

PLEASE NOTE THAT, BECAUSE OF THE CANCELLATION OF THE PREMIUM ALLOWANCE EXEMPTION, THE INTRODUCTION OF THE PSSPF PARTIAL EXEMPTION AND THE STATUTORY INCREASES WITH EFFECT FROM 2 MARCH 2022, THERE ARE 3 (THREE) PRICING GUIDE STRUCTURES ATTACHED HERETO, AS FOLLOWS -

AREA	FROM		TO
Area 1 & 2	01-Sep-21	to	01-Mar-22
Area 3	01-Sep-21	to	01-Mar-22
Area 1 & 2	02-Mar-22	to	31-Aug-22
Area 3	02-Mar-22	to	31-Aug-22
Area 1 & 2	01-Sep-22	to	01-Mar-23
Area 3	01-Sep-22	to	01-Mar-23



SECURITY ASSOCIATION OF SOUTH AFRICA

ILLUSTRATIVE PRICING GUIDE

Effective as from 1 September 2021 until 1 March 2022

Updated 13 December 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 AS FROM THE SEPTEMBER 2021 PAYMONTH, AFTER THE PROVIDENT FUND CONTRIBUTION PARTIAL EXEMPTION (REDUCTION) CAME INTO EFFECT AS FROM 1 SEPTEMBER 2021

THIS SCHEDULE IS VALID FROM 1 SEPTEMBER 2021 UNTIL 1 MARCH 2022, BECAUSE OF THE CHANGES TO THE EXEMPTIONS IN RESPECT OF THE PREMIUM ALLOWANCE AND PROVIDENT FUND CONTRIBUTIONS

(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(7)(b) of NBCPSS Main Agreement	R5 986.00	R5 409.00	R4 805.00	PROMULGATED monthly salary
		R28.78	R26.00	R23.10	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	i) Primary Sec Officer ii) * Relief Sec Officer	R5 986.00 R2 993.00	R5 409.00 R2 704.50	R4 805.00 R2 402.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	R2 244.75	R2 028.38	R1 801.88	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m average	R345.35	R312.06	R277.21	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance	R270.00 Fixed figure per month	R405.00	R405.00	R405.00	Fixed figure (270) x 1.5 (reliever)
Leave provision	21 consecutive days leave	R518.02	R468.09	R415.82	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle	R345.35	R312.06	R277.21	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum	R259.01	R234.04	R207.91	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum	R215.84	R195.04	R173.26	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked	R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary	R748.25	R676.13	R600.63	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R14 255.56	R12 939.28	R11 561.41	A
UIF	1 % of remuneration	R143.01	R129.84	R116.06	(Total income: Primary + reliever) x 1%
Hospital cover	R100 Per month	R150.00	R150.00	R150.00	Including reliever
Provident fund	5 % of Fund Salary	R448.95	R405.68	R360.38	Fund Salary X 5% x 1.5 (reliever)
COVID/WCA	3.71 % of remuneration	R530.55	R481.72	R430.60	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy	7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	3.60 Rand (average)	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform	1765 Rand p/p p.a	R220.63	R220.63	R220.63	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R147.96	R134.79	R121.01	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		R15 957.55	R14 522.83	R13 020.98	B
Share of overheads	40 % of direct cost	R6 383.02	R5 809.13	R5 208.39	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH		R22 340.57	R20 331.97	R18 229.37	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.
- PSIRA fees revised annually, as from April

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, Kuisrivier, 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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(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		R5 020.00	R4 605.00	R4 567.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	R24.13	R22.14	R21.96	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)	R5 020.00 R2 510.00	R4 605.00 R2 302.50	R4 567.00 R2 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 shift p/m average	R1 882.36	R1 726.74	R1 712.49	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium			R289.62	R265.67	R263.48	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	R270.00 Fixed figure per month		R405.00	R405.00	R405.00	Fixed figure (R270) x 1.5 (reliever)
Leave provision	24 consecutive days leave		R362.02	R398.51	R395.22	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle		R289.62	R265.67	R263.48	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum		R217.21	R199.25	R197.61	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum		R181.01	R166.05	R164.68	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked		R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months		R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary		R627.50	R575.63	R570.88	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			R11 979.33	R11 105.02	R11 018.34	A
UIF	1 % of remuneration		R120.24	R111.50	R110.63	(Total income: Primary + reliever) x 1%
Hospital cover	R100 Per month		R150.00	R150.00	R150.00	Including reliever
Provident fund	5 % of Fund Salary		R376.50	R345.38	R342.53	Fund Salary X 5% x 1.5 (reliever)
COID/WCA	3.71 % of remuneration		R446.10	R413.67	R410.45	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy	7 Rand		R10.50	R10.50	R10.50	Plus reliever
PSIRA "per SO" fee	See note 7 below 3.60 Rand (average)		R5.40	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform	R1 765 Rand p/p.p.a		R220.63	R220.63	R220.63	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)		R125.19	R116.45	R115.58	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m		R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			R13 478.89	R12 523.54	R12 429.05	B
Share of overheads	40 % of direct cost		R5 391.56	R5 009.42	R4 971.62	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH			R18 870.45	R17 532.96	R17 400.67	C

NOTE:

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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 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.
- PSIRA fees revised annually, as from April

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, Kullsvivier, 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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Effective as from 2 March 2022 until 31 August 2022

PLEASE NOTE THAT THE THIRD YEAR OF THE MAIN AGREEMENT COMMENCES ON 2 MARCH 2022 AND THAT THE PREMIUM ALLOWANCE ALSO INCREASES AS FROM THAT DATE. THE EXEMPTION IN RESPECT OF THE PROVIDENT FUND CONTRIBUTION PARTIAL EXEMPTION (REDUCTION) EXPIRES ON 31 AUGUST 2022.

(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(7)(b) of NBCPSS Main Agreement	R6 217.00 R29.89	R5 640.00 R27.12	R5 036.00 R24.21	PROMULGATED monthly salary 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)	R6 217.00 R3 108.50	R5 640.00 R2 820.00	R5 036.00 R2 518.00	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium		4.333 weeks p/m @ X1.5	R2 331.38	R2 115.00	R1 888.50	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium		1 shift p/m average	R358.67	R325.38	R290.54	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance		R439.00 Fixed figure per month	R658.50	R658.50	R658.50	Fixed figure (270) x 1.5 (reliever)
Leave provision		21 consecutive days leave	R538.01	R488.08	R435.81	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave		24 shifts per 3 year cycle	R358.67	R325.38	R290.54	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave		6 days per annum	R269.00	R244.04	R217.90	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave		5 days per annum	R224.17	R203.37	R181.59	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance		6 Rand, p/night shift worked	R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)		R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus		Monthly salary	R777.13	R705.00	R629.50	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			R15 036.03	R13 719.75	R12 341.87	A
UIF		1 % of remuneration	R150.81	R137.65	R123.87	(Total income: Primary + reliever) x 1%
Hospital cover		R150 Per month	R225.00	R225.00	R225.00	Including reliever
Provident fund		7.5 % of Fund Salary	R699.41	R634.50	R566.55	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA		3.71 % of remuneration	R559.51	R510.67	R459.55	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy		7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	See note 7 below	3.60 Rand (average)	R5.40	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform		1850 Rand p/p p.a	R231.25	R231.25	R231.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training (Skills Development Levy)		1 % of remuneration (SDL)	R155.76	R142.60	R128.82	(Total income: Primary + reliever) x 1%
Cleaning Allowance		30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			R17 118.67	R15 662.32	R14 137.82	B
Share of overheads		40 % of direct cost	R6 847.47	R6 264.93	R5 655.13	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			R23 966.14	R21 927.24	R19 792.94	C

NOTE:

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- *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.
- PSIRA fees revised annually, as from April

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, Kullisrivier, 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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(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	Clause 4(7)(b) of NBCPSS Main Agreement	R5 020.00	R4 605.00	R4 567.00	PROMULGATED monthly salary Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	i) Primary Sec Officer ii) *Relief Sec Officer	R5 239.00 R2 510.00	R4 824.00 R2 302.50	R4 786.00 R2 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	R1 882.36	R1 726.74	R1 712.49	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m average	R289.62	R265.67	R263.48	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	R439.00 Fixed figure per month	R658.50	R658.50	R658.50	Fixed figure (R270) x 1.5 (reliever)
Leave provision	24 consecutive days leave	R362.02	R398.51	R395.22	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle	R289.62	R265.67	R263.48	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum	R217.21	R199.25	R197.61	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum	R181.01	R166.05	R164.68	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked	R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary	R627.50	R603.00	R598.25	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R12 451.83	R11 604.90	R11 518.21	A
UIF	1 % of remuneration	R124.97	R116.50	R115.63	(Total income: Primary + reliever) x 1%
Hospital cover	R150 Per month	R225.00	R225.00	R225.00	Including reliever
Provident fund	7.5 % of Fund Salary	R564.75	R518.06	R513.79	Fund Salary X 7.5% x 1.5 (reliever)
COID/WCA	3.71 % of remuneration	R463.63	R432.21	R429.00	(Total income: Primary + reliever) x3.71%
Bargaining Council Levy	7 Rand	R10.50	R10.50	R10.50	Plus reliever
PSIRA "per SO" fee	See note 7 below	R5.40	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform	1850 Rand p/p p.a	R231.25	R231.25	R231.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training (Skills Development Levy)	1 % of remuneration (SDL)	R129.92	R121.45	R120.58	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		R14 252.24	R13 310.27	R13 214.36	B
Share of overheads	40 % of direct cost	R5 700.90	R5 324.11	R5 285.74	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH		R19 953.14	R18 634.38	R18 500.10	C

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AREA 3 COMPRISES	All other magisterial districts.
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PLEASE NOTE THAT THE EXEMPTION IN RESPECT OF THE REDUCED PROVIDENT FUND CONTRIBUTION LAPSED AS FROM 31 AUGUST 2022 AND THAT THE 7.5% CONTRIBUTION BY BOTH EMPLOYERS AND EMPLOYEES AGAIN BECAME EFFECTIVE AS FROM 1 SEPTEMBER 2022.

(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		R5 986.00	R5 409.00	R4 805.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	R28.78	R26.00	R23.10	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)	R5 986.00 R2 993.00	R5 409.00 R2 704.50	R4 805.00 R2 402.50	Monthly salary as per NBCPSS Main Agreement hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1 shift p/m average	R2 244.75	R2 028.38	R1 801.88	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium			R345.35	R312.06	R277.21	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance	R439.00 Fixed figure per month		R658.50	R658.50	R658.50	Fixed figure (270) x 1.5 (reliever)
Leave provision	21 consecutive days leave		R518.02	R468.09	R415.82	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle		R345.35	R312.06	R277.21	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum		R259.01	R234.04	R207.91	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum		R215.84	R195.04	R173.26	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked		R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months		R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary		R748.25	R676.13	R600.63	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			R14 509.06	R13 192.78	R11 814.91	A
UIF	1 % of remuneration		R145.54	R132.38	R118.60	(Total income: Primary + reliever) x 1%
Hospital cover	R150 Per month		R225.00	R225.00	R225.00	Including reliever
Provident fund	5 % of Fund Salary		R448.95	R405.68	R360.38	Fund Salary X 5% x 1.5 (reliever)
COVID/WCA	3.71 % of remuneration		R539.96	R491.12	R440.00	(Total income: Primary + reliever) x 3.71%
Bargaining Council Levy	7 Rand		R10.50	R10.50	R10.50	Including reliever
PSIRA *per SO* fee	See note 7 below 3.60 Rand (average)		R5.40	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform	1850 Rand p/p p.a		R231.25	R231.25	R231.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training (Skills Development Levy)	1 % of remuneration (SDL)		R150.49	R137.33	R123.55	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m		R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			R16 311.15	R14 876.43	R13 374.58	B
Share of overheads	40 % of direct cost		R6 524.46	R5 950.57	R5 349.83	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH			R22 835.61	R20 827.01	R18 724.41	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.
- PSIRA fees revised annually, as from April

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, Kullsvivier, 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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SECURITY ASSOCIATION OF SOUTH AFRICA

ILLUSTRATIVE PRICING GUIDE

Effective as from 1 September 2022 until 1 March 2023

Updated 13 December 2021

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

PLEASE NOTE THAT THE EXEMPTION IN RESPECT OF THE REDUCED PROVIDENT FUND CONTRIBUTION LAPSED AS FROM 31 AUGUST 2022 AND THAT THE 7.5% CONTRIBUTION BY BOTH EMPLOYERS AND EMPLOYEES AGAIN BECAME EFFECTIVE AS FROM 1 SEPTEMBER 2022.

(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		R5 020.00	R4 605.00	R4 567.00	PROMULGATED monthly salary	
	Clause 4(7)(b) of NBCPSS Main Agreement	R24.13	R22.14	R21.96	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)	R5 239.00 R2 510.00	R4 824.00 R2 302.50	R4 786.00 R2 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	24 consecutive days leave	R1 882.36	R1 726.74	R1 712.49	12 x 4.333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m average	24 shifts per 3 year cycle	R289.62	R265.67	R263.48	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	R439.00 Fixed figure per month	6 days per annum	R658.50	R658.50	R658.50	Fixed figure (R270) x 1.5 (reliever)
Leave provision	24 consecutive days leave	5 days per annum	R362.02	R398.51	R395.22	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle	6 Rand, p/night shift worked	R289.62	R265.67	R263.48	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum	R500 over 60 months	R217.21	R199.25	R197.61	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum	Monthly salary	R181.01	R166.05	R164.68	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	6 Rand, p/night shift worked		R182.50	R182.50	R182.50	(365 / 12) x 6 OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months		R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary		R627.50	R603.00	R598.25	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			R12 451.83	R11 604.90	R11 518.21	A
UIF	1 % of remuneration		R124.97	R116.50	R115.63	(Total income: Primary + reliever) x 1%
Hospital cover	R150 Per month		R225.00	R225.00	R225.00	Including reliever
Provident fund	5 % of Fund Salary		R376.50	R345.38	R342.53	Fund Salary X 5% x 1.5 (reliever)
COID/WCA	3.71 % of remuneration		R463.63	R432.21	R429.00	(Total income: Primary + reliever) x3.71%
Bargaining Council Levy	7 Rand		R10.50	R10.50	R10.50	Plus reliever
PSIRA "per SO" fee	See note 7 below 3.60 Rand (average)		R5.40	R5.40	R5.40	Including reliever (variable according to company size)
Sets of uniform	1850 Rand p/p a		R231.25	R231.25	R231.25	(Rand value + reliever(50%) / 12 [increased by 5%]
Training (Skills Development Levy)	1 % of remuneration (SDL)		R129.92	R121.45	R120.58	(Total income: Primary + reliever) x 1%
Cleaning Allowance	30 Rand p/m		R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST			R14 063.99	R13 137.58	R13 043.10	B
Share of overheads	40 % of direct cost		R5 625.60	R5 255.03	R5 217.24	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH			R19 689.59	R18 392.62	R18 260.33	C

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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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