

Description	Explanation	Grade			Calculations
		A	B	C/D/E	
MONTHLY SALARY		5766,00	5189,00	4585,00	PROMULGATED monthly salary
HOURLY EQUIVALENT RATE	Clause 4(7)(b) NBC Agreement	*Clause 4(7)(b)			*Monthly salary/hours per week x (3/13)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	5766,00	5189,00	4585,00	Wage as per Bargaining Council Agreement
ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2882,78	2594,30	2292,32	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	2162,08	1945,73	1719,24	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m @ X1	332,65	299,37	264,52	hr x 12 (1x portion already incl. in basic)
Leave provision	21 consecutive days leave	498,98	449,05	396,78	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	498,98	449,05	396,78	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	249,49	224,52	198,39	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	207,91	187,10	165,32	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked	182,50	182,50	182,50	(365 / 12) x 6
Premium allowance	175 p/m	262,50	262,50	262,50	Premium x 1.5 (reliever)
Provident fund	7,5 % of Fund Salary	648,68	583,76	515,81	Fund Salary X 7.5% x 1.5 (reliever)
Statutory annual bonus	Monthly salary	720,75	648,63	573,13	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		14413,30	13015,50	11552,29	A
UIF	1 % of remuneration	128,53	116,16	103,21	(Total income: Primary + reliever) x 1%
COIDA/WCA	4,28 % of remuneration	550,12	497,17	441,74	(Total income: Prim + reliever) x 4.07%
Sets of uniform	1500 Rand p/p p.a	187,50	187,50	187,50	(Rand value + reliever(50%) / 12
Training	1 % of remuneration (SDL)	128,53	116,16	103,21	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45,00	45,00	45,00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		15452,99	13977,49	12432,95	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	6181,19	5591,00	4973,18	B x 40%
TOTAL COST PER MONTH		21634,18	19568,49	17406,13	C

NOTE:

1. Excludes profit and VAT
2. Applicable rates & conditions of employment are in terms of the Bargaining Council Main Agreement
3. The Authority will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
4. *Relief Security officer is a permanent employee
5. 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.

AREA 1 & 2 COMPRISES

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.

Private Security Industry Regulatory Authority Illustrative Contract Pricing Guideline (with effect from 2 March 2020)

(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		4811,00	4396,00	4358,00	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)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	4811,00	4396,00	4358,00	Wage as per Bargaining Council Agreement
ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2405,31	2197,83	2178,83	hr x 24 x 4.333
Sunday pay premium	4,333 weeks p/m @ X1.5	1803,99	1648,37	1634,12	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m @ X1	277,56	253,62	251,42	hr x 12 (1x portion already incl. in basic)
Leave provision	21 consecutive days leave	416,34	380,42	377,13	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	416,34	380,42	377,13	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	208,17	190,21	188,57	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	173,47	158,51	157,14	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked	182,50	182,50	182,50	(365 / 12) x 6
Premium allowance	175 p/m	262,50	262,50	262,50	Premium x 1.5 (reliever)
Provident fund	7,5 % of Fund Salary	541,24	494,55	490,28	Fund Salary X 7.5% x 1.5 (reliever)
Statutory annual bonus	Monthly salary	601,38	549,50	544,75	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		12099,79	11094,44	11002,38	A
UIF	1 % of remuneration	108,06	99,16	98,34	(Total income: Primary + reliever) x 1%
COVID/WCA	4,28 % of remuneration	462,48	424,39	420,91	(Total income: Prim + reliever) x 4,07%
Sets of uniform	1500 Rand p/p p.a	187,50	187,50	187,50	(Rand value + reliever(50%)) / 12
Training	1 % of remuneration(SDL)	108,06	99,16	98,34	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45,00	45,00	45,00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		13010,88	11949,65	11852,47	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	5204,35	4779,86	4740,99	B x 40%
TOTAL COST PER MONTH		18215,23	16729,50	16593,46	C

NOTE:

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4. *Relief Security officer is a permanent employee
5. 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.

AREA 3
COMPRISES