

**Private Security Industry Regulatory Authority Vers. 2023/1
Illustrative Contract Pricing Guideline (with effect from 2 March 2023)**

(Based on the average month, 12 hour shifts every night of such month at a site)

AREA 1 & AREA 2

	Description	Explanation	Grade			Calculations	
			A	B	C/D/E		
	MONTHLY SALARY		6907.00	6330.00	5726.00	PROMULGATED monthly salary	
	HOURLY EQUIVALENT RATE	Clause 4(7)(b) NBC Agreement	*Clause 4(7)(b)	*Clause 4(7)(b)	*Clause 4(7)(b)	*(Monthly salary/hours per week) x (3/13)	
EMPLOYEE COSTS	Ordinary time: i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs) 4.333 weeks p/m @ X1.5	6907.00 3453.23 2589.93	6330.00 3164.76 2373.57	5726.00 2862.78 2147.08	Wage as per Bargaining Council Agreement hr x 24 x 4.333 12 x 4.333 x hr x 1.5 (Sunday rate) hr x	
	Sunday pay premium	1 shift p/m @ X1	398.48	365.19	330.35	12 (1x portion already incl. in basic)	
	Public holiday premium	21 consecutive days leave	747.15	684.74	619.40	(daily rate * 15/12) x 1.5 (reliever) hr x	
	Leave provision	1 shift p/m	597.72	547.79	495.52	12 x 1.5 (reliever)	
	Sick Pay	6 days per annum	298.86	273.89	247.76	((hr x 12 x 6) / 12) x 1.5 (reliever)	
	Study leave	5 days per annum	249.05	228.25	206.47	((hr x 12 x 5) / 12) x 1.5 (reliever)	
	Family respons. Leave	6 Rand, p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6	
	Night shift allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)	
	Cleaning Allowance	5 % of Fund Salary 295	518.03	474.75	429.45	Fund Salary x 7.5% x 1.5 (reliever)	
	Provident fund	p/m	442.50	442.50	442.50	Medical insurance x 1.5 (reliever)	
	Hospital cover (Incl. S/O & S/P Contribution)	Monthly salary	863.38	791.25	715.75	Monthly salary / 12 x 1.5 (reliever)	
	Statutory annual bonus						
		SUB TOTAL: EMPLOYEE COSTS		17292.82	15904.18	14450.55	A
	STATUTORY FEES	UIF	1 % of employees income	151.87	139.37	126.29	(Total income: Primary + reliever) x %
COID/WCA		3.14 % of employees income	476.86	437.62	396.55	(Total income: Primary + reliever) x %	
Skills development		1 % of remuneration (SDL)	151.87	139.37	126.29	(Total income: Primary + reliever) x %	
PSiRA employee fees		3.7 p/p p/m	5.55	5.55	5.55	Fee x 1.5 (reliever) based on Small business	
NBCPSS Council levy		7 p/p p/m	10.50	10.50	10.50	Fee x 1.5 (reliever)	
	SUB TOTAL: STATUTORY FEES		796.64	732.41	665.17	B	
POSSIBLE EXTRA COSTS	Uniform cost	1500 Rand p/p p.a	187.50	187.50	187.50	(Rand value + reliever(50%) / 12	
	Share of overheads	40 % of direct cost	7235.79	6654.64	6046.29	(A + B) x 40% (Economy of scale rule applies)	
	SUB TOTAL: POSSIBLE EXTRA COSTS		7423.29	6842.14	6233.79	C	
	TOTAL COST PER MONTH		25512.76	23478.73	21349.52	A + B + C	

AREA 1 & 2 comprises the Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kullisrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg

NOTE

1. Excludes profit and VAT
2. The Authority will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
3. *Relief Security officer is a permanent employee
4. Share of overheads include inter alia, liability and other insurance, payroll and admin, control centre, transport costs (vehicles, maintenance and fuel), fixed infrastructure,

