



**NATIONAL BARGAINING  
COUNCIL**  
FOR THE PRIVATE SECURITY SECTOR

***PLEASE NOTE THAT THIS IS A PROVISIONAL PRICING  
GUIDE, BASED ON THE SIGNED MAIN COLLECTIVE  
AGREEMENT CONCLUDED ON 13 SEPTEMBER 2022 AND  
EFFECTIVE FROM 01 March 2023 AS APPROVED AND  
GAZETTED BY THE MINISTER OF LABOUR***

<b>AREA</b>	<b>FROM</b>	<b>TO</b>
<b>YEAR 1</b>	01-Mar-23	28-Feb-24
<b>YEAR 2</b>	01-Mar-24	28-Feb-25
<b>YEAR 3</b>	01-Mar-25	28-Feb-26
<b>YEAR 4</b>	01-Mar-26	28-Feb-27

## ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2023 until 28 February 2024

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

**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>		<b>R6 907.00</b>	<b>R6 330.00</b>	<b>R5 726.00</b>	<b>PROMULGATED SALARY</b>	
	Clause 4(7)(b) of NBCPSS Main Agreement	R33.2067	R30.4327	R27.5288	Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R6 907.00 R3 453.50	R6 330.00 R3 165.00	R5 726.00 R2 863.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 590.13	R2 373.75	R2 147.25	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R398.48	R365.19	R330.35	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R597.72	R547.79	R495.52	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R398.48	R365.19	R330.35	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R298.86	R273.89	R247.76	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R249.05	R228.25	R206.47	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand, p/night shift worked	R182.50	R182.50	R182.50	(365 / 12) x 6 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R863.38	R791.25	R715.75	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>R15 951.59</b>	<b>R14 635.31</b>	<b>R13 257.44</b>	<b>A</b>
UIF		1 % of gross remuneration	R159.97	R146.80	R133.02	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		5 % of Fund Salary	R518.03	R474.75	R429.45	Fund Salary X 5% x 1.5 (reliever)
COID/WCA		3.14 % of remuneration	R502.29	R460.96	R417.70	(Total income: Primary + reliever) x 3.14%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 050.00 Rand p/p p.a	R256.25	R256.25	R256.25	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of gross remuneration	R159.97	R146.80	R133.02	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R17 868.34</b>	<b>R16 441.13</b>	<b>R14 947.13</b>	<b>B</b>
Share of overheads		40 % of direct cost	R7 147.34	R6 576.45	R5 978.85	B x 40% <b>(Economy of Scale rule applies)</b>
<b>TOTAL COST PER MONTH</b>			<b>R25 015.68</b>	<b>R23 017.58</b>	<b>R20 925.99</b>	<b>C</b>

**NOTE:**

- Excludes profit and VAT
- Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
- This is an illustrative pricing guide and NBCPSS will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
- Maternity benefits of 34% over a period of four months not included in the pricing structure.
- \*Relief Security officer" is a permanent employee
- Share of overheads includes 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.
- PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

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

**AREA 3 COMPRISES** All other magisterial districts.

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

**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R5 915.00</b>	<b>R5 499.00</b>	<b>R5 499.00</b>	<b>PROMULGATED</b> monthly salary	
		R28.4375	R26.4375	R26.4375	Hourly equivalent wage ( <b>NOT FOR SALARY CALCULATION</b> )	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R5 915.00 R2 957.50	R5 499.00 R2 749.50	R5 499.00 R2 749.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 217.95	R2 061.97	R2 061.97	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R341.25	R317.25	R317.25	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R511.88	R475.88	R475.88	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 y</b>
Sick Leave		24 shifts per 3 year cycle	R341.25	R317.25	R317.25	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	R255.94	R237.94	R237.94	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R213.28	R198.28	R198.28	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand, p/night shift worked	R182.50	R182.50	R182.50	(365 / 12) x 6 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R739.38	R687.38	R687.38	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>R13 688.42</b>	<b>R12 739.43</b>	<b>R12 739.43</b>	<b>A</b>
UIF		1 % of remuneration	R137.33	R127.84	R127.84	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		5 % of Fund Salary	R443.63	R412.43	R412.43	Fund Salary X 5% x 1.5 (reliever)
COID/WCA		3.14 % of remuneration	R431.23	R401.43	R401.43	(Total income: Primary + reliever) x3.14%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 050.00 Rand p/p p.a	R256.25	R256.25	R256.25	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)		1 % of remuneration (SDL)	R137.33	R127.84	R127.84	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R15 414.45</b>	<b>R14 385.48</b>	<b>R14 385.48</b>	<b>B</b>
Share of overheads		40 % of direct cost	R6 165.78	R5 754.19	R5 754.19	B x 40% (Economy of scale rule)
<b>TOTAL COST PER MONTH</b>			<b>R21 580.22</b>	<b>R20 139.67</b>	<b>R20 139.67</b>	<b>C</b>

NOTE:

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

**AREA 3 COMPRISES** All other magisterial districts.

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**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R7 277.00</b>	<b>R6 700.00</b>	<b>R6 096.00</b>	<b>PROMULGATED SALARY</b>	
		R34.9856	R32.2115	R29.3077	Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R7 277.00 R3 638.50	R6 700.00 R3 350.00	R6 096.00 R3 048.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 728.88	R2 512.50	R2 286.00	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R419.83	R386.54	R351.69	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R629.74	R579.81	R527.54	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R419.83	R386.54	R351.69	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R314.87	R289.90	R263.77	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R262.39	R241.59	R219.81	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand, p/night shift worked	R212.92	R212.92	R212.92	(365 / 12) x 7 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R909.63	R837.50	R762.00	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>R16 826.07</b>	<b>R15 509.79</b>	<b>R14 131.92</b>	<b>A</b>
UIF		1 % of remuneration	R168.73	R155.56	R141.78	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		6.5 % of Fund Salary	R709.51	R653.25	R594.36	Fund Salary X 6,5% x 1.5 (reliever)
COID/WCA		2.88 % of remuneration	R485.93	R448.02	R408.34	(Total income: Primary + reliever) x 2,88%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 480.00 Rand p/p p.a	R310.00	R310.00	R310.00	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R168.73	R155.56	R141.78	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R18 990.71</b>	<b>R17 553.94</b>	<b>R16 049.93</b>	<b>B</b>
Share of overheads		40 % of direct cost	R7 596.28	R7 021.58	R6 419.97	B x 40% <b>(Economy of Scale rule applies)</b>
<b>TOTAL COST PER MONTH</b>			<b>R26 587.00</b>	<b>R24 575.51</b>	<b>R22 469.91</b>	<b>C</b>
			6.28%	6.77%	7.38%	

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**AREA 3 COMPRISES** All other magisterial districts.

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**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R6 271.00</b>	<b>R5 855.00</b>	<b>R5 855.00</b>	<b>PROMULGATED</b> monthly salary Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R6 271.00 R3 135.50	R5 855.00 R2 927.50	R5 855.00 R2 927.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 351.44	R2 195.46	R2 195.46	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R361.79	R337.79	R337.79	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R542.68	R506.68	R506.68	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R361.79	R337.79	R337.79	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R271.34	R253.34	R253.34	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R226.12	R211.12	R211.12	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand, p/night shift worked	R212.92	R212.92	R212.92	(365 / 12) x 7 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever) Provision
Statutory annual bonus		Monthly salary	R783.88	R731.88	R731.88	Monthly salary / 12 x 1.5 (reliever) Provision
<b>SUB TOTAL</b>			<b>R14 530.95</b>	<b>R13 581.97</b>	<b>R13 581.97</b>	<b>A</b>
UIF		1 % of remuneration	R145.77	R136.28	R136.28	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		6.5 % of Fund Salary	R611.42	R570.86	R570.86	Fund Salary X 6,5% x 1.5 (reliever)
COID/WCA		2.88 % of remuneration	R419.83	R392.50	R392.50	(Total income: Primary + reliever) x 2,88%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 480.00 Rand p/p p.a	R310.00	R310.00	R310.00	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R145.77	R136.28	R136.28	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R16 485.51</b>	<b>R15 449.65</b>	<b>R15 449.65</b>	<b>B</b>
Share of overheads		40 % of direct cost	R6 594.20	R6 179.86	R6 179.86	B x 40% (Economy of scale rule)
<b>TOTAL COST PER MONTH</b>			<b>R23 079.71</b>	<b>R21 629.51</b>	<b>R21 629.51</b>	<b>C</b>
			6.95%	7.40%	7.40%	

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**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R7 695.00</b>	<b>R7 118.00</b>	<b>R6 514.00</b>	<b>PROMULGATED SALARY</b>	
		R36.9952	R34.2212	R31.3173	Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R7 695.00 R3 847.50	R7 118.00 R3 559.00	R6 514.00 R3 257.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 885.63	R2 669.25	R2 442.75	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R443.94	R410.65	R375.81	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R665.91	R615.98	R563.71	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R443.94	R410.65	R375.81	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R332.96	R307.99	R281.86	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R277.46	R256.66	R234.88	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand, p/night shift worked	R212.92	R212.92	R212.92	(365 / 12) x 7 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R961.88	R889.75	R814.25	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>R17 779.64</b>	<b>R16 463.35</b>	<b>R15 085.48</b>	<b>A</b>
UIF		1 % of remuneration	R178.26	R165.10	R151.32	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		7.5 % of Fund Salary	R865.69	R800.78	R732.83	Fund Salary X 7,5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	R472.39	R437.51	R401.00	(Total income: Primary + reliever) x 2,65%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 725.00 Rand p/p p.a	R340.63	R340.63	R340.63	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R178.26	R165.10	R151.32	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R20 136.61</b>	<b>R18 694.21</b>	<b>R17 184.32</b>	<b>B</b>
Share of overheads		40 % of direct cost	R8 054.65	R7 477.68	R6 873.73	B x 40% <b>(Economy of Scale rule applies)</b>
<b>TOTAL COST PER MONTH</b>			<b>R28 191.26</b>	<b>R26 171.90</b>	<b>R24 058.04</b>	<b>C</b>
			6.03%	6.50%	7.07%	

NOTE:

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- Maternity benefits of 34% over a period of four months not included in the pricing structure.
- \*Relief Security officer" is a permanent employee
- Share of overheads includes 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.
- PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

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

**AREA 3 COMPRISES** All other magisterial districts.

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## ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2025 until 28 February 2026

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

**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R6 672.00</b> R32.0769	<b>R6 256.00</b> R30.0769	<b>R6 256.00</b> R30.0769	<b>PROMULGATED</b> monthly salary Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R6 672.00 R3 336.00	R6 256.00 R3 128.00	R6 256.00 R3 128.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5		R2 501.81	R2 345.82	R2 345.82	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m average		R384.92	R360.92	R360.92	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	N/A		R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision	21 consecutive days leave		R577.38	R541.38	R541.38	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave	24 shifts per 3 year cycle		R384.92	R360.92	R360.92	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave	6 days per annum		R288.69	R270.69	R270.69	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum		R240.58	R225.58	R225.58	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	7 Rand, p/night shift worked		R212.92	R212.92	R212.92	(365 / 12) x 7 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)	R500 over 60 months		R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever) Provision
Statutory annual bonus	Monthly salary		R834.00	R782.00	R782.00	Monthly salary / 12 x 1.5 (reliever) Provision
<b>SUB TOTAL</b>			<b>R15 445.72</b>	<b>R14 496.74</b>	<b>R14 496.74</b>	<b>A</b>
UIF	1 % of remuneration		R154.92	R145.43	R145.43	(Total income: Primary + reliever) x 1%
Hospital cover	R172.50 Per month		R258.75	R258.75	R258.75	Including reliever
Provident fund	7.5 % of Fund Salary		R750.60	R703.80	R703.80	Fund Salary X 7,5% x 1.5 (reliever)
COID/WCA	2.65 % of remuneration		R410.54	R385.40	R385.40	(Total income: Primary + reliever) x 2,65%
Bargaining Council Levy	7 Rand		R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below 4 Rand (average)		R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform	R2 725.00 Rand p/p p.a		R340.63	R340.63	R340.63	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)		R154.92	R145.43	R145.43	(Total income: Primary + reliever) x 1%
Cleaning Allowance	31 Rand p/m		R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R17 579.09</b>	<b>R16 539.17</b>	<b>R16 539.17</b>	<b>B</b>
Share of overheads	40 % of direct cost		R7 031.63	R6 615.67	R6 615.67	B x 40% (Economy of scale rule)
<b>TOTAL COST PER MONTH</b>			<b>R24 610.72</b>	<b>R23 154.84</b>	<b>R23 154.84</b>	<b>C</b>
			6.63%	7.05%	7.05%	

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**AREA 1 & 2 COMPRISES**

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

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**AREA 3 COMPRISES**

All other magisterial districts.

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**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R8 184.00</b>	<b>R7 607.00</b>	<b>R7 003.00</b>	<b>PROMULGATED SALARY</b>	
		R39.3462	R36.5721	R33.6683	Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R8 184.00 R4 092.00	R7 607.00 R3 803.50	R7 003.00 R3 501.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R3 069.00	R2 852.63	R2 626.13	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R472.15	R438.87	R404.02	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R708.23	R658.30	R606.03	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R472.15	R438.87	R404.02	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R354.12	R329.15	R303.01	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R295.10	R274.29	R252.51	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		8 Rand, p/night shift worked	R243.33	R243.33	R243.33	(365 / 12) x 8 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R1 023.00	R950.88	R875.38	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>R18 925.58</b>	<b>R17 609.30</b>	<b>R16 231.43</b>	<b>A</b>
UIF		1 % of remuneration	R189.74	R176.57	R162.79	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		7.5 % of Fund Salary	R920.70	R855.79	R787.84	Fund Salary X 7,5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	R502.80	R467.92	R431.40	(Total income: Primary + reliever) x 2,65%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R3 000.00 Rand p/p p.a	R375.00	R375.00	R375.00	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R189.74	R176.57	R162.79	(Total income: Primary + reliever) x 1%
Cleaning Allowance		32 Rand p/m	R48.00	R48.00	R48.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R21 426.80</b>	<b>R19 984.40</b>	<b>R18 474.51</b>	<b>B</b>
Share of overheads		40 % of direct cost	R8 570.72	R7 993.76	R7 389.80	B x 40% <b>(Economy of Scale rule applies)</b>
<b>TOTAL COST PER MONTH</b>			<b>R29 997.53</b>	<b>R27 978.17</b>	<b>R25 864.31</b>	<b>C</b>
			6.41%	6.90%	7.51%	

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**AREA 3 COMPRISES** All other magisterial districts.

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**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(7)(b) of NBCPSS Main Agreement	<b>R7 142.00</b>	<b>R6 726.00</b>	<b>R6 726.00</b>	<b>PROMULGATED</b> monthly salary	
		R34.3365	R32.3365	R32.3365	Hourly equivalent wage <b>(NOT FOR SALARY CALCULATION)</b>	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	R7 142.00 R3 571.00	R6 726.00 R3 363.00	R6 726.00 R3 363.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 678.04	R2 522.06	R2 522.06	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R412.04	R388.04	R388.04	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		N/A	R0.00	R0.00	R0.00	<b>Collapsed into basic salary</b>
Leave provision		21 consecutive days leave	R618.06	R582.06	R582.06	(hr x 144 / 12 * 1.5 (reliever) <b>(+ 3 extra days after 2 years)</b> )
Sick Leave		24 shifts per 3 year cycle	R412.04	R388.04	R388.04	(hr x 48 x 6 / 36 * 1.5 (reliever))
Study leave		6 days per annum	R309.03	R291.03	R291.03	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R257.52	R242.52	R242.52	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		8 Rand, p/night shift worked	R243.33	R243.33	R243.33	(365 / 12) x 8 <b>OMIT IF FOR DAY SHIFT</b>
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever) Provision
Statutory annual bonus		Monthly salary	R892.75	R840.75	R840.75	Monthly salary / 12 x 1.5 (reliever) Provision
<b>SUB TOTAL</b>			<b>R16 548.31</b>	<b>R15 599.33</b>	<b>R15 599.33</b>	<b>A</b>
UIF		1 % of remuneration	R165.96	R156.47	R156.47	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund		7.5 % of Fund Salary	R803.48	R756.68	R756.68	Fund Salary X 7,5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	R439.80	R414.65	R414.65	(Total income: Primary + reliever) x 2,65%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform		R2 997.50 Rand p/p p.a	R374.69	R374.69	R374.69	(Rand value + reliever(50%) / 12)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R165.96	R156.47	R156.47	(Total income: Primary + reliever) x 1%
Cleaning Allowance		32 Rand p/m	R48.00	R48.00	R48.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>R18 821.46</b>	<b>R17 781.54</b>	<b>R17 781.54</b>	<b>B</b>
Share of overheads		40 % of direct cost	R7 528.58	R7 112.62	R7 112.62	B x 40% (Economy of scale rule)
<b>TOTAL COST PER MONTH</b>			<b>R26 350.04</b>	<b>R24 894.16</b>	<b>R24 894.16</b>	<b>C</b>
			7.07%	7.51%	7.51%	

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**AREA 3 COMPRISES**

All other magisterial districts.

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