### 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 1 & AREA 2

<table>
<thead>
<tr>
<th>Description</th>
<th>Explanation</th>
<th>Grade A</th>
<th>Grade B</th>
<th>Grade C/D/E</th>
<th>Calculations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MONTHLY SALARY</strong></td>
<td>Clause 4(7)(b) NBC Agreement</td>
<td>5766,00</td>
<td>5189,00</td>
<td>4585,00</td>
<td>PROMULGATED monthly salary</td>
</tr>
<tr>
<td><strong>HOURLY EQUIVALENT RATE</strong></td>
<td><em>Clause 4(7)(b)</em></td>
<td><em>5766,00</em></td>
<td><em>5189,00</em></td>
<td><em>4585,00</em></td>
<td><em>Wage as per Bargaining Council Agreement</em></td>
</tr>
<tr>
<td>Ordinary time</td>
<td>4 shifts per week (48 hrs)</td>
<td>5766,00</td>
<td>5189,00</td>
<td>4585,00</td>
<td>(hr x 24 x 4.333)</td>
</tr>
<tr>
<td>Primary Sec Officer</td>
<td>2 shifts per week (24 hrs)</td>
<td>2882,78</td>
<td>2594,30</td>
<td>2292,32</td>
<td></td>
</tr>
<tr>
<td><em>Relief Sec Officer</em></td>
<td>4,333 weeks p/m @ X1.5</td>
<td>2162,08</td>
<td>1945,73</td>
<td>1719,24</td>
<td>12 x 4.333 x hr x 1.5 (Sunday rate)</td>
</tr>
<tr>
<td>Sunday pay premium</td>
<td>1 shift p/m @ X1</td>
<td>332,65</td>
<td>299,37</td>
<td>264,52</td>
<td>(hr x 12 x 1.5)</td>
</tr>
<tr>
<td>Public holiday premium</td>
<td>21 consecutive days leave</td>
<td>498,98</td>
<td>449,05</td>
<td>396,76</td>
<td>(hr x 12 x 1.5)</td>
</tr>
<tr>
<td>Leave provision</td>
<td>1 shift p/m</td>
<td>498,98</td>
<td>449,05</td>
<td>396,76</td>
<td>(hr x 12 x 1.5)</td>
</tr>
<tr>
<td>Sick Pay</td>
<td>6 days per annum</td>
<td>245,49</td>
<td>224,52</td>
<td>198,39</td>
<td>(hr x 12 x 6) / 12 / 1.5 (reliere)</td>
</tr>
<tr>
<td>Study leave</td>
<td>207,91</td>
<td>187,10</td>
<td>165,32</td>
<td></td>
<td>(hr x 12 x 5) / 12 / 1.5 (reliere)</td>
</tr>
<tr>
<td>Family respons. Leave</td>
<td>6 Rand, p/night shift worked</td>
<td>182,50</td>
<td>182,50</td>
<td>182,50</td>
<td>(365 / 12) x 6</td>
</tr>
<tr>
<td>Night shift allowance</td>
<td>175 p/m</td>
<td>262,50</td>
<td>262,50</td>
<td>262,50</td>
<td>Premium x 1.5</td>
</tr>
<tr>
<td>Provider fund</td>
<td>Monthly salary</td>
<td>648,68</td>
<td>583,76</td>
<td>515,81</td>
<td>Fund Salary X 7.5% x 1.5 (reliere)</td>
</tr>
<tr>
<td>Statutory annual bonus</td>
<td>722,75</td>
<td>648,63</td>
<td>573,13</td>
<td></td>
<td>Monthly salary / 12 x 1.5 (reliere)</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td></td>
<td><strong>14413,30</strong></td>
<td><strong>13015,50</strong></td>
<td><strong>11552,29</strong></td>
<td></td>
</tr>
<tr>
<td>UIF</td>
<td>1 % of remuneration</td>
<td>126,53</td>
<td>116,16</td>
<td>103,21</td>
<td>(Total income: Primary + reliere) x 1%</td>
</tr>
<tr>
<td>COID/WCA</td>
<td>4,28 % of remuneration</td>
<td>551,12</td>
<td>497,17</td>
<td>441,74</td>
<td>(Total income: Prim + reliere) x 4.07%</td>
</tr>
<tr>
<td>Sets of uniform</td>
<td>1500 Rand p/p p.a</td>
<td>187,50</td>
<td>187,50</td>
<td>187,50</td>
<td>(Rand value + reliere(50%) / 12</td>
</tr>
<tr>
<td>Training</td>
<td>1 % of remuneration (SDL)</td>
<td>126,53</td>
<td>116,16</td>
<td>103,21</td>
<td>(Total income: Primary + reliere) x 1%</td>
</tr>
<tr>
<td>Cleaning Allowance</td>
<td>30 Rand p/m</td>
<td>45,00</td>
<td>45,00</td>
<td>45,00</td>
<td>Allowance x 1.5</td>
</tr>
<tr>
<td><strong>TOTAL DIRECT COST</strong></td>
<td></td>
<td><strong>15452,99</strong></td>
<td><strong>13977,49</strong></td>
<td><strong>12432,95</strong></td>
<td></td>
</tr>
<tr>
<td>Share of overheads</td>
<td>40 % of direct cost (Economy of scale rule applies)</td>
<td>681,19</td>
<td>5591,00</td>
<td>4973,18</td>
<td>B x 40%</td>
</tr>
<tr>
<td><strong>TOTAL COST PER MONTH</strong></td>
<td></td>
<td><strong>21634,18</strong></td>
<td><strong>19568,49</strong></td>
<td><strong>17406,13</strong></td>
<td></td>
</tr>
</tbody>
</table>

**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 & AREA 2 COMPRISERS**
<table>
<thead>
<tr>
<th>Description</th>
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<th>Grade</th>
<th>Calculations</th>
</tr>
</thead>
<tbody>
<tr>
<td>MONTHLY SALARY</td>
<td></td>
<td>4811,00</td>
<td>4396,00</td>
</tr>
<tr>
<td>HOURLY EQUIVALENT RATE</td>
<td>Clause 4(7)(b) NBC Agreement</td>
<td>*Clause 4(7)(b)</td>
<td>*Clause 4(7)(b)</td>
</tr>
<tr>
<td>Ordinary time: i) Primary Sec Officer</td>
<td>4 shifts per week (48 hrs)</td>
<td>481,00</td>
<td>4396,00</td>
</tr>
<tr>
<td>Ordinary time: ii) Relief Sec Officer</td>
<td>2 shifts per week (24 hrs)</td>
<td>2405,31</td>
<td>2197,83</td>
</tr>
<tr>
<td>Sunday pay premium</td>
<td>4,333 weeks p/m @ X1.5</td>
<td>1803,99</td>
<td>1648,37</td>
</tr>
<tr>
<td>Public holiday premium</td>
<td>1 shift p/m @ X1</td>
<td>277,35</td>
<td>253,62</td>
</tr>
<tr>
<td>Leave provision</td>
<td>21 consecutive days leave</td>
<td>416,34</td>
<td>380,42</td>
</tr>
<tr>
<td>Sick Pay</td>
<td>1 shift p/m</td>
<td>416,34</td>
<td>380,42</td>
</tr>
<tr>
<td>Study leave</td>
<td>6 days per annum</td>
<td>208,17</td>
<td>190,21</td>
</tr>
<tr>
<td>Family respons. Leave</td>
<td>5 days per annum</td>
<td>173,47</td>
<td>158,51</td>
</tr>
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<td>Night shift allowance</td>
<td>6 Rand, p/night shift worked</td>
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<td>Premium allowance</td>
<td>175 p/m</td>
<td>262,50</td>
<td>262,50</td>
</tr>
<tr>
<td>Provident fund</td>
<td>7.5 % of Fund Salary</td>
<td>54,24</td>
<td>494,55</td>
</tr>
<tr>
<td>Statutory annual bonus</td>
<td>Monthly salary</td>
<td>60,38</td>
<td>549,50</td>
</tr>
<tr>
<td><strong>SUB TOTAL</strong></td>
<td></td>
<td>12099,79</td>
<td>11094,44</td>
</tr>
<tr>
<td>UIF</td>
<td>1 % of remuneration</td>
<td>108,06</td>
<td>99,16</td>
</tr>
<tr>
<td>COID/WCA</td>
<td>4,28 % of remuneration</td>
<td>462,48</td>
<td>424,39</td>
</tr>
<tr>
<td>Sets of uniform</td>
<td>1500 Rand p/p p.a</td>
<td>187,50</td>
<td>187,50</td>
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<td>99,16</td>
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<td>Cleaning Allowance</td>
<td>30 Rand p/m</td>
<td>45,00</td>
<td>45,00</td>
</tr>
<tr>
<td><strong>TOTAL DIRECT COST</strong></td>
<td></td>
<td>13010,88</td>
<td>11949,65</td>
</tr>
<tr>
<td>Share of overheads</td>
<td>40 % of direct cost (Economy of scale rule applies)</td>
<td>5204,35</td>
<td>4779,86</td>
</tr>
<tr>
<td><strong>TOTAL COST PER MONTH</strong></td>
<td></td>
<td>18215,23</td>
<td>16729,50</td>
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**AREA 3 COMPRISSES** All other areas