

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

AREA 3

Description		Explanation	Grade A	Grade B	C/D/E	Calculations
EMPLOYEE BENEFITS	MONTHLY SALARY		5020.00	4605.00	4567.00	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)	5020.00	4605.00	4567.00	Wage as per Bargaining Council Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2509.81	2302.32	2283.32	hr x 24 x 4.333
	Sunday pay premium	4.333 weeks p/m @ X1.5	1882.36	1726.74	1712.49	12 x 4.333 x hr x 1.5 (Sunday rate)
	Public holiday premium	1 shift p/m @ X1	289.62	265.67	263.48	hr x 12 (1x portion already incl. in basic)
	Leave provision	21 consecutive days leave	434.42	398.51	395.22	(daily rate * 15/12) x 1.5 (reliever)
	Sick Pay	1 shift p/m	434.42	398.51	395.22	hr x 12 x 1.5 (reliever)
	Study leave	6 days per annum	217.21	199.25	197.61	((hr x 12 x 6) / 12) x 1.5 (reliever)
	Family respons. Leave	5 days per annum	181.01	166.05	164.68	((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
	Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
	Premium allowance	270 p/m	405.00	405.00	405.00	Premium x 1.5 (reliever)
	Provident fund	7.5 % of Fund Salary	564.75	518.06	513.79	Fund Salary x 7.5% x 1.5 (reliever)
	Medical insurance	100 p/m	150.00	150.00	150.00	Medical insurance x 1.5 (reliever)
Statutory annual bonus	Monthly salary	627.50	575.63	570.88	Monthly salary / 12 x 1.5 (reliever)	
SUB TOTAL: EMPLOYEE BENEFITS			12943.59	11938.25	11846.19	A
STATUTORY FEES	UIF	1 % of employees income	113.96	105.06	104.25	(Total income: Primary + reliever) x %
	COID/WCA	3.71 % of employees income	422.80	389.79	386.76	(Total income: Primary + reliever) x %
	Skills development	1 % of remuneration (SDL)	108.88	100.19	99.39	(Total income: Primary + reliever) x %
SUB TOTAL: STATUTORY FEES			645.64	595.04	590.41	B
ADDITIONAL COSTS	Sets of uniform (Statutory requirement)	1500 Rand p/p p.a	187.50	187.50	187.50	(Rand value + reliever(50%) / 12
	Share of overheads	40 % of direct cost (Economy of scale rule applies)	5435.69	5013.31	4974.64	(A + B) x 40% (for the purpose of this structure, 40% of all costs were considered)
SUB TOTAL: POSSIBLE EXTRA COSTS			5623.19	5200.81	5162.14	C
TOTAL COST PER MONTH			19212.43	17734.10	17598.73	A + B + C

AREA 3 comprises all other areas

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.