

Private Security Industry Regulatory Authority
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 3

	Description	Explanation	Grade		Calculations
			A	B/C/D/E	
	MONTHLY SALARY		5915.00	5499.00	PROMULGATED monthly salary
	HOURLY EQUIVALENT RATE	Clause 4(7)(b) NBC Agreement	*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)	5915.00 2957.27	5499.00 2749.29	Wage as per Bargaining Council Agreement hr x 24 x 4.333
	Sunday pay premium	4.333 weeks p/m @ X1.5	2217.95	2061.97	12 x 4.333 x hr x 1.5 (Sunday rate) hr x
	Public holiday premium	1 shift p/m @ X1	341.25	317.25	12 (1x portion already incl. in basic)
	Leave provision	21 consecutive days leave	511.88	475.88	(daily rate * 15/12) x 1.5 (reliever) hr x
	Sick Pay	1 shift p/m	511.88	475.88	12 x 1.5 (reliever)
	Study leave	6 days per annum	255.94	237.94	((hr x 12 x 6) / 12) x 1.5 (reliever)
	Family respons. Leave	5 days per annum	213.28	198.28	((hr x 12 x 5) / 12) x 1.5 (reliever)
	Night shift allowance	6 Rand, p/night shift worked	182.50	182.50	(365 / 12) x 6
	Cleaning Allowance	30 Rand p/m	45.00	45.00	Allowance x 1.5 (reliever)
	Provident fund	5 % of Fund Salary	443.63	412.43	Fund Salary x 7.5% x 1.5 (reliever)
	Hospital cover (Incl. S/O & S/P Contribution)	295 p/m	442.50	442.50	Medical insurance x 1.5 (reliever)
	Statutory annual bonus	Monthly salary	739.38	687.38	Monthly salary / 12 x 1.5 (reliever)
	SUB TOTAL: EMPLOYEE COSTS			14777.45	13785.27
STATUTORY FEES	UIF1 % of employees income		129.10	120.18	(Total income: Primary + reliever) x %
	COID/WCA3.14 % of employees income		405.71	377.70	(Total income: Primary + reliever) x %
	Skills development1 % of remuneration (SDL)		130.54	121.83	(Total income: Primary + reliever) x %
	PSiRA employee fees3.7 p/p p/m		5.55	5.55	Fee x 1.5 (reliever) based on Small business
	NBCPSS Council levy7 p/p p/m		10.50	10.50	Fee x 1.5 (reliever)
SUB TOTAL: STATUTORY FEES			681.40	635.77	B
POSSIBLE EXTRA COSTS	Uniform cost1500 Rand p/p p.a		187.50	187.50	(Rand value + reliever(50%)) / 12
	Share of overheads40 % of direct cost		6183.54	5768.42	(A + B) x 40% (Economy of scale rule applies)
SUB TOTAL: POSSIBLE EXTRA COSTS			6371.04	5955.92	C
TOTAL COST PER MONTH			21829.89	20376.96	A + B + C

AREA 3 comprises all other areas

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, rates & taxes, registers, security aids, occupational health and safety compliance, management and supervision and statutory fees payable.

