

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 1

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
MONTHLY SALARY		4896.00	4387.00	3797.00	3792.00	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 ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	4896.00 2447.81	4387.00 2193.33	3797.00 1898.35	3792.00 1895.85	Monthly salary as per Sectoral Det. 6 hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1835.86	1645.00	1423.77	1421.89	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m @ X2	282.46	253.10	219.06	218.77	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	423.69	379.64	328.59	328.15	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	423.69	379.64	328.59	328.15	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	211.85	189.82	164.29	164.08	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	176.54	158.19	136.91	136.73	((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	550.80	493.54	427.16	426.60	Fund Salary X 7.5% x 1.5 (reliever)
Statutory annual bonus	Monthly salary	612.00	548.38	474.63	474.00	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		12027.99	10794.93	9365.63	9353.52	A
UIF	1 % of remuneration	107.10	96.19	83.54	83.43	(Total income: Primary + reliever) x 1%
COID/WCA	4.07 % of remuneration	435.90	391.48	339.99	339.56	(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)	107.10	96.19	83.54	83.43	(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		12910.60	11611.28	10105.20	10092.44	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	5164.24	4644.51	4042.08	4036.98	B x 40%
TOTAL COST PER MONTH		18074.84	16255.80	14147.28	14129.41	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 1
COMPRISES Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg