



SECURITY ASSOCIATION OF SOUTH AFRICA

EFFECTIVE MARCH 2021

Updated 1 September 2021

PLEASE NOTE THAT THIS IS PURELY A GUIDE AND IS DISTRIBUTED WITHOUT PREJUDICE

PLEASE NOTE THAT THE EXEMPTION IN RESPECT OF THE PREMIUM ALLOWANCE LAPSED WHEN THE PROVIDENT FUND CONTRIBUTION EXEMPTION REDUCTION CAME INTO EFFECT AS FROM 1 SEPTEMBER 2021

Contract Pricing Structure for 2021

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

AREA 1 & AREA 2 (URBAN)

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
MONTHLY SALARY	Clause 4(1)(b) of NBCPSS Main Agreement	5 986.00	5 409.00	4 805.00	PROMULGATED monthly salary	
		28.78	26.00	23.10	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer	4 shifts per week (48 hrs)	5 986.00	5 409.00	4 805.00	Monthly salary as per NBCPSS Main Agreement
	ii) *Relief Sec Officer	2 shifts per week (24 hrs)	2 993.00	2 704.50	2 402.50	hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	2 244.75	2 028.38	1 801.88	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		R175.00 Fixed figure per month	262.50	262.50	262.50	Fixed figure (R175) x 1.5 (reliever)
Hospital cover		R100 Per month	150.00	150.00	150.00	Including reliever
Leave provision		21 consecutive days leave	647.52	585.11	519.77	(hr x 12) x 1.5 (reliever)
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 responsibility 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 OMIT IF FOR DAY SHIFT
Provident fund		5 % of Fund Salary	448.95	405.68	360.38	Fund Salary X 7.5% x 1.5 (reliever)
Long service bonus (5 years average)		500 over 60 months	12.50	12.50	12.50	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)
SUB TOTAL			15 014.19	13 625.51	12 171.84	A
UIF		1 % of remuneration	144.15	115.75	103.32	(Total income: Primary + reliever) x 1%
COID/WCA		3.71 % of remuneration	534.81	429.43	383.33	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	10.50	10.50	10.50	Including reliever
PSIRA "per SO" fee		3.60 Rand (average)	5.40	5.40	5.40	Including reliever (variable according to company size)
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)	127.62	115.75	103.32	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			16 102.30	14 567.97	13 043.34	B
Share of overheads		40 % of direct cost (Economy of scale rule applies)	6 440.92	5 827.19	5 217.33	B x 40%
TOTAL COST PER MONTH			22 543.21	20 395.15	18 260.67	C

NOTE:

- Excludes profit and VAT
- Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
- This is an illustrative pricing guide and SASA will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
- 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 includes 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.

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AREA 3 COMPRISES

All other magisterial districts.



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Contract Pricing Structure for 2021

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

AREA 3 (RURAL)

Description	Explanation	Grade			Calculations	
		A	B	C/D/E		
MONTHLY SALARY		5 020.00	4 605.00	4 567.00	PROMULGATED monthly salary	
	Clause 4(1)(b) of NBCPSS Main Agreement	24.13	22.14	21.96	Hourly equivalent wage (NOT FOR SALARY CALCULATION)	
Ordinary time:	i) Primary Sec Officer ii) *Relief Sec Officer	4 shifts per week (48 hrs) 2 shifts per week (24 hrs)	5 020.00 2 510.00	4 605.00 2 302.50	4 567.00 2 283.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1 882.36	1 726.74	1 712.49	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	R270.00 Fixed figure per month	405.00	405.00	405.00	Fixed figure (R175) x 1.5 (reliever)	
Hospital cover	R100 Per month	150.00	150.00	150.00	Including reliever	
Leave provision	21 consecutive days leave	543.03	498.14	494.03	(hr x 12) x 1.5 (reliever)	
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 responsibility 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 OMIT IF FOR DAY SHIFT	
Provident fund	5 % of Fund Salary	376.50	345.38	342.53	Fund Salary X 5% x 1.5 (reliever)	
Long service bonus (5 years average)	500 over 60 months	12.50	12.50	12.50	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)	
SUB TOTAL		12 831.64	11 832.86	11 741.41	A	
UIF	1 % of remuneration	123.05	113.25	112.36	(Total income: Primary + reliever) x 1%	
COID/WCA	3.71 % of remuneration	456.52	420.16	416.87	(Total income: Primary + reliever) x3.71%	
Bargaining Council Levy	7 Rand	10.50	10.50	10.50	Plus reliever	
PSIRA "per SO" fee	3.60 Rand (average)	5.40	5.40	5.40	Including reliever (variable according to company size)	
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)	118.88	109.20	108.31	(Total income: Primary + reliever) x 1%	
Cleaning Allowance	30 Rand p/m	45.00	45.00	45.00	Allowance x 1.5 (reliever)	
TOTAL DIRECT COST		13 811.62	12 756.99	12 660.48	B	
Share of overheads	40 % of direct cost	5 524.65	5 102.80	5 064.19	B x 40% (Economy of scale rule)	
TOTAL COST PER MONTH		19 336.26	17 859.79	17 724.67	C	

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AREA 1 & 2 COMPRISES

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AREA 3 COMPRISES

All other magisterial districts.