

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

Effective 2 March 2021

		2021		
		Area 1		
		Grade A	Grade B	Grade C
Monthly Salary		5986,00	5409,00	4805,00
Hourly equivalent rate		28,78	26,00	23,10
Ordinary Time: i) Primary Security Office	4 shifts per week (48 hrs)	5986,00	5409,00	4805,00
ii) Relief Security Office	2 shifts per week (24hrs)	2992,77	2704,29	2402,32
Sunday Pay Premium	4.333 weeks per month @ x1.5	2244,58	2028,22	1801,74
Long Service Award	R 500 for every 60 months	12,50	12,50	12,50
Public Holiday Premium	1 shift per month @ x1	345,35	312,06	277,21
Leave Provision - 15 Days	21 consecutive days leave	647,52	585,11	519,77
Sick Pay	1 shift per month	518,02	468,09	415,82
Study Leave	6 days per annum	259,01	234,04	207,91
Family Responsibility Leave	5 days per annum	215,84	195,04	173,26
Premium Allowance	R 270 per month	405,00	405,00	405,00
Cleaning Allowance	R 30 per month	45,00	45,00	45,00
Night Shift Allowance	R 6 per night shift worked	182,50	182,50	182,50
Provident Fund	7.5% of fund salary	673,43	608,51	540,56
Statutory Annual Bonus	Monthly salary	748,25	676,13	600,63
Medical Insurance	R 100 employer contribution	150,00	150,00	150,00
SUB TOTAL		15425,76	14015,48	12539,21
UIF	1 % of remuneration	151,33	137,23	122,47
Skills Development	1 % of remuneration (SDL)	151,33	137,23	122,47
COIDA	%			
Uniform Contribution	Uniform cost may vary depending on requirements and specific pricing			
PSIRA Fees	R 2.80 per employee per month	4,20	4,20	4,20
Council Levy - Employer Contribution	R 7 per employee per month	10,50	10,50	10,50
TOTAL DIRECT COST		15743,13	14304,64	12798,84

		2021		
		Area 3		
		Grade A	Grade B	Grade C
Monthly Salary		5020,00	4605,00	4567,00
Hourly equivalent rate		24,13	22,14	21,96
Ordinary Time: i) Primary Security Office	4 shifts per week (48 hrs)	5020,00	4605,00	4567,00
ii) Relief Security Office	2 shifts per week (24hrs)	2509,81	2302,32	2283,32
Sunday Pay Premium	4.333 weeks per month @ x1.5	1882,36	1726,74	1712,49
Long Service Award	R 500 for every 60 months	12,50	12,50	12,50
Public Holiday Premium	1 shift per month @ x1	289,62	265,67	263,48
Leave Provision - 15 Days	21 consecutive days leave	543,03	498,14	494,03
Sick Pay	1 shift per month	434,42	398,51	395,22
Study Leave	6 days per annum	217,21	199,25	197,61
Family Responsibility Leave	5 days per annum	181,01	166,05	164,68
Premium Allowance	R 270 per month	405,00	405,00	405,00
Cleaning Allowance	R 30 per month	45,00	45,00	45,00
Night Shift Allowance	R 6 per night shift worked	182,50	182,50	182,50
Provident Fund	7.5% of fund salary	564,75	518,06	513,79
Statutory Annual Bonus	Monthly salary	627,50	575,63	570,88
Medical Insurance	R 100 employer contribution	150,00	150,00	150,00
SUB TOTAL		13064,70	12050,37	11807,49
UIF	1 % of remuneration	127,72	117,58	116,65
Skills Development	1 % of remuneration (SDL)	127,72	117,58	116,65
COIDA	%			
Uniform Contribution	Uniform cost may vary depending on requirements and specific pricing			
PSIRA Fees	R 2.80 per employee per month	4,20	4,20	4,20
Council Levy - Employer Contribution	R 7 per employee per month	10,50	10,50	10,50
TOTAL DIRECT COST		13334,84	12300,23	12055,49

Notes

Excludes VAT

Rates used are in terms of the National Bargaining Council for Private Security Sector from 2 March 2021 until 1 March 2022

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 overhead cost, which is excluded from this illustration, include inter alia, liability and other insurance, payroll and admin, control centre, tra fixed rates & taxes, registers, security aids, occupational health and safety compliance, management, supervision and statutory fees payable. COIDA costs are excluded from the above illustrative pricing structure as contribution percentages may vary based on number of reported incident

Special allowances shall be paid, per shift, to each employee performing duties as defined in the main collective agreement (section 4 (9)) on condition that no employee shall be entitled to accumulate more than any two of these special allowances in respect of any shift worked.