Transport and Escort Services**

Serco Australia Pty Ltd  
Perth 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	Transport			per Km	
	No of People in Detention per Movement				
	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	Escort (Extreme Risk)		per hour
	1 - 3	Fixed and Variable	
	4 - 9	Fixed and Variable	
			S. 47(1)(b), s. 47E(d)

**Transport and Escort Services**

Serco Australia Pty Ltd  
Perth 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 hour	Mark-up (% bid on Cost +)
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  
Perth 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 hour	Mark-up (% bid on Cost +)
1	Escort (Low 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)

1	Additional Drivers	per hour
	Per additional driver	Fixed Variable s. 47(1)(b), s. 47E(d)

1	Air Travel Escorts	per dem
	Domestic International	Fixed Variable s. 47(1)(b), s. 47E(d)

**Transport and Escort Services**

Serco Australia Pty Ltd  
Perth 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  
 Perth Immigration Detention Centre

A. Fees are GST inclusive as indicated in Schedule 5  
 Annual indexation will be applied to the components of the Delont 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)	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  
Perth 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	Mid-level staff/roles
State Holiday rates	%	\$/hr	\$/hr
Catering - Chefs	s. 47(1)(b), s. 47E(d)	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  
Perth 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)  
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  
Perth 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)
<b>Ramp-up from contingency</b>	
Mark-up	s. 47(1)(b), s. 47E(d)
<b>Ramp-down to contingency</b>	
Mark-up	s. 47(1)(b), s. 47E(d)
<b>Alternative Detention Disbursements</b>	
Mark-up	s. 47(1)(b), s. 47E(d)
<b>Efficiency Dividend Premium (above 1.25%)</b>	
P %	s. 47(1)(b), s. 47E(d)

**Summary**

Serco Australia Pty Ltd  
Perth Immigration Detention Centre



**Summary table**

Table below summarises the fixed fee and variable rates for:

- People in Detention Services
- Facilities Management and Support Services
- Business Services
- Security Services

Capacity Level	Fixed Fee Component (\$ per day)			Variable Fee Component (\$ per Person in Detention per day)		
	Nb. of People in Detention	Capacity Band	exc. GST	nc. GST	exc. GST	nc. GST
Contingency						
Hot Contingency						
1 - 4		>0% - 10%				
5 - 11		>10% - 25%				
12 - 21		>25% - 50%				
22 - 32		>50% - 75%				
33 - 42		>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  
Perth Immigration Detention Centre

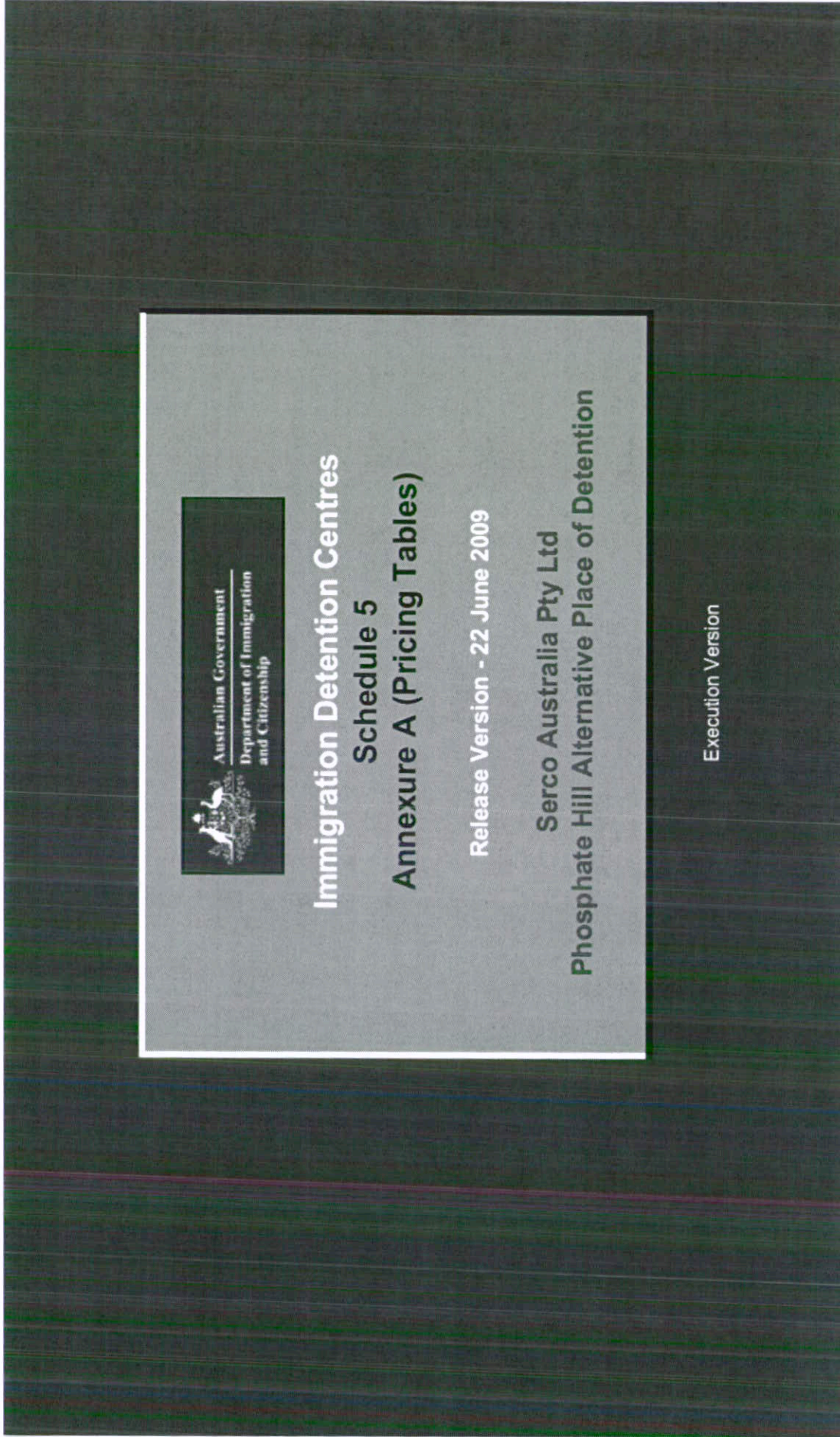
**Transport and Escort Services**

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

Vehicle Capacity Level	Total Fixed Component (\$ per day)		
	exc. GST	GST	inc. GST
1 - 3	<b>S. 47(1)(b), s. 47E(d)</b>		
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)		Variable Fee Component per hour (medium risk Person in Detention) (\$ per hour)	
	exc. GST	GST	exc. GST	inc. GST
No of Person Detention per movement	<b>S. 47(1)(b), s. 47E(d)</b>			
1 - 3				
4 - 9				
10 - 25				
26 - 50				



**People in Detention Services including Programs & Activities**

Serco Australia Pty Ltd  
Phosphate Hill Alternative Place of Detention

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 - 21	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	22 - 52	Fixed and Variable			
	53 - 104	Fixed and Variable			
	105 - 156	Fixed and Variable			
	157 - 208	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 - 21	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	22 - 52	Fixed and Variable			
	53 - 104	Fixed and Variable			
	105 - 156	Fixed and Variable			
	157 - 208	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  
Phosphate Hill Alternative Place of Detention

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 +)
<b>3 Individual Management</b>					
	Hot Contingency	Fully Fixed			
1 - 21	>0% - 10%	Fixed and Variable			s. 47(1)(b), s. 47E(d)
22 - 52	>10% - 25%	Fixed and Variable			s. 47(1)(b), s. 47E(d)
53 - 104	>25% - 50%	Fixed and Variable			
105 - 156	>50% - 75%	Fixed and Variable			
157 - 208	>75% - 100%	Fixed and Variable			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>4 Property of People in Detention</b>					
	Hot Contingency	Fully Fixed			
1 - 21	>0% - 10%	Fixed and Variable			s. 47(1)(b), s. 47E(d)
22 - 52	>10% - 25%	Fixed and Variable			
53 - 104	>25% - 50%	Fixed and Variable			
105 - 156	>50% - 75%	Fixed and Variable			
157 - 208	>75% - 100%	Fixed and Variable			

**People in Detention Services including Programs & Activities**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 - 21	>10% - 25%
22 - 52	>25% - 50%
53 - 104	>50% - 75%
105 - 156	>75% - 100%
157 - 208	

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

**Facilities Management & Support Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 +)
4	Catering				
	Hot Contingency	Fully Fixed			
	1 - 21	Fixed and Variable			
	22 - 52	Fixed and Variable			
	53 - 104	Fixed and Variable			
	105 - 156	Fixed and Variable			
	157 - 208	Fixed and Variable			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

**Totals by bands:**

Contingency	
Hot Contingency	
1 - 21	>0% - 10%
22 - 52	>10% - 25%
53 - 104	>25% - 50%
105 - 156	>50% - 75%
157 - 208	>75% - 100%

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

**Business Services**

Serco Australia Pty Ltd  
Phosphate Hill Alternative Place of Detention

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	<b>Business Services Plan</b>				

**People in Detention**

Hot Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 - 21	>0% - 10%	Fu y F xed			
22 - 52	>10% - 25%	Fu y F xed			
53 - 104	>25% - 50%	Fu y F xed			
105 - 156	>50% - 75%	Fu y F xed			
157 - 208	>75% - 100%	Fu y F xed			

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

**2 Human Resource Management**

Hot Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
1 - 21	>0% - 10%	Fu y F xed			
22 - 52	>10% - 25%	Fu y F xed			
53 - 104	>25% - 50%	Fu y F xed			
105 - 156	>50% - 75%	Fu y F xed			
157 - 208	>75% - 100%	Fu y F xed			

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

**Business Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 +)
<b>3 Alternative Detention</b>					
	Hot Contingency				
	1 - 21				>0% - 10%
	22 - 52				>10% - 25%
	53 - 104				>25% - 50%
	105 - 156				>50% - 75%
	157 - 208				>75% - 100%

<b>4 Contract and Relationship Management</b>					
	Hot Contingency				
	1 - 21	Fully Fixed			s. 47(1)(b), s. 47E(d)
	22 - 52	Fully Fixed			
	53 - 104	Fully Fixed			
	105 - 156	Fully Fixed			
	157 - 208	Fully Fixed			

**Business Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

**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 +)
<b>5 Records Management</b>					
	Hot Contingency	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 21	>0% - 10%	Fu y F xed			
22 - 52	>10% - 25%	Fu y F xed			
53 - 104	>25% - 50%	Fu y F xed			
105 - 156	>50% - 75%	Fu y F xed			
157 - 208	>75% - 100%	Fu y F xed			

<b>6 Information Technology Requirements</b>					
	Hot Contingency	Fu y F xed	s. 47(1)(b), s. 47E(d)		
1 - 21	>0% - 10%	Fu y F xed			
22 - 52	>10% - 25%	Fu y F xed			
53 - 104	>25% - 50%	Fu y F xed			
105 - 156	>50% - 75%	Fu y F xed			
157 - 208	>75% - 100%	Fu y F xed			

**Business Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 +)
<b>7 Incident Management</b>					
	Hot Contingency				
1 - 21	>0% - 10%	Fully Variable			s. 47(1)(b), s. 47E(d)
22 - 52	>10% - 25%	Fully Variable			
53 - 104	>25% - 50%	Fully Variable			
105 - 156	>50% - 75%	Fully Variable			
157 - 208	>75% - 100%	Fully Variable			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>8 Business Continuity</b>					
	Hot Contingency				
1 - 21	>0% - 10%	Fully Fixed			s. 47(1)(b), s. 47E(d)
22 - 52	>10% - 25%	Fully Fixed			
53 - 104	>25% - 50%	Fully Fixed			
105 - 156	>50% - 75%	Fully Fixed			
157 - 208	>75% - 100%	Fully Fixed			

**Business Services**

Serco Australia Pty Ltd  
Phosphate Hill Alternative Place of Detention

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 Demand Premium)

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>9 Reporting of Service Delivery</b>					
	Hot Contingency	Fixed			
1 - 21	>0% - 10%	Fixed	s. 47(1)(b), s. 47E(d)		
22 - 52	>10% - 25%	Fixed			
53 - 104	>25% - 50%	Fixed			
105 - 156	>50% - 75%	Fixed			
157 - 208	>75% - 100%	Fixed			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>10 Quality Management and Continuous Improvement</b>					
	Hot Contingency	Fixed			
1 - 21	>0% - 10%	Fixed	s. 47(1)(b), s. 47E(d)		
22 - 52	>10% - 25%	Fixed			
53 - 104	>25% - 50%	Fixed			
105 - 156	>50% - 75%	Fixed			
157 - 208	>75% - 100%	Fixed			



**Business Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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	Fixed and Variable			
	1 - 21	Fixed			
	22 - 52	Fixed and Variable			
	53 - 104	Fixed and Variable			
	105 - 156	Fixed and Variable			
	157 - 208	Fixed and Variable			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

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

**Business Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 - 21	>10% - 25%
22 - 52	>25% - 50%
53 - 104	>50% - 75%
105 - 156	>75% - 100%
157 - 208	

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

**Security Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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	Delivery of Security Services				

People in Detention	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 21	>0% - 10%	Fully Fixed			
22 - 52	>10% - 25%	Fully Fixed			
53 - 104	>25% - 50%	Fully Fixed			
105 - 156	>50% - 75%	Fully Fixed			
157 - 208	>75% - 100%	Fully Fixed			

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

Entry Control	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
Hot Contingency					
1 - 21	>0% - 10%	Fully Fixed			
22 - 52	>10% - 25%	Fully Fixed			
53 - 104	>25% - 50%	Fully Fixed			
105 - 156	>50% - 75%	Fully Fixed			
157 - 208	>75% - 100%	Fully Fixed			

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

**Security Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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	F u y F xed			
	1 - 21	F u y F xed			
	22 - 52	F u y F xed			
	53 - 104	F u y F xed			
	105 - 156	F u y F xed			
	157 - 208	F u y F xed			
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

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

**Security Services**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

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 - 21	>10% - 25%
22 - 52	>25% - 50%
53 - 104	>50% - 75%
105 - 156	>75% - 100%
157 - 208	

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

**Summary**

Serco Australia Pty Ltd  
 Phosphate Hill Alternative Place of Detention

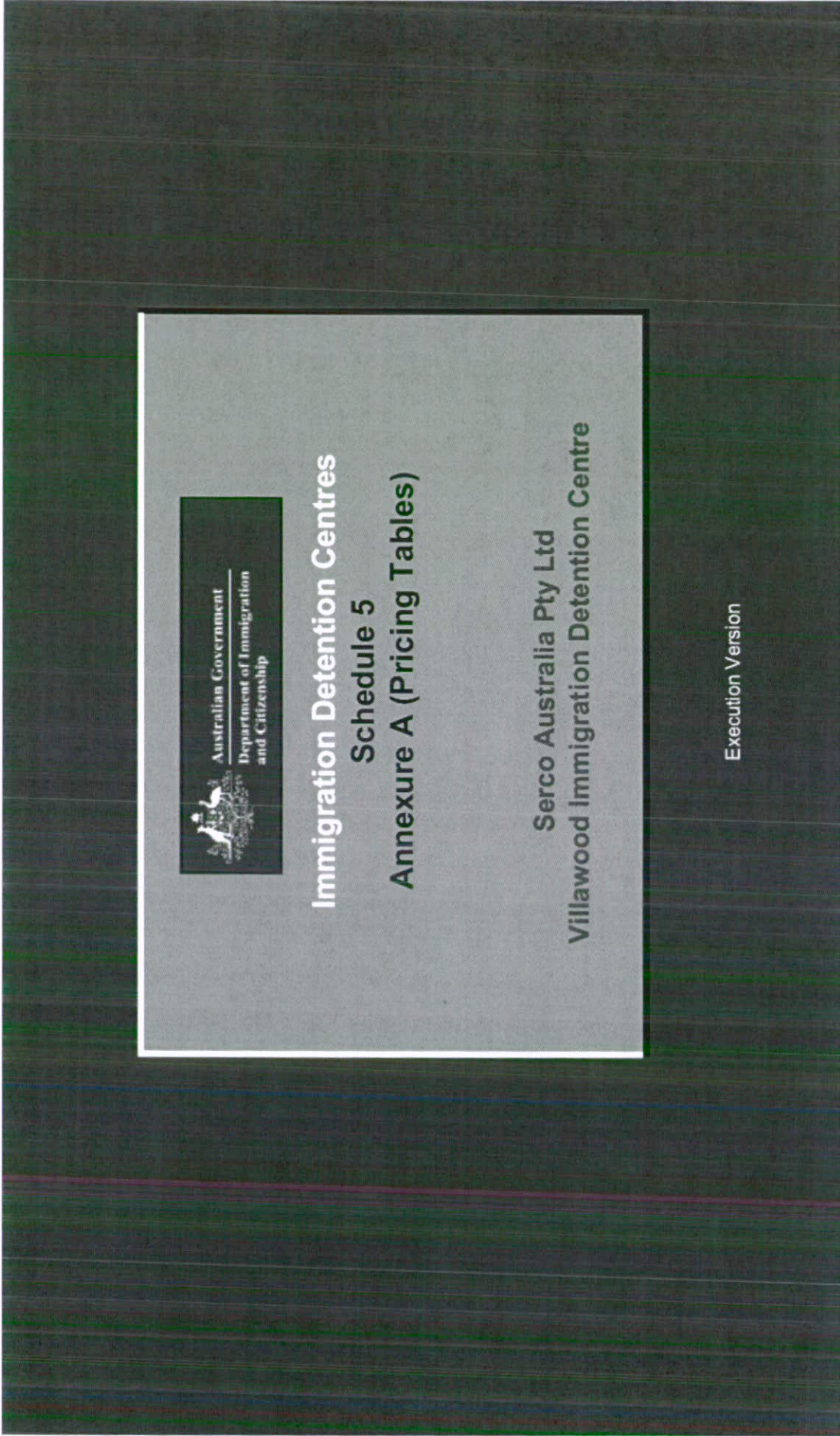
**Summary table**

Table below summarises Schedule 5 Annexure A (Pricing Tables) Facilities Management and Support Services  
 Business Services  
 Security Services

Capacity Level	Fixed Fee Component		Variable Fee Component				
	(\$ per day)		(\$ per Person in Detention per day)				
No. of People in Detention	Capacity Band	exc. GST	GST	nc. GST	exc. GST	GST	nc. GST
Contingency							
Hot Contingency							
1 - 21							
22 - 52	>10% - 25%						
53 - 104	>25% - 50%						
105 - 156	>50% - 75%						
157 - 208	>75% - 100%						
Above capacity		>75% - 100% band applies	>75% - 100% band applies	>75% - 100% band applies	>75% - 100% band applies	>75% - 100% band applies	>75% - 100% band applies

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

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



**People in Detention Services**

Serco Australia Pty Ltd  
 Villawood 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 +)
<b>1</b>	<b>Well-Being of People in Detention</b>				
	People in Detention				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 80	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	81 - 200	Fixed and Variable			
	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 +)
<b>2</b>	<b>Reception, Transfer, Accommodation and Discharge of People in Detention</b>				
	People in Detention				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	1 - 80	Fixed and Variable		s. 47(1)(b), s. 47E(d)	
	81 - 200	Fixed and Variable			
	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**

Serco Australia Pty Ltd  
 Villawood 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 +)
<b>3 Individual Management</b>					
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)	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			

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>4 Property of People in Detention</b>					
	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**

Serco Australia Pty Ltd  
 Villawood 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 +)
<b>Totals by bands:</b>					
	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  
 Villawood 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	Management of Assets				
	People in Detention				
	Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	Hot Contingency	Fully Fixed			
	1 - 80	Fixed and Variable			
	81 - 200	Fixed and Variable			
	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%				

2	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	Fully Fixed			
	81 - 200	Fully Fixed			
	201 - 400	Fully Fixed			
	401 - 600	Fully Fixed			
	601 - 800	Fully Fixed			
	Capacity band				
	>0% - 10%				
	>10% - 25%				
	>25% - 50%				
	>50% - 75%				
	>75% - 100%				

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
Villawood 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 +)
<b>3</b>	<b>Centre Security and Emergency Systems</b>				
	Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	Hot Contingency	Fully Fixed			
	1 - 80	Fully Fixed			
	81 - 200	Fully Fixed		>0% - 10%	
	201 - 400	Fully Fixed		>10% - 25%	
	401 - 600	Fully Fixed		>25% - 50%	
	601 - 800	Fully Fixed		>50% - 75%	
		Fully Fixed		>75% - 100%	

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

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
 Villawood 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 +)
<b>5 Cleaning Services</b>					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 80	Fully Fixed			
	81 - 200	Fully Fixed			>0% - 10%
	201 - 400	Fully Fixed			>10% - 25%
	401 - 600	Fully Fixed			>25% - 50%
	601 - 800	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 +)
<b>6 Environmental Management</b>					
	Contingency	Fully Fixed			
	Hot Contingency	Fully Fixed			
	1 - 80	Fully Fixed			
	81 - 200	Fully Fixed			>0% - 10%
	201 - 400	Fully Fixed			>10% - 25%
	401 - 600	Fully Fixed			>25% - 50%
	601 - 800	Fully Fixed			>50% - 75%
		Fully Fixed			>75% - 100%

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

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
 Villawood 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	Occupational Health and Safety (OH&S)	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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Contingency			Fu y F xed	s. 47(1)(b), s. 47E(d)		
Hot Contingency			Fu y F xed			
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			

**8 Management of Emergencies**

Contingency			Fu y F xed	s. 47(1)(b), s. 47E(d)		
Hot Contingency			Fu y F xed			
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			

**Facilities Management and Support Services**

Serco Australia Pty Ltd  
 Villawood 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 +)
<b>Totals by bands:</b>					
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  
 Villawood 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			
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			

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

**2 Human Resource Management**

Hot Contingency	Capacity band	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
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			

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



**Business Services**

Serco Australia Pty Ltd  
 Villawood 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 - 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  
 Villawood 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	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	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%				

SOR Ref #	Service Task	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
6	Information Technology Requirements				
	Hot Contingency	Fully Fixed	s. 47(1)(b), s. 47E(d)		
	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%				

**Business Services**

Serco Australia Pty Ltd

Villawood 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	>0% - 10%	Fully Variable		s. 47(1)(b), s. 47E(d)	
1 - 80	>10% - 25%	Fully Variable			
81 - 200	>25% - 50%	Fully Variable			
201 - 400	>50% - 75%	Fully Variable			
401 - 600	>75% - 100%	Fully Variable			
601 - 800					

**8 Business Continuity**

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

**Business Services**

Serco Australia Pty Ltd  
 Villawood 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	Reporting of Service Delivery	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>9 Reporting of Service Delivery</b>						
	Hot Contingency		Fu y F xed			
	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			

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

SOR Ref #	Service Task	Reporting of Service Delivery	Payment Mechanism	Fixed \$/day	Variable \$/head/day	Mark-up (% bid on Cost +)
<b>10 Quality Management and Continuous Improvement</b>						
	Hot Contingency		Fu y F xed			
	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			

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

**Business Services**

Serco Australia Pty Ltd

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