



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

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UNDERSTANDING NBCPSS: A HOLISTIC OVERVIEW

Overview

This document is your gateway to decoding the intricate workings of NBCPSS. Whether you are an employer, employee, or a member of the public, this guide offers insights into NBCPSS' role in shaping industry standards within the private security sector. It aims to answer the question: *tell me about NBCPSS.*

About NBCPSS

The NBCPSS is a statutory regulatory body established in terms of section 27 of the Labour Relations Act. Its functions, among others, are to conclude and enforce collective agreements, prevent and resolve labour disputes, establishment of benefit schemes, and provision of advice on labour laws and policies for the private security sector in South Africa. Once reached, collective agreements become legally binding to parties to the Council and can be extended by the Minister of Employment and Labour to cover all employers and employees more broadly in the sector. This includes setting minimum wages, benefits, leave provisions etc. The council has two main agreements, namely: Main Collective Agreement and Extended Levies Agreement.

The Main Collective Agreement (MCA) and the Extended Levies Agreement are both negotiated within the National Bargaining Council for the Private Security Sector. However, they serve different primary purposes.

The Main Collective Agreement establishes the substantive terms and conditions of employment that must be met by employers in the private security sector. This includes setting minimum standards related to wages, working hours, leave, benefits contributions and other core employment issues. The MCA is initially negotiated only between the Bargaining Council parties - private security employer associations and trade unions. The Minister of Employment and Labour has extended the application of the MCA to non-parties. Thus, every employer engaged in the private security sector and/or who employs security personnel must comply with the mandatory sector-wide regulations set out in the MCA.



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Meanwhile, the Extended Levies Agreement is a supplemental agreement focused specifically on collecting funds for various initiatives that support the functioning of the sector. It provides for mandatory levy contributions that companies must make towards training and development programs, dispute resolution processes, and compliance enforcement and oversight structures. The levies themselves were negotiated by the Bargaining Council stakeholders as part of the normal collective bargaining process. Like the MCA, the Minister of Labour has extended the Levies Agreement to be legally binding to all employers within the private security sector.

Therefore, all employers engaged in the private security sector and/or who employs security personnel must comply with the standard terms and conditions prescribed in the MCA. You must also pay the levies as per the Extended Levies Agreement to fund the NBCPSS's operations and activities. If you require exemption from any terms of the MCA, you must follow the NBCPSS's process for employers seeking exemption.

Please refer to the above-mentioned documents on our [website](#), and they can be found on the [Forms/Agreements](#) tab.