

**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 2**

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
<b>MONTHLY SALARY</b>		<b>4474.00</b>	<b>4004.00</b>	<b>3489.00</b>	<b>3446.00</b>	<b>PROMULGATED</b> monthly salary
<b>HOURLY EQUIVALENT RATE</b>	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)	4474.00 2236.83	4004.00 2001.85	3489.00 1744.37	3446.00 1722.87	Monthly salary as per Sectoral Det. 6 hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1677.62	1501.38	1308.27	1292.15	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m @ X2	258.12	231.00	201.29	198.81	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	387.17	346.50	301.93	298.21	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	387.17	346.50	301.93	298.21	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	193.59	173.25	150.97	149.11	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	161.32	144.38	125.81	124.25	((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	503.33	450.45	392.51	387.68	Fund Salary X 7.5% x 1.5 (reliever)
Statutory annual bonus	Monthly salary	559.25	500.50	436.13	430.75	Monthly salary / 12 x 1.5 (reliever)
Area 2 premium	300 p/m (All officers in Area 2)	450.00	450.00	450.00	450.00	300 x 1.5 (reliever)
<b>SUB TOTAL</b>		<b>11455.69</b>	<b>10317.10</b>	<b>9069.49</b>	<b>8965.33</b>	<b>A</b>
UIF	1 % of remuneration	102.55	92.48	81.43	80.51	(Total income: Primary + reliever) x 1%
COID/WCA	4.07 % of remuneration	417.39	376.37	331.43	327.68	(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)	102.55	92.48	81.43	80.51	(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)
<b>TOTAL DIRECT COST</b>		<b>12310.68</b>	<b>11110.92</b>	<b>9796.29</b>	<b>9686.53</b>	<b>B</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	4924.27	4444.37	3918.52	3874.61	B x 40%
<b>TOTAL COST PER MONTH</b>		<b>17234.95</b>	<b>15555.29</b>	<b>13714.81</b>	<b>13561.14</b>	<b>C</b>

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 2**  
**COMPRISES** Magisterial districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand.

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