

Private Security Industry Regulatory Authority
Contract Pricing Structure (1 September 2016 - 31 August 2017)

Vers. 2016/1

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

AREA 3

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
MONTHLY SALARY		4063.00	3697.00	3157.00	3133.00	PROMULGATED monthly salary
HOURLY EQUIVALENT RATE	Clause 3(5)(b) Sectoral Determination 6	*Clause 3(5)(b)	*Clause 3(5)(b)	*Clause 3(5)(b)	*Clause 3(5)(b)	*(Monthly salary/hours per week) x (3/13)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	4063.00	3697.00	3157.00	3133.00	Monthly salary as per Sectoral Det. 6
ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2031.34	1848.36	1578.38	1566.38	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1523.51	1386.27	1183.78	1174.78	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m @ X2	234.40	213.29	182.13	180.75	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	351.61	319.93	273.20	271.13	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	351.61	319.93	273.20	271.13	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	175.80	159.97	136.60	135.56	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	146.50	133.31	113.83	112.97	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	5.5 Rand, p/night shift worked	167.29	167.29	167.29	167.29	(365 / 12) x 5.5
Provident fund	7.5 % of Fund Salary	457.09	415.91	355.16	352.46	Fund Salary X 7.5% x 1.5 (reliever)
Statutory annual bonus	Monthly salary	507.88	462.13	394.63	391.63	Monthly salary / 12 x 1.5 (reliever)
Area 3 premium	60 p/m (All officers in Area 3)	90.00	90.00	90.00	90.00	60 x 1.5 (reliever)
SUB TOTAL		10100.03	9213.38	7905.22	7847.07	A
UIF	1 % of remuneration	90.14	82.29	70.71	70.20	(Total income: Primary + reliever) x 1%
COID/WCA	4.07 % of remuneration	366.87	334.93	287.81	285.71	(Total income: Prim + reliever) x 4.07%
Sets of uniform	1500 Rand p/p p.a	187.50	187.50	187.50	187.50	(Rand value + reliever(50%) / 12
Training	1 % of remuneration(SDL)	90.14	82.29	70.71	70.20	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		10879.68	9945.40	8566.95	8505.69	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	4351.87	3978.16	3426.78	3402.27	B x 40%
TOTAL COST PER MONTH		15231.55	13923.56	11993.73	11907.96	C

Calculations include relief security officer

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of Sectoral Determination 6
3. The Authority will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
4. Maternity benefits of 34% over a period of four months not included in the pricing structure.
5. *Relief Security officer is a permanent employee
6. Share of overheads include 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.

AREA 3
COMPRISES

All other areas

RvZ