

Private Security Industry Regulatory Authority
Illustrative Contract Pricing Structure (1 September 2015 - 31 August 2016)

Vers. 2015/1

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

AREA 1

Calculations include relief security officer

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
MONTHLY SALARY		4571.00	4096.00	3545.00	3482.00	Promulgated MONTHLY SALARY
HOURLY EQUIVALENT RATE	Clause 5(b) Sectoral Determination 6	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*(Monthly salary/hours per week) x (3/13)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	4571.00	4096.00	3545.00	3482.00	Monthly salary as per Sectoral Det. 6
ii) Relief Sec Officer	2 shifts per week (24 hrs)	2285.32	2047.84	1772.36	1740.87	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1713.99	1535.88	1329.27	1305.65	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	263.71	236.31	204.52	200.88	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	395.57	354.46	306.78	301.33	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	395.57	354.46	306.78	301.33	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	197.78	177.23	153.39	150.66	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	164.82	147.69	127.82	125.55	((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	514.24	460.80	398.81	391.73	Fund Salary X 7.5% x 1.5 (reliever)
Bonus	Monthly salary	571.38	512.00	443.13	435.25	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		11240.67	10089.97	8755.16	8602.54	A
UIF	1 % of income	100.13	89.95	78.13	76.78	(Total income: Primary + reliever) x 1%
COID/WCA	4.28 % of income	428.57	384.98	334.41	328.63	(Total income: Prim + reliever) x 4.28%
Uniform	1000 Rand p/p p.a	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	100.13	89.95	78.13	76.78	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	45.00	30 x 1.5 (reliever)
TOTAL DIRECT COST		12039.50	10824.84	9415.83	9254.73	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	4815.80	4329.94	3766.33	3701.89	B x 40%
TOTAL COST PER MONTH		16855.31	15154.78	13182.17	12956.63	C

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of Sectoral Determination 6
3. Kindly note that this is an illustrative contract pricing structure and 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.

AREA 1 Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brakpan,
COMPRISES 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

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AREA 2

Calculations include relief security officer

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
MONTHLY SALARY		4177.00	3739.00	3258.00	3162.00	Promulgated MONTHLY SALARY
HOURLY EQUIVALENT RATE	Clause 5(b) Sectoral Determination 6	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*(Monthly salary/hours per week) x (3/13)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	4177.00	3739.00	3258.00	3162.00	Monthly salary as per Sectoral Det. 6
ii) Relief Sec Officer	2 shifts per week (24 hrs)	2088.34	1869.36	1628.87	1580.88	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1566.25	1402.02	1221.66	1185.66	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	240.98	215.71	187.96	182.42	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	361.47	323.57	281.94	273.63	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	361.47	323.57	281.94	273.63	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	180.74	161.78	140.97	136.82	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	150.61	134.82	117.48	114.01	((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	469.91	420.64	366.53	355.73	Fund Salary X 7.5% x 1.5 (reliever)
Bonus	Monthly salary	522.13	467.38	407.25	395.25	Monthly salary / 12 x 1.5 (reliever)
Area 2 premium	150 p/m (All officers in Area 2)	225.00	225.00	225.00	225.00	150 x 1.5 (reliever)
SUB TOTAL		10286.19	9225.13	8059.89	8052.33	A
UIF	1 % of income	93.93	84.54	74.23	72.17	(Total income: Primary + reliever) x 1%
COID/WCA	4.28 % of income	402.04	361.84	317.70	308.89	(Total income: Prim + reliever) x 4.28%
Uniform	1000 Rand p/p p.a	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	93.93	84.54	74.23	72.17	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	45.00	30 x 1.5 (reliever)
TOTAL DIRECT COST		11046.10	9926.06	8696.05	8675.56	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	4418.44	3970.42	3478.42	3470.23	B x 40%
TOTAL COST PER MONTH		15464.55	13896.48	12174.47	12145.79	C

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

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AREA 3

Description	Explanation	Grade				Calculations
		A	B	C	D/E	
MONTHLY SALARY		3 794.00	3 452.00	2 948.00	2 874.00	Promulgated MONTHLY SALARY
HOURLY EQUIVALENT RATE	Clause 5(b) Sectoral Determination 6	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*Clause 5(b)	*(Monthly salary/hours per week) x (3/13)
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	3794.00	3452.00	2948.00	2874.00	Monthly salary as per Sectoral Det. 6
ii) Relief Sec Officer	2 shifts per week (24 hrs)	1896.85	1725.87	1473.89	1436.89	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1422.64	1294.40	1105.41	1077.67	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	218.88	199.15	170.08	165.81	hr x 12 (double the hourly rate)
Leave provision	21 consecutive days leave	328.33	298.73	255.12	248.71	(hr x 12) x 1.5 (reliever)
Sick Pay	1 shift p/m	328.33	298.73	255.12	248.71	hr x 12 x 1.5 (reliever)
Study leave	6 days per annum	164.16	149.37	127.56	124.36	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave	5 days per annum	136.80	124.47	106.30	103.63	((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	426.83	388.35	331.65	323.33	Fund Salary X 7.5% x 1.5 (reliever)
Bonus	Monthly salary	474.25	431.50	368.50	359.25	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		9448.37	8619.86	7398.91	7219.64	A
UIF	1 % of income	84.37	77.04	66.23	64.65	(Total income: Primary + reliever) x 1%
COID/WCA	4.28 % of income	361.11	329.73	283.48	276.69	(Total income: Prim + reliever) x 4.28%
Uniform	1000 Rand p/p p.a	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	84.37	77.04	66.23	64.65	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	45.00	30 x 1.5 (reliever)
TOTAL DIRECT COST		10148.23	9273.67	7984.85	7795.62	B
Share of overheads	40 % of direct cost (Economy of scale rule applies)	4059.29	3709.47	3193.94	3118.25	B x 40%
TOTAL COST PER MONTH		14207.52	12983.14	11178.79	10913.86	C

Calculations include relief security officer

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AREA 3 **All other areas**
 COMPRISES