



Private Security Industry Regulatory Authority

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INDUSTRY CIRCULAR

TO : ALL SECURITY SERVICE PROVIDERS

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

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

Please be advised that Sectoral Determination 6 was amended in respect of the minimum wages as well as other conditions of employment. This amendment is binding from 1 September 2013 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 are also available on our website at www.psira.co.za or the Department of Labour's website at www.labour.gov.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 Determination.

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

Yours faithfully

**PHILANI MTHETHWA
DEPUTY DIRECTOR: LAW ENFORCEMENT**

Salary Rates for Year 2 (with effect from 1 September 2013)

In the Magisterial Districts of	AREA 1			AREA 2		AREA 3		Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours.	
	Alberton, Bellville, Brakpan, Campersdown, Germiston, Goodwood, Kempton Park, Krugersdorp, Mitchell's Plain, Pinetown, Randfontein, Roodepoort, Vanderbijlpark, Wonderboom and Wynberg.	Benoni, Chatsworth, Inanda, Johannesburg, Kuils River, Nigel, Oberholzer, Paarl, Port Elizabeth, Pretoria, Simon's Town, Springs, The Cape, Uitenhage, Vereeniging, Westonia.	Boksburg, Chatsworth, Durban, Johannesburg, Somerset West, Stellenbosch and Strand.	Bloemfontein, East London, Klerksdorp, Pietermaritzburg, Somerset West.	All other Areas not specified else where	Hourly equivalent	Monthly salary		Hourly equivalent
Artisan	Monthly salary R 5 376	Hourly equivalent R 27.57	Monthly salary R 4 894	Hourly equivalent R 25.10	Monthly salary R 4 693	Hourly equivalent R 24.07		45	
Clerical Assistant									
During the first year of experience	R 2 679	R 13.74	R 2 456	R 12.60	R 2 222	R 11.40		45	
During the second year of experience	R 2 728	R 13.99	R 2 493	R 12.79	R 2 259	R 11.58			
Thereafter	R 2 773	R 14.22	R 2 546	R 13.06	R 2 311	R 11.85			
Clerk									
During the first year of experience	R 2 924	R 14.99	R 2 549	R 13.07	R 2 463	R 12.63		45	
During the second year of experience	R 3 119	R 15.99	R 2 768	R 14.19	R 2 627	R 13.47			
During the third year of experience	R 3 295	R 16.90	R 2 881	R 14.77	R 2 805	R 14.38			
Thereafter	R 3 486	R 17.88	R 3 054	R 15.66	R 2 964	R 15.20			
Control or Communication Centre Operator									
Controller			As for relevant security officer grading						48
Driver of a -			As for a clerical assistant						45
Light motor vehicle	R 2 820	R 14.46	R 2 613	R 13.40	R 2 366	R 12.13		45	
Medium motor vehicle	R 3 039	R 15.58	R 2 808	R 14.40	R 2 563	R 13.14			
Heavy motor vehicle	R 3 183	R 16.32	R 2 935	R 15.05	R 2 689	R 13.79			
General Worker									
During the first six months service with the employer	R 2 194	R 11.25	R 2 012	R 10.32	R 1 805	R 9.26		45	
Thereafter	R 2 272	R 11.65	R 2 094	R 10.74	R 1 881	R 9.65			
Handyman	R 3 121	R 16.00	R 2 891	R 14.82	R 2 660	R 13.64		45	
Security Officer									
Grade A	R 4 077	R 19.60	R 3 728	R 17.92	R 3 383	R 16.27		48	
Grade B	R 3 630	R 17.45	R 3 314	R 15.93	R 3 062	R 14.72			
Grade C	R 3 110	R 14.95	R 2 861	R 13.75	R 2 585	R 12.43			
Grade D and E	R 2 938	R 14.12	R 2 688	R 12.92	R 2 441	R 11.74			
Employees not elsewhere specified	R 2 708	R 13.89	R 2 490	R 12.77	R 2 249	R 11.53		45	