



Private Security Industry Regulatory Authority
Illustrative Costing Guideline (with effect from 2 March 2022)

Vers. 2022/2

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

AREA 1 & AREA 2

	Description	Explanation	Grade			Calculations
			A	B	C/D/E	
	MONTHLY SALARY		6217,00	5640,00	5036,00	PROMULGATED monthly salary
	HOURLY EQUIVALENT RATE	Labour Legislation provision	as calculated	as calculated	as calculated	*(Monthly salary/hours per week) x (3/13)
EMPLOYEE BENEFITS	Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	6217,00	5640,00	5036,00	Legislated minimum wage rate
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3108,26	2819,78	2517,81	hr x 24 x 4.333
	Sunday pay premium	4,333 weeks p/m @ X1.5	2331,20	2114,84	1888,35	12 x 4.333 x hr x 1.5 (Sunday rate)
	Public holiday premium	1 shift p/m @ X1	358,67	325,38	290,54	hr x 12 (1x portion already incl. in basic)
	Leave provision	21 consecutive days leave	672,51	610,10	544,76	(daily rate * 15/12) x 1.5 (reliever)
	Sick Pay	1 shift p/m	538,01	488,08	435,81	hr x 12 x 1.5 (reliever)
	Study leave	6 days per annum	269,00	244,04	217,90	((hr x 12 x 6) / 12) x 1.5 (reliever)
	Family respons. Leave	5 days per annum	224,17	203,37	181,59	((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	439 p/m	658,50	658,50	658,50	Premium x 1.5 (reliever)
	Provident fund	7,5 % of Fund Salary	699,41	634,50	566,55	Fund Salary x 7.5% x 1.5 (reliever)
	Medical insurance	150 p/m	225,00	225,00	225,00	Medical insurance x 1.5 (reliever)
Statutory annual bonus	Monthly salary	777,13	705,00	629,50	Monthly salary / 12 x 1.5 (reliever)	
	SUB TOTAL: EMPLOYEE BENEFITS		16306,36	14896,08	13419,81	A
STATUTORY FEES	UIF	1 % of employees income	143,51	131,01	117,93	(Total income: Primary + reliever) x %
	COID/WCA	3,71 % of employees income	532,41	486,05	437,52	(Total income: Primary + reliever) x %
	Skills development	1 % of remuneration (SDL)	143,51	131,01	117,93	(Total income: Primary + reliever) x %
	SUB TOTAL: STATUTORY FEES		819,43	748,07	673,38	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)	6850,32	6257,66	5637,27	(A + B) x 40% (for the purpose of this structure, 40% of all costs were considered)
	SUB TOTAL: POSSIBLE EXTRA COSTS		7037,82	6445,16	5824,77	C
	TOTAL COST PER MONTH		24163,61	22089,32	19917,96	A + B + C

AREA 1 & 2 comprises the Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kullsvier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Rodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg

- NOTE:**
1. Excludes profit and VAT
 2. Applicable rates & conditions of employment are in terms of applicable Labour Legislation
 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.