

Private Security Industry Regulatory Authority

1 August 2008



PRIVATE SECURITY INDUSTRY CIRCULAR

SECTORAL DETERMINATION 6: PRIVATE SECURITY SECTOR, SOUTH AFRICA

As you are aware, Sectoral Determination 6 was amended in Government Gazette No. 29188 on 1 September 2006, in respect of the minimum wages. This amendment was binding from 1 September 2006 and is applicable to the sector in which employers and employees are associated for the purpose of guarding or protecting fixed property, premises, goods, persons or employers, include monitoring and response to alarms at premises which are guarded by persons or by electronic means. This amendment determined minimum wages for the sector for a period of three years.

Attached hereto please find a copy of the minimum wage rates from 1 September 2008 to 31 August 2009. As can be seen from the attached document, area 5 has fallen away and is replaced by area 4.

As you are aware, the Authority is not responsible to determine minimum conditions of employment within the Private Security Industry as this is the responsibility of the Department of Labour. However, one of the objects of the Authority is to promote the protection and enforcement of the rights of security officers and other employees in the Private Security Industry. The promotion, protection and enforcement of the rights of security officers are further highlighted in Section 28(3)(b) of the Private Security Industry Regulation Act (Act 56 of 2001) as well as Regulation 11 of the statutory Code of Conduct for Security Service Providers.

All security businesses falling within the scope of the Sectoral Determination must therefore ensure that they comply with the new minimum wage requirements.

With reference to all of the foregoing, please be advised that a copy of the Government Gazette can be obtained from the Government Printers, and a copy of the minimum wages will also be available on our website at www.psira.co.za. An updated illustrative contract pricing structure will also be available on our website at the end of August 2008.

We trust that the above information has been of assistance to you.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Ntusi Mbodla'.

NTUSI MBODLA
ACTING CEO

WAGE RATES (MONTHLY SALARY: YEAR 3)

(As published in Government Gazette 29188 dated 1 September 2006-as from
1 September 2008 to 31 August 2009)

	AREA 1		AREA 2		AREA 3		AREA 4		
	Monthly Salary	Hourly Equivalent	Monthly Salary	Hourly Equivalent	Monthly Salary	Hourly Equivalent	Monthly Salary	Hourly Equivalent	
In the Magisterial Districts of	Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Port Elizabeth, Pinetown, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonarea, Wonderboom and Wynberg.		Bloemfontein East London Kimberley Klerksdorp Pietersburg Somerset West Stellenbosch and Strand.		Odendaalsrus Potchefstroom Virginia Welkom and Witbank.		All other areas		Maximum permissible working hours per week for each respective category of employee, subject to clause 5(2), with regard to averaging of working hours
Artisan	R3 603	R18.47	R3,279	R16.81	R3 147	R16.14	R2 771	R14.21	45
Clerical Assistant During the first year of experience During the second year of experience Thereafter	R1 795 R1 844 R1 889	R 9-21 R 9-46 R 9-69	R1 646 R1 683 R1 736	R 8-44 R 8-63 R 8-90	R1 489 R1 526 R1 578	R 7.63 R 7-82 R 8-09	R1 401 R1 433 R1 470	R 7-18 R 7-35 R 7-54	45
Clerk During the first year of experience During the second year of experience During the third year of experience Thereafter	R1 961 R2 156 R2 332 R2 523	R 10-05 R 11-05 R 11-96 R 12-94	R1 564 R1 783 R1 898 R2 069	R 8-02 R 9-14 R 9-73 R10-61	R1 652 R1 816 R1 994 R2 153	R 8-47 R 9-31 R 10-22 R11-04	R1 526 R1 668 R1 805 R1 941	R 7-83 R 8-55 R 9-26 R 9-95	45
Control or Communication Centre Operator	As for relevant Security Officer grading		As for relevant Security Officer grading		As for relevant Security Officer grading		As for relevant Security Officer grading		48
Controller	As for a Clerical Assistant		As for a Clerical Assistant		As for a Clerical Assistant		As for a Clerical Assistant		45
Driver of a Light motor vehicle Medium motor vehicle Heavy motor vehicle	R1 889 R2 108 R2 242	R 9-69 R10-81 R11-50	R1 751 R1 946 R2 073	R 8-98 R 9-98 R10-63	R1 588 R1 785 R1 911	R 8-15 R 9-16 R 9-80	R1 468 R1 636 R1 731	R 7-53 R 8.39 R 8-88	45
General Worker During the first six months of service with the same employer Thereafter	R1 470 R1 548	R 7-54 R 7-94	R1 349 R1 431	R 6-92 R 7-34	R1 210 R1 286	R 6-20 R 6-59	R1 151 R1 223	R 5-90 R 6-27	45
Handyman	R2 092	R10-73	R1 938	R 9-94	R1 784	R 9-15	R1 630	R 8-36	45
Security Officer - Grade A Grade B Grade C Grade D Grade E	R3 118 R2 671 R2 151 R1 979 R1 885	R14-99 R12-84 R10-34 R 9-51 R 9-06	R2 849 R2 435 R1 982 R1 809 R1 730	R13-70 R11-71 R 9-53 R 8-70 R 8-32	R2 587 R2 198 R1 789 R1 645 R1 564	R12-44 R10-57 R 8-60 R 7-91 R 7-52	R2 408 R2 044 R1 680 R1 535 R1 472	R11-57 R 9-83 R 8-08 R 7-38 R 7-08	48
Employees not elsewhere specified	R1 816	R 9-31	R1 669	R 8-56	R1 507	R 7-73	R1 432	R 7-34	45

The hourly equivalents reflected in the table above shall be used solely for the calculation of time worked short or in excess of the monthly ordinary hours.