

INDUSTRIAL CIRCULAR

TO : ALL SECURITY SERVICE PROVIDERS

FROM : STEFAN BADENHORST
ACTING DEPUTY DIRECTOR: LAW ENFORCEMENT

DATE : 15 AUGUST 2016

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 some other conditions of employment. These amendments are binding from 1 September 2016 and is applicable to the sector in which employers and employees are associated for the purpose of guarding or protecting fixed property, premises, good, 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. 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 Sectoral Determination.

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

Yours faithfully



STEFAN BADENHORST

ACTING DEPUTY DIRECTOR: LAW ENFORCEMENT

Table 1: Private Security Sector Minimum wages

MONTHLY SALARY RATES FOR YEAR 2 (with effect from 1 September 2016)				
	AREA 1	AREA 2	AREA 3	
In the Magisterial Districts of	Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.	Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand.	All other areas	Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours.
	Monthly salary	Monthly salary	Monthly salary	
Artisan	R6,592	R6,001	R5,756	45
Clerical Assistant				45
During the first year of experience	R3,286	R3,013	R2,725	
During the second year of experience	R3,340	R3,054	R2,764	
Thereafter	R3,391	R3,114	R2,824	
Clerk				45
During the first year of experience	R3,584	R3,125	R3,020	
During the second year of experience	R3,809	R3,374	R3,204	
During the third year of experience	R4,007	R3,502	R3,407	
Thereafter	R4,223	R3,698	R3,589	
Control or Communication Centre Operator	As for relevant security officer grading			48
Controller	As for a clerical assistant			45
Driver of a -				45
Light motor vehicle	R3,458	R3,202	R2,899	
Medium motor vehicle	R3,706	R3,424	R3,123	
Heavy motor vehicle	R3,868	R3,569	R3,268	
General Worker				45
During the first six months service with the same employer	R2,689	R2,468	R2,214	
Thereafter	R2,778	R2,561	R2,301	
Handyman	R3,825	R3,544	R3,260	45
Security Officer				48
Grade A	R4,896	R4,474	R4,063	
Grade B	R4,387	R4,004	R3,697	
Grade C	R3,797	R3,489	R3,157	
Grade D & E	R3,792	R3,446	R3,133	
Employees not elsewhere specified	R3,321	R3,052	R2,757	45

Note: The current minimum wage increases for all other categories of employee including Grade A, B and C have been determined by utilizing the CPI (Available on the 30 June 2016) reported by Stats SA in May 2016 which was 6.1% plus 1% as stated in the Sectoral Determination equal to the total increase of 7.1%.