



Private Security Industry Regulatory Authority

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INDUSTRY CIRCULAR

TO : ALL SECURITY SERVICE PROVIDERS

**FROM : PHILANI MTHETHWA
DEPUTY DIRECTOR: LAW ENFORCEMENT**

DATE : 29 AUGUST 2012

**SUBJECT : AMENDMENT OF SECTORAL DETERMINATION 6: PRIVATE SECURITY SECTOR,
SOUTH AFRICA**


Please be advised that Sectoral Determination 6 was amended by the Minister of Labour in respect of the minimum wages as well as other conditions of employment. This amendment is binding from 1 September 2012 and is applicable to the sector in which employers and employees are associated for the purpose of guarding or protecting fixed property, premises, goods, persons or employees, including monitoring and responding to alarms at premises which are guarded by persons or by electronic means as well as car guards.

The new monthly salary rates are attached for your information and the Government Gazette which provides for a number of amendments including an increase in allowances as well as Grade D security officer and Area 3 premiums payable, is also available on our website at www.psira.co.za. An updated illustrative contract pricing structure based on the new wage increases will also be available on our website in due course.

All security businesses falling within the scope of the Sectoral Determination must ensure that they comply with the new minimum wage requirements as well as other minimum conditions of employment as contemplated in the amended Sectoral Determination.

We trust that the above information has been of assistance to you.

Yours faithfully


PHILANI MTHETHWA
DEPUTY DIRECTOR: LAW ENFORCEMENT

SCHEDULE

I. Table 1: Minimum Wages for year 1 for Private Security Sector

In the Magisterial Districts of	Minimum Wages for Year 1 (with effect from 1 September 2012)										Maximum permissible working hours per week for respective category of employees, subject to clause 5(2), with regard to averaging of working hours.	
	AREA 1			AREA 2			AREA 3					
	Monthly salary	Hourly equivalent	Monthly salary	Hourly equivalent	Monthly salary	Hourly equivalent	Monthly salary	Hourly equivalent	Monthly salary	Hourly equivalent		
Alberton, Bedfordville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kullis River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Sandfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.	R 5,001	R 25.65	R 4,553	R 23.35	R 4,366	R 22.39	All other Areas not specified also where				45	
	R 2,492	R 12.78	R 2,285	R 11.72	R 2,067	R 10.60					45	
	R 2,541	R 13.03	R 2,322	R 11.91	R 2,104	R 10.79					45	
	R 2,586	R 13.26	R 2,375	R 12.18	R 2,156	R 11.05					45	
	R 2,720	R 13.95	R 2,371	R 12.16	R 2,291	R 11.75					45	
	R 2,915	R 14.95	R 2,590	R 13.28	R 2,455	R 12.59					45	
	R 3,091	R 15.85	R 2,703	R 13.86	R 2,633	R 13.50					45	
	R 3,282	R 16.83	R 2,876	R 14.75	R 2,792	R 14.32					45	
	As for relevant security officer grading											48
	As for a clerical assistant											45
Control or Communication Centre Operator											45	
Controller											45	
Driver of a -											45	
Light motor vehicle	R 2,623	R 13.45	R 2,431	R 12.47	R 2,201	R 11.29					45	
Medium motor vehicle	R 2,842	R 14.58	R 2,626	R 13.47	R 2,398	R 12.30					45	
Heavy motor vehicle	R 2,986	R 15.31	R 2,753	R 14.12	R 2,524	R 12.94					45	
General Worker											45	
During the first six months service with the employer	R 2,041	R 10.47	R 1,872	R 9.60	R 1,679	R 8.61					45	
Thereafter	R 2,119	R 10.87	R 1,954	R 10.02	R 1,755	R 9.00					45	
Handyman	R 2,903	R 14.89	R 2,689	R 13.79	R 2,474	R 12.69					45	
Security Officer											45	
Grade A	R 3,872	R 18.62	R 3,540	R 17.02	R 3,213	R 15.45					48	
Grade B	R 3,425	R 16.47	R 3,126	R 15.03	R 2,892	R 13.90					48	
Grade C	R 2,905	R 13.97	R 2,673	R 12.85	R 2,415	R 11.61					45	
Grade D and E	R 2,733	R 13.14	R 2,500	R 12.02	R 2,271	R 10.92					45	
Employees not elsewhere specified	R 2,519	R 12.92	R 2,316	R 11.88	R 2,092	R 10.73					45	