

illustrative Pricing Structure 2010_2011

**Private Security Industry Regulatory Authority
Illustrative Contract Pricing Structure (1 September 2010 - 31 August 2011)**

(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	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	3,493.00	3,046.00	2,526.00	2,354.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		16.79	14.64	12.14	11.32	hourly rate as per sectoral det
Ordinary time: i) Primary Sec	4 shifts per week	3493.00	3046.00	2526.00	2354.00	basic salary as per sectoral det
ii) Relief Sec Of	2 shifts per week	1746.03	1522.44	1262.46	1177.19	hr x 24x 4.333
Sunday pay premium	4.333 weeks p/m @ X	1309.52	1141.83	946.85	882.89	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	201.48	175.68	145.68	135.84	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 d	302.22	263.52	218.52	203.76	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	302.22	263.52	218.52	203.76	hr x 12 x 1.5
Study leave	6 days per annum	151.11	131.76	109.26	101.88	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	3 days per annum	75.56	65.88	54.63	50.94	((hr x 12 x 3) / 12) x 1.5
Night shift allowance	5 p/ night shift (ra	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7 % of Fund Sala	366.77	319.83	265.23	247.17	basic X 7% x 1.5
Bonus	Basic salary	436.63	380.75	315.75	294.25	basic / 12 x 1.5
SUB TOTAL		8536.60	7463.30	6214.98	5803.76	A
UIF	1 % of basic pay	52.39	45.68	37.88	35.31	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	288.90	251.92	208.91	194.74	(Prim + Relief + Sunday +p/h) x 4.28%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost	52.39	45.68	37.88	35.31	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
TOTAL DIRECT COST		9077.78	7954.09	6647.16	6216.63	B
Share of overheads	40 % of direct cost (Economy of scale rule)	3631.11	3181.63	2658.86	2486.65	B x 40%
TOTAL COST PER MONTH		12708.90	11135.72	9306.02	8703.28	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, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg
COMPRISES , 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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AREA 2

Description	Explanation	Grade				Calculations
		A	B	C	D	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	3,193.00	2,779.00	2,326.00	2,153.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		15.35	13.36	11.18	10.35	hourly rate as per sectoral det
Ordinary time: i) Primary Sec	4 shifts per week	3193.00	2779.00	2326.00	2153.00	basic salary as per sectoral det
ii) Relief Sec Of	2 shifts per week	1596.28	1389.33	1162.63	1076.32	hr x 24x 4.333
Sunday pay premium	4.333 weeks p/m @ X	1197.21	1042.00	871.97	807.24	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	184.20	160.32	134.16	124.20	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 d	276.30	240.48	201.24	186.30	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	276.30	240.48	201.24	186.30	hr x 12 x 1.5
Study leave	6 days per annum	138.15	120.24	100.62	93.15	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	3 days per annum	69.08	60.12	50.31	46.58	((hr x 12 x 3) / 12) x 1.5
Night shift allowance	5 p/ night shift (ra	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7 % of Fund Sala	335.27	291.80	244.23	226.07	basic X 7% x 1.5
Bonus	Basic salary	399.13	347.38	290.75	269.13	basic / 12 x 1.5
SUB TOTAL		7816.98	6823.23	5735.24	5320.35	A
UIF	1 % of basic pay	47.89	41.68	34.89	32.29	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	264.11	229.86	192.38	178.08	(Prim + Relief + Sunday +p/h) x 4.28%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost	47.89	41.68	34.89	32.29	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
TOTAL DIRECT COST		8324.37	7283.96	6144.89	5710.52	B
Share of overheads	40 % of direct cost (Economy of scale rule)	3329.75	2913.58	2457.95	2284.21	B x 40%
TOTAL COST PER MONTH		11654.12	10197.54	8602.84	7994.73	B + overheads

Calculations include relief security officer

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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	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	2,898.00	2,577.00	2,100.00	1,956.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		13.93	12.39	10.10	9.41	hourly rate as per sectoral det
Ordinary time: i) Primary Sec	4 shifts per week	2898.00	2577.00	2100.00	1956.00	basic salary as per sectoral det
ii) Relief Sec Of	2 shifts per week	1448.61	1288.46	1050.32	978.56	hr x 24x 4.333
Sunday pay premium	4.333 weeks p/m @ X	1086.46	966.35	787.74	733.92	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	167.16	148.68	121.20	112.92	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 d	250.74	223.02	181.80	169.38	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	250.74	223.02	181.80	169.38	hr x 12 x 1.5
Study leave	6 days per annum	125.37	111.51	90.90	84.69	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	3 days per annum	62.69	55.76	45.45	42.35	((hr x 12 x 3) / 12) x 1.5
Night shift allowance	5 p/ night shift (ra	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7 % of Fund Sala	304.29	270.59	220.50	205.38	basic X 7% x 1.5
Bonus	Basic salary	362.25	322.13	262.50	244.50	basic / 12 x 1.5
SUB TOTAL		7108.38	6338.58	5194.29	4849.17	A
UIF	1 % of basic pay	43.47	38.65	31.50	29.35	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	239.69	213.16	173.74	161.84	(Prim + Relief + Sunday +p/h) x 4.28%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost	43.47	38.65	31.50	29.35	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
TOTAL DIRECT COST		7582.51	6776.56	5578.53	5217.20	B
Share of overheads	40 % of direct cost (Economy of scale rule)	3033.00	2710.62	2231.41	2086.88	B x 40%
TOTAL COST PER MONTH		10615.51	9487.18	7809.95	7304.08	B + overheads

Calculations include relief security officer

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AREA 3

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

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

AREA 4

Description	Explanation	Grade				Calculations
		A	B	C	D	
BASIC SALARY	4 x 12 hr shifts p/w (Max)	2,701.00	2,337.00	1,973.00	1,828.00	basic salary as per sectoral det
HOURLY EQUIVALENT RATE		12.98	11.23	9.48	8.79	hourly rate as per sectoral det
Ordinary time: i) Primary Sec	4 shifts per week	2701.00	2337.00	1973.00	1828.00	basic salary as per sectoral det
ii) Relief Sec Of	2 shifts per week	1349.82	1167.83	985.84	914.09	hr x 24x 4.333
Sunday pay premium	4.333 weeks p/m @ X	1012.36	875.87	739.38	685.57	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	155.76	134.76	113.76	105.48	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 d	233.64	202.14	170.64	158.22	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	233.64	202.14	170.64	158.22	hr x 12 x 1.5
Study leave	6 days per annum	116.82	101.07	85.32	79.11	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	3 days per annum	58.41	50.54	42.66	39.56	((hr x 12 x 3) / 12) x 1.5
Night shift allowance	5 p/ night shift (ra	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7 % of Fund Sala	283.61	245.39	207.17	191.94	basic X 7% x 1.5
Bonus	Basic salary	337.63	292.13	246.63	228.50	basic / 12 x 1.5
SUB TOTAL		6634.76	5760.94	4887.12	4540.77	A
UIF	1 % of basic pay	40.51	35.05	29.59	27.42	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	223.37	193.26	163.15	151.22	(Prim + Relief + Sunday +p/h) x 4.28%
Uniform	1000 p.p p.a (rands)	125.00	125.00	125.00	125.00	(1000 + 500) / 12
Training	1 % of wage cost	40.51	35.05	29.59	27.42	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
TOTAL DIRECT COST		7086.65	6171.80	5256.95	4894.33	B
Share of overheads	40 % of direct cost (Economy of scale rule)	2834.66	2468.72	2102.78	1957.73	B x 40%
TOTAL COST PER MONTH		9921.31	8640.52	7359.73	6852.06	B + overheads

Calculations include relief security officer

AREA 4

COMPRISES All other areas

NOTE:

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