



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

***THIS ILLUSTRATIVE PRICING IS FOR A 4 (FOUR) YEAR PERIOD
AND IS STRUCTURED AS FOLLOWS:***

AREA	FROM	TO
Area 1 & 2	01-Mar-23	to 28-Feb-24
Area 3	01-Mar-23	to 28-Feb-24
Area 1 & 2	01-Mar-24	to 28-Feb-25
Area 3	01-Mar-24	to 28-Feb-25
Area 1 & 2	01-Mar-25	to 28-Feb-26
Area 3	01-Mar-25	to 28-Feb-26
Area 1 & 2	01-Mar-26	to 28-Feb-27
Area 3	01-Mar-26	to 28-Feb-27

Updated 01 March 2026

Updated 01 March 2026

ILLUSTRATIVE PRICING GUIDE

Effective as from 1 March 2023

PLEASE NOTE THAT THIS IS PURELY A GUIDE AND IS DISTRIBUTED WITHOUT PREJUDICE

THIS SCHEDULE IS VALID FROM 1 MARCH 2023 UNTIL 28 FEBRUARY 2024

(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		
MONTHLY SALARY		6 907.00	6 330.00	5 726.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	33.2067	30.4327	27.5288	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	6 907.00	6 330.00	5 726.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3 453.50	3 165.00	2 863.00	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 590.13	2 373.75	2 147.25	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	398.48	365.19	330.35	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	597.72	547.79	495.52	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))
Sick Leave		24 shifts per 3 year cycle	398.48	365.19	330.35	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	298.86	273.89	247.76	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	249.05	228.25	206.47	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand. p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	863.38	791.25	715.75	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			15 951.59	14 635.31	13 257.44	A
UIF		1 % of remuneration	159.97	146.80	133.02	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		5 % of Fund Salary	518.03	474.75	429.45	Fund Salary X 5% x 1.5 (reliever)
COID/WCA		3.14 % of remuneration	502.29	460.96	417.70	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)
Sets of uniform		2050 Rand p/p p.a	256.25	256.25	256.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	159.97	146.80	133.02	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			17 868.34	16 441.13	14 947.13	B
Share of overheads		40 % of direct cost	7 147.34	6 576.45	5 978.85	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			25 015.68	23 017.58	20 925.99	C

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 SASA 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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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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(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		
MONTHLY SALARY		5 915.00	5 499.00	5 499.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	28.4375	26.4375	26.4375	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	5 915.00	5 499.00	5 499.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2 957.50	2 749.50	2 749.50	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 218.13	2 062.13	2 062.13	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	341.25	317.25	317.25	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	511.88	475.88	475.88	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))
Sick Leave		24 shifts per 3 year cycle	341.25	317.25	317.25	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	255.94	237.94	237.94	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	213.28	198.28	198.28	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand. p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	739.38	687.38	687.38	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			13 688.59	12 739.59	12 739.59	A
UIF		1 % of remuneration	137.34	127.85	127.85	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		5 % of Fund Salary	443.63	412.43	412.43	Fund Salary X 5% x 1.5 (reliever)
COID/WCA		3.14 % of remuneration	431.23	401.44	401.44	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)
Sets of uniform		2050 Rand p/p p.a	256.25	256.25	256.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	137.34	127.85	127.85	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			15 414.63	14 385.65	14 385.65	B
Share of overheads		40 % of direct cost	6 165.85	5 754.26	5 754.26	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			21 580.48	20 139.91	20 139.91	C

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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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 1 & AREA 2 (URBAN)

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
MONTHLY SALARY		7 277.00	6 700.00	6 096.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	34.9856	32.2115	29.3077	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	7 277.00 3 638.50	6 700.00 3 350.00	6 096.00 3 048.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	2 728.88	2 512.50	2 286.00	12 x 4.333 x hr x 1.5 (Sunday rate)	
Public holiday premium	1 shift p/m average	419.83	386.54	351.69	hr x 12 (1 x portion already incl. in basic salary)	
Security officer premium allowance	R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary	
Leave provision	21 consecutive days leave	629.74	579.81	527.54	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))	
Sick Leave	24 shifts per 3 year cycle	419.83	386.54	351.69	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)	
Study leave	6 days per annum	314.87	289.90	263.77	((hr x 12 x 6) / 12) x 1.5 (reliever)	
Family responsibility leave	5 days per annum	262.39	241.59	219.81	((hr x 12 x 5) / 12) x 1.5 (reliever)	
Night shift allowance	7 Rand. p/night shift worked	212.92	212.92	212.92	(365 / 12) x 6 OMIT IF FOR DAY SHIFT	
Long service bonus (5 years average)	500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)	
Statutory annual bonus	Monthly salary	909.63	837.50	762.00	Monthly salary / 12 x 1.5 (reliever)	
SUB TOTAL		16 826.07	15 509.79	14 131.92	A	
UIF	1 % of remuneration	168.73	155.56	141.78	(Total income: Primary + reliever) x 1%	
Hospital cover	R172.50 Per month	258.75	258.75	258.75	Including reliever	
Provident fund	6.5 % of Fund Salary	709.51	653.25	594.36	Fund Salary X 6.5% x 1.5 (reliever)	
COID/WCA	2.88 % of remuneration	485.93	448.02	408.34	(Total income: Primary + reliever) x 3.71%	
Bargaining Council Levy	7 Rand	10.50	10.50	10.50	Including reliever	
PSIRA "per SO" fee	4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)	
Sets of uniform	2480 Rand p/p p.a	310.00	310.00	310.00	(Rand value + reliever(50%) / 12 [increased by 5%]	
Training	1 % of remuneration (SDL)	168.73	155.56	141.78	(Total income: Primary + reliever) x 1%	
Cleaning Allowance	31 Rand p/m	46.50	46.50	46.50	Allowance x 1.5 (reliever)	
TOTAL DIRECT COST		18 990.71	17 553.94	16 049.93	B	
Share of overheads	40 % of direct cost	7 596.28	7 021.58	6 419.97	B x 40% (Economy of Scale rule applies)	
TOTAL COST PER MONTH		26 587.00	24 575.51	22 469.91	C	

NOTE:

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- 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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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 3 (RURAL)

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
MONTHLY SALARY		6 271.00	5 855.00	5 855.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	30.1490	28.1490	28.1490	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	6 271.00	5 855.00	5 855.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3 135.50	2 927.50	2 927.50	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 351.63	2 195.63	2 195.63	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	361.79	337.79	337.79	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	542.68	506.68	506.68	((hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave		24 shifts per 3 year cycle	361.79	337.79	337.79	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	271.34	253.34	253.34	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	226.12	211.12	211.12	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand. p/night shift worked	212.92	212.92	212.92	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	783.88	731.88	731.88	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			14 531.14	13 582.14	13 582.14	A
UIF		1 % of remuneration	145.78	136.29	136.29	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		6.5 % of Fund Salary	611.42	570.86	570.86	Fund Salary X 6.5% x 1.5 (reliever)
COID/WCA		2.88 % of remuneration	419.84	392.50	392.50	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)
Sets of uniform		2480 Rand p/p p.a	310.00	310.00	310.00	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	145.78	136.29	136.29	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	46.50	46.50	46.50	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			16 485.70	15 449.83	15 449.83	B
Share of overheads		40 % of direct cost	6 594.28	6 179.93	6 179.93	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			23 079.97	21 629.76	21 629.76	C

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- 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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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		
MONTHLY SALARY		7 695.00	7 118.00	6 514.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	36.9952	34.2212	31.3173	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	7 695.00	7 118.00	6 514.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3 847.50	3 559.00	3 257.00	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 885.63	2 669.25	2 442.75	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	443.94	410.65	375.81	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	665.91	615.98	563.71	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))
Sick Leave		24 shifts per 3 year cycle	443.94	410.65	375.81	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	332.96	307.99	281.86	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	277.46	256.66	234.88	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand. p/night shift worked	212.92	212.92	212.92	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	961.88	889.75	814.25	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			17 779.64	16 463.35	15 085.48	A
UIF		1 % of remuneration	178.26	165.10	151.32	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		7.5 % of Fund Salary	865.69	800.78	732.83	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	472.39	437.51	401.00	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)
Sets of uniform		2725 Rand p/p p.a	340.63	340.63	340.63	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	178.26	165.10	151.32	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	46.50	46.50	46.50	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			20 136.61	18 694.21	17 184.32	B
Share of overheads		40 % of direct cost	8 054.65	7 477.68	6 873.73	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			28 191.26	26 171.90	24 058.04	C

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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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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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ILLUSTRATIVE PRICING GUIDE

Effective as from 1 March 2023

PLEASE NOTE THAT THIS IS PURELY A GUIDE AND IS DISTRIBUTED WITHOUT PREJUDICE

THIS SCHEDULE IS VALID FROM 1 MARCH 2025 UNTIL 28 FEBRUARY 2026

(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		
MONTHLY SALARY		6 672.00	6 256.00	6 256.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	32.0769	30.0769	30.0769	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	6 672.00	6 256.00	6 256.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3 336.00	3 128.00	3 128.00	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 502.00	2 346.00	2 346.00	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	384.92	360.92	360.92	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	577.38	541.38	541.38	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))
Sick Leave		24 shifts per 3 year cycle	384.92	360.92	360.92	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	288.69	270.69	270.69	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	240.58	225.58	225.58	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		7 Rand. p/night shift worked	212.92	212.92	212.92	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	834.00	782.00	782.00	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			15 445.92	14 496.92	14 496.92	A
UIF		1 % of remuneration	154.92	145.43	145.43	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		7.5 % of Fund Salary	750.60	703.80	703.80	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	410.55	385.40	385.40	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		4.00 Rand (average)	6.00	6.00	6.00	Including reliever (variable according to company size)
Sets of uniform		2725 Rand p/p p.a	340.63	340.63	340.63	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	154.92	145.43	145.43	(Total income: Primary + reliever) x 1%
Cleaning Allowance		31 Rand p/m	46.50	46.50	46.50	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			17 579.29	16 539.36	16 539.36	B
Share of overheads		40 % of direct cost	7 031.72	6 615.74	6 615.74	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			24 611.00	23 155.10	23 155.10	C

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 SASA 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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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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THIS SCHEDULE IS VALID FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027

(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		
MONTHLY SALARY		8 184.00	7 607.00	7 003.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	39,3462	36,5721	33,6683	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	8 184.00	7 607.00	7 003.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	4 092.00	3 803.50	3 501.50	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	3 069.00	2 852.63	2 626.13	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	472.15	438.87	404.02	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	708.23	658.30	606.03	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years))
Sick Leave		24 shifts per 3 year cycle	472.15	438.87	404.02	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	354.12	329.15	303.01	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	295.10	274.29	252.51	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		8 Rand. p/night shift worked	243.33	243.33	243.33	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	1 023.00	950.88	875.38	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			18 925.58	17 609.30	16 231.43	A
UIF		1 % of remuneration	189.74	176.57	162.79	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		7.5 % of Fund Salary	920.70	855.79	787.84	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	502.80	467.92	431.40	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		9.4 Rand	14.10	14.10	14.10	Including reliever
PSIRA "per SO" fee		5.00 Rand (average)	7.50	7.50	7.50	Including reliever (variable according to company size)
Sets of uniform		3000 Rand p/p p.a	375.00	375.00	375.00	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	189.74	176.57	162.79	(Total income: Primary + reliever) x 1%
Cleaning Allowance		32 Rand p/m	48.00	48.00	48.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			21 431.90	19 989.50	18 479.61	B
Share of overheads		40 % of direct cost	8 572.76	7 995.80	7 391.84	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			30 004.67	27 985.31	25 871.45	C

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.
- For Health Insurance, the employer shall be entitled to charge a 5% administration fee based on the premium of the additional dependents. The security officer's premium shall be excluded from the 5% administration fee.

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, Kullisrivier, 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		
MONTHLY SALARY		7 142.00	6 726.00	6 726.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	34.3365	32.3365	32.3365	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	7 142.00	6 726.00	6 726.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	3 571.00	3 363.00	3 363.00	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 678.25	2 522.25	2 522.25	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	412.04	388.04	388.04	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R0.00 Fixed figure per month	-	-	-	Absorbed into basic salary
Leave provision		21 consecutive days leave	618.06	582.06	582.06	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave		24 shifts per 3 year cycle	412.04	388.04	388.04	(hr x 12 x 4 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	309.03	291.03	291.03	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	257.52	242.52	242.52	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		8 Rand. p/night shift worked	243.33	243.33	243.33	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	892.75	840.75	840.75	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			16 548.52	15 599.52	15 599.52	A
UIF		1 % of remuneration	165.97	156.48	156.48	(Total income: Primary + reliever) x 1%
Hospital cover		R172.50 Per month	258.75	258.75	258.75	Including reliever
Provident fund		7.5 % of Fund Salary	803.48	756.68	756.68	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA		2.65 % of remuneration	439.81	414.66	414.66	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		9.4 Rand	14.10	14.10	14.10	Including reliever
PSIRA "per SO" fee		5.00 Rand (average)	7.50	7.50	7.50	Including reliever (variable according to company size)
Sets of uniform		3000 Rand p/p p.a	375.00	375.00	375.00	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	165.97	156.48	156.48	(Total income: Primary + reliever) x 1%
Cleaning Allowance		32 Rand p/m	48.00	48.00	48.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			18 827.08	17 787.16	17 787.16	B
Share of overheads		40 % of direct cost	7 530.83	7 114.86	7 114.86	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			26 357.92	24 902.02	24 902.02	C

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AREA 3 COMPRISES All other magisterial districts.

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