

**PLEASE NOTE THAT THIS IS NOT AN OFFICIAL PSIRA DOCUMENT AND IS DISTRIBUTED WITHOUT PREJUDICE**

**Contract Pricing Structure for 2020**      Effective March 2020  
(Based on the average month, 12 hour shifts every day and *night* of such month at a site)

**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(1)(b) of NBCPSS Main Agreement	<b>5766.00</b>	<b>5189.00</b>	<b>4585.00</b>	<b>PROMULGATED</b> monthly salary Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	5766.00 2883.00	5189.00 2490.31	4585.00 2188.33	Monthly salary as per <i>Sectoral Det. 6</i> hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	2162.25	1945.88	1719.38	12 x 4.333 x hr x 1.5 (Sunday rate)	
Public holiday premium	1 shift p/m @ X1	332.65	299.37	264.52	hr x 12 (1x portion already incl. in basic)	
Security officer premium allowance	R175 Fixed figure per month	262.50	262.50	262.50	Fixed figure (R175) x 1.5 (reliever)	
Hospital cover	N/A in year 1	0.00	0.00	0.00	Not applicable in Year 1	
Leave provision	21 consecutive days leave	498.98	449.05	396.78	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)	
Sick Pay	1 shift p/m	498.98	449.05	396.78	hr x 12 x 1.5 (reliever)	
Study leave	6 days per annum	249.49	224.52	198.39	((hr x 12 x 6) / 12) x 1.5 (reliever)	
Family respons. Leave	5 days per annum	207.91	187.10	165.32	((hr x 12 x 5) / 12) x 1.5 (reliever)	
Night shift allowance	6 Rand , p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6	
Provident fund	7.5 % of Fund Salary	648.68	583.76	515.81	Fund Salary X 7.5% x 1.5 (reliever)	
Long service bonus (5 years average)	1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)	
Statutory annual bonus	Monthly salary	720.75	648.63	573.13	Monthly salary / 12 x 1.5 (reliever)	
<b>SUB TOTAL</b>		<b>14438.69</b>	<b>12936.66</b>	<b>11473.44</b>	<b>A</b>	
UIF	1 % of remuneration	137.90	110.18	97.75	(Total income: Primary + reliever) x 1%	
COID/WCA	4.07 % of remuneration	561.25	448.44	397.86	(Total income: Prim + reliever) x 4.07%	
Bargaining Council Levy	7 Rand	10.50	10.50	10.50	Including reliever	
PSIRA "per SO" fee	2.8 Rand	4.20	4.20	4.20	Including reliever	
Sets of uniform	1680 Rand p/p p.a	210.00	210.00	210.00	(Rand value + reliever(50%) / 12	
Training	1 % of remuneration (SDL)	123.10	110.18	97.75	(Total income: Primary + reliever) x 1%	
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)	
<b>TOTAL DIRECT COST</b>		<b>15530.64</b>	<b>13875.16</b>	<b>12336.50</b>	<b>B</b>	
Share of overheads	40 % of direct cost (Economy of scale rule applies)	6212.26	5550.07	4934.60	B x 40%	
<b>TOTAL COST PER MONTH</b>		<b>21742.90</b>	<b>19425.23</b>	<b>17271.10</b>	<b>C</b>	

**NOTE:**

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This is an illustrative pricing structure and SASA 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 & 2 COMPRISES** Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

**AREA 3 COMPRISES** All other magisterial districts.

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**Contract Pricing Structure for 2020**      Effective March 2020  
(Based on the average month, 12 hour shifts every day and *night* of such month at a site)

**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>		<b>4811.00</b>	<b>4396.00</b>	<b>4358.00</b>	<b>PROMULGATED</b> monthly salary	
	Clause 4(1)(b) of NBCPSS Main Agreement	23.13	21.13	20.95	Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	4811.00 2405.31	4396.00 2197.83	4358.00 2178.83	Monthly salary as per <i>Sectoral Det. 6</i> hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	1803.99	1648.37	1634.12	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m @ X1	277.56	253.62	251.42	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		Fixed figure per month	262.50	262.50	262.50	Fixed figure (R175) x 1.5 (reliever)
Hospital cover		N/A in year 1	0.00	0.00	0.00	Not applicable in Year 1
Leave provision		21 consecutive days leave	416.34	380.42	377.13	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)
Sick Pay		1 shift p/m	416.34	380.42	377.13	hr x 12 x 1.5 (reliever)
Study leave		6 days per annum	208.17	190.21	188.57	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave		5 days per annum	173.47	158.51	157.14	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand, p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6
Provident fund		7.5 % of Fund Salary	541.24	494.55	490.28	Fund Salary X 7.5% x 1.5 (reliever)
Long service bonus (5 years average)		1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	601.38	549.50	544.75	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>12124.79</b>	<b>11119.44</b>	<b>11027.38</b>	<b>A</b>
UIF		1 % of remuneration	115.84	106.00	105.12	(Total income: Primary + reliever) x 1%
COID/WCA		4.07 % of remuneration	471.45	431.42	427.84	(Total income: Prim + reliever) x 4.07%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Plus reliever
PSIRA "per SO" fee		2.8 Rand	4.20	4.20	4.20	Including reliever
Sets of uniform		1680 Rand p/p p.a	210.00	210.00	210.00	(Rand value + reliever(50%) / 12
Training		1 % of remuneration (SDL)	112.96	103.37	102.50	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>13094.73</b>	<b>12029.92</b>	<b>11932.54</b>	<b>B</b>
Share of overheads		40 % of direct cost	5237.89	4811.97	4773.02	B x 40% (Economy of scale rule)
<b>TOTAL COST PER MONTH</b>			<b>18332.63</b>	<b>16841.89</b>	<b>16705.56</b>	<b>C</b>

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- Maternity benefits of 34% over a period of four months not included in the pricing structure.
- \*Relief Security officer is a permanent employee
- 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 & 2 COMPRISES**

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

**AREA 3 COMPRISES**

All other magisterial districts.

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**Contract Pricing Structure for 2021**      Effective March 2021  
 (Based on the average month, 12 hour shifts every day and night of such month at a site)

**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>		<b>5986.00</b>	<b>5409.00</b>	<b>4805.00</b>	<b>PROMULGATED</b> monthly salary	
	Clause 4(1)(b) of NBCPSS Main Agreement	28.78	26.00	23.10	Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer	4 shifts per week (48 hrs)	5986.00	5409.00	4805.00	Monthly salary as per Sectoral Det. 6
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2993.00	2490.31	2188.33	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2244.75	2028.38	1801.88	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m @ X1	345.35	312.06	277.21	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		R270 Fixed figure per month	405.00	405.00	405.00	Fixed figure (R270) x 1.5 (reliever)
Hospital cover		R100 Per month	150.00	150.00	150.00	Including reliever
Leave provision		21 consecutive days leave	518.02	468.09	415.82	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)
Sick Pay		1 shift p/m	518.02	468.09	415.82	hr x 12 x 1.5 (reliever)
Study leave		6 days per annum	259.01	234.04	207.91	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave		5 days per annum	215.84	195.04	173.26	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand , p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6
Provident fund		7.5 % of Fund Salary	673.43	608.51	540.56	Fund Salary X 7.5% x 1.5 (reliever)
Long service bonus (5 years average)		1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	748.25	676.13	600.63	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>15264.16</b>	<b>13652.13</b>	<b>12188.91</b>	<b>A</b>
UIF		1 % of remuneration	144.41	115.03	102.61	(Total income: Primary + reliever) x 1%
COID/WCA		4.07 % of remuneration	587.74	468.19	417.60	(Total income: Prim + reliever) x 4.07%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		2.8 Rand	4.20	4.20	4.20	Including reliever
Sets of uniform		1765 Rand p/p p.a	220.63	220.63	220.63	(Rand value + reliever(50%) / 12 [increased by 5%]
Training		1 % of remuneration (SDL)	129.05	115.03	102.61	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>16405.68</b>	<b>14630.71</b>	<b>13092.05</b>	<b>B</b>
Share of overheads		40 % of direct cost (Economy of scale rule applies)	6562.27	5852.28	5236.82	B x 40%
<b>TOTAL COST PER MONTH</b>			<b>22967.95</b>	<b>20482.99</b>	<b>18328.86</b>	<b>C</b>

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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.

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

**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>		<b>5020.00</b>	<b>4605.00</b>	<b>4567.00</b>	<b>PROMULGATED</b> monthly salary	
	Clause 4(1)(b) of NBCPSS Main Agreement	24.13	22.14	21.96	Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	5020.00 2509.81	4605.00 2302.32	4567.00 2283.32	Monthly salary as per Sectoral Det. 6 hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1882.36	1726.74	1712.49	12 x 4.333 x hr x 1.5 (Sunday rate)	
Public holiday premium	1 shift p/m @ X1	289.62	265.67	263.48	hr x 12 (1x portion already incl. in basic)	
Security officer premium allowance	R270 Fixed figure per month	405.00	405.00	405.00	Fixed figure (R270) x 1.5 (reliever)	
Hospital cover	R100 Per month	150.00	150.00	150.00	Including reliever	
Leave provision	21 consecutive days leave	434.42	398.51	395.22	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)	
Sick Pay	1 shift p/m	434.42	398.51	395.22	hr x 12 x 1.5 (reliever)	
Study leave	6 days per annum	217.21	199.25	197.61	((hr x 12 x 6) / 12) x 1.5 (reliever)	
Family respons. Leave	5 days per annum	181.01	166.05	164.68	((hr x 12 x 5) / 12) x 1.5 (reliever)	
Night shift allowance	6 Rand, p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6	
Provident fund	7.5 % of Fund Salary	564.75	518.06	513.79	Fund Salary X 7.5% x 1.5 (reliever)	
Long service bonus (5 years average)	1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)	
Statutory annual bonus	Monthly salary	627.50	575.63	570.88	Monthly salary / 12 x 1.5 (reliever)	
<b>SUB TOTAL</b>		<b>12923.59</b>	<b>11918.25</b>	<b>11826.19</b>	<b>A</b>	
UIF	1 % of remuneration	122.09	112.25	111.37	(Total income: Primary + reliever) x 1%	
COID/WCA	4.07 % of remuneration	496.90	456.86	453.29	(Total income: Prim + reliever) x 4.07%	
Bargaining Council Levy	7 Rand	10.50	10.50	10.50	Plus reliever	
PSIRA "per SO" fee	2.8 Rand	4.20	4.20	4.20	Including reliever	
Sets of uniform	1765 Rand p/p p.a	220.63	220.63	220.63	(Rand value + reliever(50%) / 12 [increased by 5%])	
Training	1 % of remuneration (SDL)	117.79	108.20	107.32	(Total income: Primary + reliever) x 1%	
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)	
<b>TOTAL DIRECT COST</b>		<b>13940.70</b>	<b>12875.89</b>	<b>12778.50</b>	<b>B</b>	
Share of overheads	40 % of direct cost	5576.28	5150.36	5111.40	B x 40% (Economy of scale rule)	
<b>TOTAL COST PER MONTH</b>		<b>19516.98</b>	<b>18026.24</b>	<b>17889.91</b>	<b>C</b>	

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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 & 2 COMPRISES** Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

**AREA 3 COMPRISES** All other magisterial districts.

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**AREA 1 & AREA 2 (URBAN)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(1)(b) of NBCPSS Main Agreement	<b>6217.00</b>	<b>5640.00</b>	<b>5036.00</b>	<b>PROMULGATED</b> monthly salary Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	6217.00 3108.50	5640.00 2490.31	5036.00 2188.33	Monthly salary as per <i>Sectoral Det. 6</i> hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	2331.38	2115.00	1888.50	12 x 4.333 x hr x 1.5 (Sunday rate)	
Public holiday premium	1 shift p/m @ X1	358.67	325.38	290.54	hr x 12 (1x portion already incl. in basic)	
Security officer premium allowance	R439 Fixed figure per month	658.50	658.50	658.50	Fixed figure (R439) x 1.5 (reliever)	
Hospital cover	R150 Per month	225.00	225.00	225.00	Including reliever	
Leave provision	21 consecutive days leave	538.01	488.08	435.81	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)	
Sick Pay	1 shift p/m	538.01	488.08	435.81	hr x 12 x 1.5 (reliever)	
Study leave	6 days per annum	269.00	244.04	217.90	((hr x 12 x 6) / 12) x 1.5 (reliever)	
Family respons. Leave	5 days per annum	224.17	203.37	181.59	((hr x 12 x 5) / 12) x 1.5 (reliever)	
Night shift allowance	6 Rand , p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6	
Provident fund	7.5 % of Fund Salary	699.41	634.50	566.55	Fund Salary X 7.5% x 1.5 (reliever)	
Long service bonus (5 years average)	1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)	
Statutory annual bonus	Monthly salary	777.13	705.00	629.50	Monthly salary / 12 x 1.5 (reliever)	
<b>SUB TOTAL</b>		<b>16152.28</b>	<b>14424.75</b>	<b>12961.53</b>	<b>A</b>	
UIF	1 % of remuneration	152.28	121.17	108.74	(Total income: Primary + reliever) x 1%	
COID/WCA	4.07 % of remuneration	619.77	493.15	442.57	(Total income: Prim + reliever) x 4.07%	
Bargaining Council Levy	7 Rand	10.50	10.50	10.50	Including reliever	
PSIRA "per SO" fee	2.8 Rand	4.20	4.20	4.20	Including reliever	
Sets of uniform	2650 Rand p/p p.a	331.25	331.25	331.25	(Rand value + reliever(50%) / 12 [increased by 5%]	
Training	1 % of remuneration (SDL)	136.34	121.17	108.74	(Total income: Primary + reliever) x 1%	
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)	
<b>TOTAL DIRECT COST</b>		<b>17451.62</b>	<b>15551.18</b>	<b>14012.52</b>	<b>B</b>	
Share of overheads	40 % of direct cost (Economy of scale rule applies)	6980.65	6220.47	5605.01	B x 40%	
<b>TOTAL COST PER MONTH</b>		<b>24432.27</b>	<b>21771.66</b>	<b>19617.53</b>	<b>C</b>	

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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 & 2 COMPRISES** Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

**AREA 3 COMPRISES** All other magisterial districts.

**PLEASE NOTE THAT THIS IS NOT AN OFFICIAL PSIRA DOCUMENT AND IS DISTRIBUTED WITHOUT PREJUDICE**

**Contract Pricing Structure for 2022**      Effective March 2022  
 (Based on the average month, 12 hour shifts every day and night of such month at a site)

**AREA 3 (RURAL)**

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
<b>MONTHLY SALARY</b>	Clause 4(1)(b) of NBCPSS Main Agreement	<b>5239.00</b>	<b>4824.00</b>	<b>4786.00</b>	<b>PROMULGATED</b> monthly salary	
		25.15	23.15	23.0	Hourly equivalent wage	
<b>Ordinary time:</b>	i) Primary Sec Officer	4 shifts per week (48 hrs)	5239.00	4824.00	4786.00	Monthly salary as per Sectoral Det. 6
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2619.50	2490.31	2188.33	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	1964.63	1809.00	1794.75	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m @ X1	302.25	278.31	276.12	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance		R439 Fixed figure per month	658.50	658.50	658.50	Fixed figure (R439) x 1.5 (reliever)
Hospital cover		R150 Per month	225.00	225.00	225.00	Including reliever
Leave provision		21 consecutive days leave	453.38	417.46	414.17	(hr x 12) x 1.5 (reliever) (excl. bonus leave from year 2)
Sick Pay		1 shift p/m	453.38	417.46	414.17	hr x 12 x 1.5 (reliever)
Study leave		6 days per annum	226.69	208.73	207.09	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family respons. Leave		5 days per annum	188.91	173.94	172.57	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand, p/night shift worked	182.50	182.50	182.50	(365 / 12) x 6
Provident fund		7.5 % of Fund Salary	589.39	542.70	538.43	Fund Salary X 7.5% x 1.5 (reliever)
Long service bonus (5 years average)		1000 over 60 months	25.00	25.00	25.00	Monthly salary / 12 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	654.88	603.00	598.25	Monthly salary / 12 x 1.5 (reliever)
<b>SUB TOTAL</b>			<b>13782.98</b>	<b>12855.91</b>	<b>12480.88</b>	<b>A</b>
UIF		1 % of remuneration	129.69	108.46	104.84	(Total income: Primary + reliever) x 1%
COID/WCA		4.07 % of remuneration	527.82	441.42	426.72	(Total income: Prim + reliever) x 4.07%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO levy"		2.8 Rand	4.20	4.20	4.20	Including reliever
PSIRA "per SO" fee		2.8 Rand	4.20	4.20	4.20	Including reliever
Sets of uniform		2650 Rand p/p p.a	331.25	331.25	331.25	(Rand value + reliever(50%) / 12 [increased by 5%])
Training		1 % of remuneration (SDL)	116.21	108.46	104.84	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
<b>TOTAL DIRECT COST</b>			<b>14951.85</b>	<b>13909.39</b>	<b>13512.43</b>	<b>B</b>
Share of overheads		40 % of direct cost (Economy of scale rule applies)	5980.74	5563.76	5404.97	B x 40%
<b>TOTAL COST PER MONTH</b>			<b>20932.59</b>	<b>19473.15</b>	<b>18917.41</b>	<b>C</b>

**NOTE:**

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This is an illustrative pricing structure and SASA 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.

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