

Private Security Industry Regulatory Authority
Illustrative Contract Pricing Structure 2008/2009

(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	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	3,118.00	2,671.00	2,151.00	1,979.00	1,885.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		14.99	12.84	10.34	9.51	9.06	hourly rate as per sectoral det
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	3118.00	2671.00	2151.00	1979.00	1885.00	basic salary as per sectoral det
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1558.84	1335.26	1075.28	988.96	942.17	hr x 24x 4.333
Sunday pay premium	4.33 weeks p/m @ X1.5	1169.13	1001.44	806.46	741.72	706.63	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	359.76	308.16	248.16	228.24	217.44	hr x 12 x 2
Leave provision	1 day for every 17 days worked	269.82	231.12	186.12	171.18	163.08	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	269.82	231.12	186.12	171.18	163.08	hr x 12 x 1.5
Study leave	4 days per annum	89.94	77.04	62.04	57.06	54.36	((hr x 12 x 4) / 12) x 1.5
Family respons. Leave	4 days per annum	89.94	77.04	62.04	57.06	54.36	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	3 p/ night shift (rands)	91.25	91.25	91.25	91.25	91.25	(365 / 12) x 3
Provident fund	6.5 % of Fund Salary	304.01	260.42	209.72	192.95	183.79	basic X 6.5% x 1.5
Bonus	Basic salary	389.75	333.88	268.88	247.38	235.63	basic / 12 x 1.5
SUB TOTAL		7710.26	6617.73	5347.06	4925.98	4696.78	A
UIF	1 % of basic pay	46.77	40.06	32.26	29.68	28.27	(Primary + reliever) x 1%
COID/WCA	3.29 % of total pay	204.17	174.89	140.84	129.56	123.42	(Prim + Relief + Sunday +p/h) x 3.29%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	46.77	40.06	32.26	29.68	28.27	(Primary + reliever) x 1%
Cleaning Allowance	1.85 p/w (rands)	12.02	12.02	12.02	12.02	12.02	1.85 x 4.333 x 1.5 (reliever)
TOTAL DIRECT COST		8144.98	7009.77	5689.45	5251.93	5013.76	B
Share of overheads	% of direct cost (Economy of scale rule applies) 40	3257.99	2803.91	2275.78	2100.77	2005.50	B x 40%
TOTAL COST PER MONTH		11402.98	9813.68	7965.24	7352.70	7019.26	B + overheads

- 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.

AREA 1 Magisterial districts of Alberton, Bellville, Benoni, Brakpan,
COMPRISES Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg,
 Kempton Park, Krugersdorp, Kuils rivier, Mitchell's Plain, Nigel, Oberholzer, Paarl,
 Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg,
 Simon's town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria,
 Wonderboom and Wynberg.

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

AREA 2

Calculations include relief security officer

Description	Explanation	Grade					Calculations
		A	B	C	D	E	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	2,849.00	2,435.00	1,982.00	1,809.00	1,730.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		13.70	11.71	9.53	8.70	8.32	hourly rate as per sectoral det
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	2849.00	2435.00	1982.00	1809.00	1730.00	basic salary as per sectoral det
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1424.69	1217.75	991.04	904.73	865.21	hr x 24x 4.333
Sunday pay premium	4.33 weeks p/m @ X1.5	1068.52	913.31	743.28	678.55	648.91	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	328.80	281.04	228.72	208.80	199.68	hr x 12 x 2
Leave provision	1 day for every 17 days worked	246.60	210.78	171.54	156.60	149.76	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	246.60	210.78	171.54	156.60	149.76	hr x 12 x 1.5
Study leave	4 days per annum	82.20	70.26	57.18	52.20	49.92	((hr x 12 x 4) / 12) x 1.5
Family respons. Leave	4 days per annum	82.20	70.26	57.18	52.20	49.92	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	3 p/ night shift (rands)	91.25	91.25	91.25	91.25	91.25	(365 / 12) x 3
Provident fund	6.5 % of Fund Salary	277.78	237.41	193.25	176.38	168.68	basic X 6.5% x 1.5
Bonus	Basic salary	356.13	304.38	247.75	226.13	216.25	basic / 12 x 1.5
SUB TOTAL		7053.76	6042.21	4934.73	4512.43	4319.34	A
UIF	1 % of basic pay	42.74	36.53	29.73	27.14	25.95	(Primary + reliever) x 1%
COID/WCA	3.29 % of total pay	186.58	159.47	129.79	118.48	113.30	(Prim + Relief + Sunday +p/h) x 3.29%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	42.74	36.53	29.73	27.14	25.95	(Primary + reliever) x 1%
Cleaning Allowance	1.85 p/w (rands)	12.02	12.02	12.02	12.02	12.02	1.85 x 4.333 x 1.5(reliever)
TOTAL DIRECT COST		7462.83	6411.76	5261.01	4822.20	4621.57	B
Share of overheads	% of direct cost (Economy of scale rule applies) 40	2985.13	2564.70	2104.40	1928.88	1848.63	B x 40%
TOTAL COST PER MONTH		10447.97	8976.47	7365.41	6751.09	6470.20	B + overheads

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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

Calculations include relief security officer

Description	Explanation	Grade					Calculations
		A	B	C	D	E	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	2,587.00	2,198.00	1,789.00	1,645.00	1,564.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		12.44	10.57	8.60	7.91	7.52	hourly rate as per sectoral det
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	2587.00	2198.00	1789.00	1645.00	1564.00	basic salary as per sectoral det
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1293.66	1099.20	894.33	822.58	782.02	hr x 24x 4.333
Sunday pay premium	4.33 weeks p/m @ X1.5	970.25	824.40	670.75	616.93	586.51	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	298.56	253.68	206.40	189.84	180.48	hr x 12 x 2
Leave provision	1 day for every 17 days worked	223.92	190.26	154.80	142.38	135.36	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	223.92	190.26	154.80	142.38	135.36	hr x 12 x 1.5
Study leave	4 days per annum	74.64	63.42	51.60	47.46	45.12	((hr x 12 x 4) / 12) x 1.5
Family respons. Leave	4 days per annum	74.64	63.42	51.60	47.46	45.12	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	3 p/ night shift (rands)	91.25	91.25	91.25	91.25	91.25	(365 / 12) x 3
Provident fund	6.5 % of Fund Salary	252.23	214.31	174.43	160.39	152.49	basic X 6.5% x 1.5
Bonus	Basic salary	323.38	274.75	223.63	205.63	195.50	basic / 12 x 1.5
SUB TOTAL		6413.44	5462.94	4462.58	4111.29	3913.21	A
UIF	1 % of basic pay	38.81	32.97	26.83	24.68	23.46	(Primary + reliever) x 1%
COID/WCA	3.29 % of total pay	169.42	143.95	117.14	107.73	102.42	(Prim + Relief + Sunday +p/h) x 3.29%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	38.81	32.97	26.83	24.68	23.46	(Primary + reliever) x 1%
Cleaning Allowance	1.85 p/w (rands)	12.02	12.02	12.02	12.02	12.02	1.85 x 4.333 x 1.5(reliever)
TOTAL DIRECT COST		6797.50	5809.85	4770.41	4405.39	4199.58	B
Share of overheads	% of direct cost (Economy of scale rule applies) 40	2719.00	2323.94	1908.17	1762.16	1679.83	B x 40%
TOTAL COST PER MONTH		9516.50	8133.79	6678.58	6167.55	5879.41	B + overheads

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AREA 3 Magisterial districts of Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank.
COMPRISES

Private Security Industry Regulatory Authority
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AREA 4

Calculations include relief security officer

Description	Explanation	Grade					Calculations
		A	B	C	D	E	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	2,408.00	2,044.00	1,680.00	1,535.00	1,472.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		11.57	9.83	8.08	7.38	7.08	hourly rate as per sectoral det
Ordinary time: i) Primary Sec Officer	4 shifts per week (48 hrs)	2408.00	2044.00	1680.00	1535.00	1472.00	basic salary as per sectoral det
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1203.19	1022.24	840.26	767.46	736.26	hr x 24x 4.333
Sunday pay premium	4.33 weeks p/m @ X1.5	902.39	766.68	630.19	575.60	552.20	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	277.68	235.92	193.92	177.12	169.92	hr x 12 x 2
Leave provision	1 day for every 17 days worked	208.26	176.94	145.44	132.84	127.44	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	208.26	176.94	145.44	132.84	127.44	hr x 12 x 1.5
Study leave	4 days per annum	69.42	58.98	48.48	44.28	42.48	((hr x 12 x 4) / 12) x 1.5
Family respons. Leave	4 days per annum	69.42	58.98	48.48	44.28	42.48	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	3 p/ night shift (rands)	91.25	91.25	91.25	91.25	91.25	(365 / 12) x 3
Provident fund	6.5 % of Fund Salary	234.78	199.29	163.80	149.66	143.52	basic X 6.5% x 1.5
Bonus	Basic salary	301.00	255.50	210.00	191.88	184.00	basic / 12 x 1.5
SUB TOTAL		5973.65	5086.72	4197.26	3842.20	3688.99	A
UIF	1 % of basic pay	36.11	30.66	25.20	23.02	22.08	(Primary + reliever) x 1%
COID/WCA	3.29 % of total pay	157.63	133.86	110.03	100.52	96.41	(Prim + Relief + Sunday +p/h) x 3.29%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost (SDL)	36.11	30.66	25.20	23.02	22.08	(Primary + reliever) x 1%
Cleaning Allowance	1.85 p/w (rands)	12.02	12.02	12.02	12.02	12.02	1.85 x 4.333 x 1.5(reliever)
TOTAL DIRECT COST		6340.53	5418.94	4494.72	4125.79	3966.59	B
Share of overheads	% of direct cost (Economy of scale rule applies) 40	2536.21	2167.57	1797.89	1650.32	1586.64	B x 40%
TOTAL COST PER MONTH		8876.74	7586.51	6292.60	5776.11	5553.23	B + overheads

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AREA 4

COMPRISES All other areas