

# Information Leaflet



## PSIRA

- PSIRA is the Private Security Industry Regulatory Authority and is created in terms of law.
- The mandate of PSIRA derives from the Private Security Industry Regulation Act 56 of 2001.
- The primary objective of PSIRA is to regulate the private security industry and exercise effective control over the practice of the occupation of security services providers in the public and national interest and in the interest of the private security industry itself.
- Therefore, PSIRA regulates the standards within the industry.
- Payment of PSIRA levies are independent from any NBCPSS levies.

## Affinity Health

- Service provider appointed by the NBCPSS
- Medical Insurance compulsory for all under the scope of the Main Collective Agreement
- Effective 01 March 2021
- Total contribution is R250 per month
- . R100 Employer contribution. Balance to be settled by employee. Benefits are only for the employee
- Employers make direct payment of the total contribution to Affinity
- Employees already on a medical aid- Exempted
- Registrations & Queries- **0861 888 662** or **info@nbcpshealth.co.za**

## Sectoral Determination 6

- The SD6 is no longer in operation and has been replaced by the **Main Collective agreement ("MCA")**. Government gazette no. 11045 published 20 February 2020.
- The MCA regulates all terms and conditions of employment i.e., Salaries, allowances
- Please visit [www.nbcps.org.za](http://www.nbcps.org.za) for a copy of the MCA

## National Bargaining Council for the Private Security Sector ("NBCPSS")

- The NBCPSS was established to regulate the terms & conditions of employment, obligations of employers and compliance in the sector.
- Levy agreement- Extended to non-parties and regulating contributions towards the NBCPSS.
- Contributions: Security Officers R7 contribution and Employers R7 contribution
- BCEA & Other categories, R2 contribution and Employers R2 contribution
- Main Collective Agreement- Extended to non-parties. Regulating the terms & conditions of employment

## SALT Employee Benefits

- SALT is a 3<sup>rd</sup> party that provides administrative assistance to the NBCPSS. These functions include the collection of Levies as per the Main Collective Agreement.
- SALT is also the administrator for the Private Security Sector Provident Fund

## PSSPF

- The PSSPF is the Private Security Sector Provident Fund and provides members and their families with:
  - Retirement,
  - Disability,
  - Death and funeral benefits.
- It is compulsory to belong to a Provident Fund as defined in the MCA