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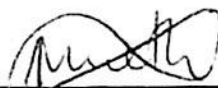
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7318

30 March 2026

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY
SECTOR: EXTENSION TO NON-PARTIES OF THE COUNCIL LEVIES
COLLECTIVE AMENDING AGREEMENT**

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Private Security Sector**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this notice and shall remain in force until such time as amended or replaced from time to time.



**MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR****DATE: 27 March 2026**.....

THE SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR

COUNCIL LEVIES COLLECTIVE AMENDING AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995 (as amended),
made and entered into by and between the

Security Association of South Africa ("SASA")
South African National Security Employers Association ("SANSEA")
Consolidated Employers Organization ("CEO")

(hereinafter referred to as the "employers" or the "employers' organisation") of the one part,

and the

Abanqobi Workers Union ("AWU")
Democratic Transport Logistics and Allied Workers Union ("DETAUWU")
Kungwini Amalgamated Workers Union ("KAWU")
National Security and Unqualified Workers Union ("NASUWU")
Professional Transport and Allied Workers' Union of South Africa ("PTAWU")
South African Amalgamated and Integrated Workers Union ("SAAIWU")
South African National Security and Allied Workers' Forum ("SANSAWF")
South African Transport and Allied Workers Union ("SATAWU")

(hereinafter referred to as the "trade union") of the other part, being the parties to the
National Bargaining Council for the Private Security Sector
herein agree to amend and extend the Council Levies Collective Agreement as published under
Government Notice R.6544 of 26 August 2025 under Government Gazette number 53226.

1. SCOPE OF APPLICATION OF AGREEMENT

- a) This Agreement applies to all employers and all employees who are engaged in the Private Security Sector, as defined hereunder, in the Republic of South Africa.

"Private Security Sector" or "sector" means the sector in which the employers and employees are associated for the purposes of guarding or protecting fixed property, premises, goods, persons or employees, including monitoring and responding to alarms at premises which are guarded by persons or by electronic means, but excluding the assets-in transit to the extent that it falls under the registered scope of the National Bargaining Council for the Road Freight and Logistics Industry."

2. PERIOD OF OPERATION OF THE AGREEMENT

This Agreement is binding on the parties and shall come into operation from the date as determined by the Minister and shall remain in force until such time as amended or replaced from time to time.

3. CLAUSE 5: LEVY

Replace Clause 5 with the following:

"5. LEVY

The expenses of the council shall be obtained in terms of this clause.

5.1 EMPLOYEES

- a) The purpose of this Agreement is to ensure that all employees who falls within the registered scope of the Council contribute towards its costs.
- b) Levies shall be raised as follows:

- (i) from security officers working not less than 24 hours per month including non-standard employees working as security officers, independent contractors, and fixed term contract employees; and
- (ii) other categories of employees-

1. Artisan
2. Clerical Assistant
3. Clerk
4. Driver

5. General Worker

6. Handyman


- c) The categories of employees as defined in clause 5.1 (b) above shall contribute a total levy of R7.00 (seven rand) per month for the purposes of administration and dispute resolution until 28 February 2026.
- d) Effective 01 March 2026 the categories of employees as defined in clause 5.1 (b) above shall contribute a total levy of R9.40 (nine rand and forty cents) per month for the purposes of administration and dispute resolution.
- e) Categories of employees not defined in clause 5.1 (b) above, who fall within the registered scope of the council, shall contribute a levy of R2.00 (two rand) for the purposes of the Council's dispute resolution until 28 February 2026.
- f) Effective 01 March 2026 categories of employees not defined in clause 5.1 (b) above, who fall within the registered scope of the council, shall contribute a levy of R2.50 (two rand and fifty cents) for the purposes of the Council's dispute resolution.
- g) An inflation-based increase determined by the annual (12-month period) Consumer Price Index (CPI) up to December of the preceding year shall be applied on 5.1 (d) and 5.1 (f) effective 01 March 2027 annually.

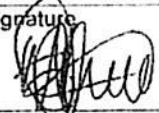
5.2 EMPLOYERS

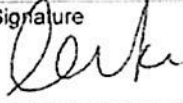
- a) Every employer who is engaged in the industry as defined in the certificate of registration of the council, must pay a monthly levy to the Council.
- b) Levies shall be raised as follows:
 - (i) employers who employ categories of employees as defined in clause 5.1 (b) above, shall contribute a total levy of R7.00 (seven rand) per month for each employee for the purposes of administration and dispute resolution until 28 February 2026.
 - (ii) Effective 01 March 2026 the categories of employees as defined in clause 5.1 (b) above shall contribute a total levy of R9.40 (nine rand and forty cents) per month for each employee for the purposes of administration and dispute resolution.
 - (iii) employers who employ categories of employees not defined in clause 5.1 (b) above who fall within the registered scope of the council shall contribute a levy of R2.00 (two rand) per month for each employee for the purposes of the Council's dispute resolution until 28 February 2026.
 - (iv) Effective 01 March 2026 categories of employees not defined in clause 5.1 (b) above, who fall within the registered scope of the council, shall contribute a levy of R2.50 (two rand and fifty cents) per month for each employee for the purposes of the Council's dispute resolution.

- c) An inflation-based increase determined by the annual (12-month period) Consumer Price Index (CPI) up to December of the preceding year shall be applied on 5.2 (b)(ii) and 5.2 (b)(iv) effective 01 March 2027 annually."

DATED AT JOHANNESBURG ON THIS THE 12 DAY OF MARCH 2026

Chairperson of the NBCPSS	Signature 	Name Louis Makhath
who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.		

Deputy Chairperson of the NBCPSS	Signature 	Name Philemon Buanbe
who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.		

General Secretary for the NBCPSS	Signature 	Name C OLOFF
who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.		