

**Private Security Industry Regulatory Authority**  
**Illustrative Contract Pricing Structure (1 September 2011 - 31 August 2012)**

(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	
<b>BASIC SALARY</b>	4 x 12 hr shifts p/w (Max)	<b>3,658.00</b>	<b>3,211.00</b>	<b>2,691.00</b>	<b>2,519.00</b>	basic salary as per sectoral det. 6
<b>HOURLY EQUIVALENT RATE</b>		<b>17.59</b>	<b>15.44</b>	<b>12.94</b>	<b>12.11</b>	hourly rate as per sectoral det. 6
<b>Ordinary time:</b> i) Primary Sec Officer	4 shifts per week (48 hrs)	3658.00	3211.00	2691.00	2519.00	basic salary as per sectoral det. 6
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1829.22	1605.64	1345.66	1259.34	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1371.91	1204.23	1009.24	944.51	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	211.08	185.28	155.28	145.32	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 days worked	316.62	277.92	232.92	217.98	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	316.62	277.92	232.92	217.98	hr x 12 x 1.5
Study leave	6 days per annum	158.31	138.96	116.46	108.99	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	4 days per annum	105.54	92.64	77.64	72.66	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	5 p/night shift (rands)	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7.5 % of Fund Salary	411.53	361.24	302.74	283.39	basic X 7.5% x 1.5
Bonus	Basic salary	457.25	401.38	336.38	314.88	basic / 12 x 1.5
<b>SUB TOTAL</b>		<b>8988.16</b>	<b>7908.28</b>	<b>6652.31</b>	<b>6236.13</b>	<b>A</b>
UIF	1 % of basic pay	54.87	48.17	40.37	37.78	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	302.61	265.62	222.61	208.36	(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 (SDL)	54.87	48.17	40.37	37.78	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
<b>TOTAL DIRECT COST</b>		<b>9548.01</b>	<b>8417.74</b>	<b>7103.16</b>	<b>6667.55</b>	<b>B</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	3819.20	3367.09	2841.26	2667.02	B x 40%
<b>TOTAL COST PER MONTH</b>		<b>13367.22</b>	<b>11784.83</b>	<b>9944.42</b>	<b>9334.57</b>	<b>B + overheads</b>

- 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,  
**COMPRISES** Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria,

Wonderboom and Wynberg.

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**AREA 2**

Calculations include relief security officer

Description	Explanation	Grade				Calculations
		A	B	C	D	
<b>BASIC SALARY</b>	4 x 12 hr shifts p/w (Max)	<b>3,344.00</b>	<b>2,930.00</b>	<b>2,477.00</b>	<b>2,304.00</b>	basic salary as per sectoral det. 6
<b>HOURLY EQUIVALENT RATE</b>		<b>16.08</b>	<b>14.09</b>	<b>11.91</b>	<b>11.08</b>	hourly rate as per sectoral det. 6
<b>Ordinary time:</b>						
i) Primary Sec Officer	4 shifts per week (48 hrs)	3344.00	2930.00	2477.00	2304.00	basic salary as per sectoral det. 6
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1672.19	1465.25	1238.54	1152.23	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1254.14	1098.94	928.91	864.17	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	192.96	169.08	142.92	132.96	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 days worked	289.44	253.62	214.38	199.44	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	289.44	253.62	214.38	199.44	hr x 12 x 1.5
Study leave	6 days per annum	144.72	126.81	107.19	99.72	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	4 days per annum	96.48	84.54	71.46	66.48	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	5 p/night shift (rands)	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7.5 % of Fund Salary	376.20	329.63	278.66	259.20	basic X 7.5% x 1.5
Bonus	Basic salary	418.00	366.25	309.63	288.00	basic / 12 x 1.5
<b>SUB TOTAL</b>		<b>8229.66</b>	<b>7229.81</b>	<b>6135.15</b>	<b>5717.73</b>	<b>A</b>
UIF	1 % of basic pay	50.16	43.95	37.16	34.56	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	276.63	242.39	204.90	190.60	(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 (SDL)	50.16	43.95	37.16	34.56	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
<b>TOTAL DIRECT COST</b>		<b>8754.11</b>	<b>7707.60</b>	<b>6561.86</b>	<b>6124.96</b>	<b>B</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	3501.64	3083.04	2624.75	2449.98	B x 40%
<b>TOTAL COST PER MONTH</b>		<b>12255.76</b>	<b>10790.65</b>	<b>9186.61</b>	<b>8574.94</b>	<b>B + overheads</b>

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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	
<b>BASIC SALARY</b>	4 x 12 hr shifts p/w (Max)	<b>3,035.00</b>	<b>2,714.00</b>	<b>2,237.00</b>	<b>2,093.00</b>	basic salary as per sectoral det. 6
<b>HOURLY EQUIVALENT RATE</b>		<b>14.59</b>	<b>13.05</b>	<b>10.75</b>	<b>10.06</b>	hourly rate as per sectoral det. 6
<b>Ordinary time:</b> i) Primary Sec Officer	4 shifts per week (48 hrs)	3035.00	2714.00	2237.00	2093.00	basic salary as per sectoral det. 6
ii) Relief Sec Officer	2 shifts per week (24 Hrs)	1517.24	1357.10	1117.91	1046.16	hr x 24 x 4.333
Sunday pay premium	4.333 weeks p/m @ X1.5	1137.93	1017.82	838.44	784.62	12 x 4.333 x hr x 1.5
Public holiday premium	1 shift p/m @ X2	175.08	156.60	129.00	120.72	hr x 12 (double the hourly rate)
Leave provision	1 day for every 17 days worked	262.62	234.90	193.50	181.08	((hr x 12 x 12) / 12) x 1.5
Sick Pay	1 shift p/m	262.62	234.90	193.50	181.08	hr x 12 x 1.5
Study leave	6 days per annum	131.31	117.45	96.75	90.54	((hr x 12 x 6) / 12) x 1.5
Family respons. Leave	4 days per annum	87.54	78.30	64.50	60.36	((hr x 12 x 4) / 12) x 1.5
Night shift allowance	5 p/night shift (rands)	152.08	152.08	152.08	152.08	(365 / 12) x 5
Provident fund	7.5 % of Fund Salary	341.44	305.33	251.66	235.46	basic X 7.5% x 1.5
Bonus	Basic salary	379.38	339.25	279.63	261.63	basic / 12 x 1.5
<b>SUB TOTAL</b>		<b>7482.24</b>	<b>6707.73</b>	<b>5553.97</b>	<b>5206.73</b>	<b>A</b>
UIF	1 % of basic pay	45.52	40.71	33.55	31.39	(Primary + reliever) x 1%
COID/WCA	4.28 % of total pay	251.03	224.51	185.00	173.10	(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 (SDL)	45.52	40.71	33.55	31.39	(Primary + reliever) x 1%
Cleaning Allowance	15 p/m	22.50	22.50	22.50	22.50	15 x 1.5(reliever)
<b>TOTAL DIRECT COST</b>		<b>7971.82</b>	<b>7161.16</b>	<b>5953.57</b>	<b>5590.12</b>	<b>B</b>
Share of overheads	40 % of direct cost (Economy of scale rule applies)	3188.73	2864.46	2381.43	2236.05	B x 40%
<b>TOTAL COST PER MONTH</b>		<b>11160.55</b>	<b>10025.62</b>	<b>8334.99</b>	<b>7826.16</b>	<b>B + overheads</b>

Calculations include relief security officer

**NOTE:**

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**AREA 3** All other areas  
**COMPRISES**