

**Illustrative Pricing Structure in Compliance with the Collective Agreement for the Private Security Sector**

Effective 2 March 2020

		2020		
		Area 1		
		Grade A	Grade B	Grade C
<b>MONTHLY SALARY</b>		<b>5766.00</b>	<b>5189.00</b>	<b>4585.00</b>
<b>Hourly equivalent rate</b>				
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	5766.00	5189.00	4585.00
ii) Relief Sec Officer	2 shifts per week (24hrs)	2882.78	2594.30	2292.32
Sunday pay premium	4.333 weeks p/m @ x1.5	2162.08	1945.73	1719.24
Long Service Award	R 500 for every 60 mnths	12.50	12.50	12.50
Public holiday premium	1 shift p/m @ x1	332.65	299.37	264.52
Leave provision - 15 Days	21 consecutive days leave	623.73	561.31	495.97
Sick Pay	1 shift p/m	498.98	449.05	396.78
Study leave	6 days per annum	249.49	224.52	198.39
Family respons. Leave	5 days per annum	207.91	187.10	165.32
Premium Allowance	R 175 per month	262.50	262.50	262.50
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00
Night shift allowance	6 Rand p/night shift worked	182.50	182.50	182.50
Provident fund	7.5% of Fund Salary	648.68	583.76	515.81
Statutory annual bonus	Monthly salary	720.75	648.63	573.13
<b>SUB TOTAL</b>		<b>14595.55</b>	<b>13185.26</b>	<b>11708.99</b>
UIF	1 % of remuneration	145.96	131.85	117.09
Skills Development	1 % of remuneration (SDL)	145.96	131.85	117.09
COIDA/WCA	4.28%	462.70	416.40	367.93
Uniform Contribution	R 1500 per employee, p/a	187.50	187.50	187.50
PSIRA Fees	R 2.80 per employee p/m	4.20	4.20	4.20
Council Levy	R 7 per employee p/m	10.50	10.50	10.50
<b>TOTAL DIRECT COST</b>		<b>15552.36</b>	<b>14067.57</b>	<b>12513.30</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	6220.93	5627.02	5005.31
<b>TOTAL COST PER MONTH</b>		<b>21773.30</b>	<b>19694.59</b>	<b>17518.61</b>

		2020		
		Area 3		
		Grade A	Grade B	Grade C
<b>MONTHLY SALARY</b>		<b>4811.00</b>	<b>4396.00</b>	<b>4358.00</b>
<b>Hourly equivalent rate</b>				
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	4811.00	4396.00	4358.00
ii) Relief Sec Officer	2 shifts per week (24hrs)	2405.31	2197.83	2178.83
Sunday pay premium	4.333 weeks p/m @ x1.5	1803.99	1648.37	1634.12
Long Service Award	R 500 for every 60 mnths	12.50	12.50	12.50
Public holiday premium	1 shift p/m @ x1	277.56	253.62	251.42
Leave provision - 15 Days	21 consecutive days leave	520.42	475.53	471.42
Sick Pay	1 shift p/m	416.34	380.42	377.13
Study leave	6 days per annum	208.17	190.21	188.57
Family respons. Leave	5 days per annum	173.47	158.51	157.14
Premium Allowance	R 175 per month	262.50	262.50	262.50
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00
Night shift allowance	6 Rand p/night shift worked	182.50	182.50	182.50
Provident fund	7.5% of Fund Salary	541.24	494.55	490.28
Statutory annual bonus	Monthly salary	601.38	549.50	544.75
<b>SUB TOTAL</b>		<b>12261.37</b>	<b>11247.04</b>	<b>11154.16</b>
UIF	1 % of remuneration	122.61	112.47	111.54
Skills Development	1 % of remuneration (SDL)	122.61	112.47	111.54
COIDA/WCA	4.28%	386.07	352.77	349.72
Uniform Contribution	R 1500 per employee, p/a	187.50	187.50	187.50
PSIRA Fees	R 2.80 per employee p/m	4.20	4.20	4.20
Council Levy	R 7 per employee p/m	10.50	10.50	10.50
<b>TOTAL DIRECT COST</b>		<b>13094.87</b>	<b>12026.95</b>	<b>11929.16</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	5237.94	4810.77	4771.66
<b>TOTAL COST PER MONTH</b>		<b>18332.80</b>	<b>16837.72</b>	<b>16700.82</b>

**Notes**

- Excludes VAT
- Rates used are in terms of the National Bargaining Council for Private Security Sector  
In the absence of a new pricing structure issued by PSIRA the above illustration is based on the content of the collective agreement
- of the collective agreement
- Maternity benefits of 34% over a period of four (4) months are not included in the illustrative pricing structure
- Relief Security Officer is a permanent employee
- Share of overheads include inter alia, liability and other insurance, payroll and admin, control centre, transport costs, fixed rates & taxes, registers, security aids, occupational health and safety compliance, management, supervision and statutory fees payable.