



NATIONAL BARGAINING
COUNCIL
FOR THE PRIVATE SECURITY SECTOR

PLEASE NOTE THAT THIS IS A PROVISIONAL PRICING GUIDE, BASED ON THE SIGNED MAIN COLLECTIVE AGREEMENT CONCLUDED ON 13 SEPTEMBER 2022 AND EFFECTIVE FROM 01 March 2023 AS APPROVED AND GAZETTED BY THE MINISTER OF LABOUR

AREA	FROM	TO
YEAR 1	01-Mar-23	28-Feb-24
YEAR 2	01-Mar-24	28-Feb-25
YEAR 3	01-Mar-25	28-Feb-26
YEAR 4	01-Mar-26	28-Feb-27

ILLUSTRATIVE PRICING GUIDE
Effective as from 01 March 2023 until 28 February 2024

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

AREA 1 & AREA 2 (URBAN)

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

Description	Explanation	Grade		C/D/E	Calculations
		A	B		
MONTHLY SALARY		R6 907,00	R6 330,00	R5 726,00	PROMULGATED SALARY
		R33,2067	R30,4327	R27,5288	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	Clause 4(7)(b) of NBPSS Main Agreement				
	i) Primary Sec Officer	R6 907,00	R6 330,00	R5 726,00	Monthly salary as per NBPSS Main Agreement
	ii) Relief Sec Officer	R3 453,50	R3 165,00	R2 863,00	hr x 24 x 4,333
Sunday pay premium	4 shifts per week (48 hrs)	R2 590,13	R2 373,75	R2 147,25	12 x 4,333 x hr x 1,5 (Sunday rate)
Public holiday premium	2 shifts per week (24 hrs)	R398,48	R365,19	R330,35	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance	4,333 weeks p/m @ X1,5	R0,00	R0,00	R0,00	Collapsed into basic salary
Leave provision	1 shift p/m average	R597,72	R547,79	R495,52	(hr x 144 / 12 * 1,5 (reliever) (+ 3 extra days after 2 yrs
Sick Leave	N/A	R398,48	R365,19	R330,35	(hr x 48 x 6 / 36 * 1,5 (reliever)
Study leave	21 consecutive days leave	R273,89	R258,75	R247,76	(hr x 12 x 6) / 12 x 1,5 (reliever)
Family responsibility leave	24 shifts per 3 year cycle	R249,05	R228,25	R206,47	(hr x 12 x 5) / 12 x 1,5 (reliever)
Night shift allowance	6 days per annum	R182,50	R182,50	R182,50	365 / 12 x 6 OMT IF FOR DAY SHIFT
Long service bonus (5 years average)	5 days per annum	R12,50	R12,50	R12,50	Long service bonus / 60 x 1,5 (reliever)
Statutory annual bonus	6 Rand, night shift worked	R863,38	R791,35	R715,75	Monthly salary / 12 x 1,5 (reliever)
SUB TOTAL	Monthly salary	R15 951,59	R14 635,31	R13 257,44	A
UJF	1 % of gross remuneration	R159,97	R146,80	R133,02	(Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	5 % of Fund Salary	R518,03	R474,75	R429,45	Fund Salary X 5% x 1,5 (reliever)
COD/WCA	3,14 % of remuneration	R502,29	R460,96	R417,70	(Total Income: Primary + reliever) x 3,14%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (variable according to company size)
Sets of uniform	R2 050,00 Rand p/p p.a	R256,25	R256,25	R256,25	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of gross remuneration	R159,97	R146,80	R133,02	(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 868,34	R16 441,13	R14 947,13	B
Share of overheads	40 % of direct cost	R7 147,34	R6 576,45	R5 978,85	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH		R25 015,68	R23 017,58	R20 925,99	C

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This is an illustrative pricing guide and NBPSS will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
4. Maternity benefits of 54% over a period of four months not included in the pricing structure.
5. "Relief Security officer" is a permanent employee
6. Share of overheads includes inter alia, facility 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.
7. PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES	Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kington Park, Kimberley, Morningside, Krugersdorp, Kullsvier, 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 Wynburg.
AREA 3 COMPRISES	All other magisterial districts.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2023 until 28 February 2024

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

(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 915.00 R26.4375	R5 499.00 R26.4375	R5 499.00 R26.4375	PROMULGATED monthly salary Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
	4 shifts per week (48 hrs)	R5 915.00	R5 499.00	R5 499.00	Monthly salary as per NBCPSS Main Agreement
Sunday pay premium	2 shifts per week (24 hrs)	R2 957.50	R2 749.50	R2 749.50	hr x 24 x 4.333
Public holiday premium	4.333 weeks p/m @ X1.5	R2 217.95	R2 061.97	R2 061.97	12 x 4.333 x hr x 1.5 (Sunday rate)
Security officer premium allowance	1 shift p/m average	R341.25	R317.25	R317.25	hr x 12 (1x portion already incl. in basic)
Leave provision	N/A	R0.00	R0.00	R0.00	Collapsed into basic salary
Sick Leave	21 consecutive days leave	R511.88	R475.88	R475.88	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 y
Study leave	24 shifts per 3 year cycle	R341.25	R317.25	R317.25	(hr x 48 x 6 / 36 * 1.5 (reliever)
Family responsibility leave	6 days per annum	R255.94	R237.94	R237.94	(hr x 12 x 6) / 12 x 1.5 (reliever)
Night shift allowance	5 days per annum	R213.28	R198.28	R198.28	(hr x 12 x 5) / 12 x 1.5 (reliever)
Long service bonus (5 years average)	6 Rand, p/night shift worked	R182.50	R182.50	R182.50	365 / 12 x 6 OMIT IF FOR DAY SHIFT
Statutory annual bonus	R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
SUB TOTAL	Monthly salary	R739.38	R687.38	R687.38	Monthly salary / 12 x 1.5 (reliever)
U/F		R13 686.42	R12 739.43	R12 739.43	A
Hospital cover	1 % of remuneration	R137.33	R127.84	R127.84	Total income: Primary + reliever) x 1%
Provident fund	R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
COD/WCA	5 % of Fund Salary	R443.63	R412.43	R412.43	Fund Salary X 5% x 1.5 (reliever)
Bargaining Council Levy	3.14 % of remuneration	R431.23	R401.43	R401.43	Total income: Primary + reliever) x3.14%
PSIPA* per SO* fee	7 Rand	R10.50	R10.50	R10.50	Including reliever
Sets of uniform	4 Rand (average)	R8.00	R8.00	R8.00	Inclusive reliever (variable according to company size
Training (Skills Development Levy)	R2 050.00 Rand p/p p.a	R256.25	R256.25	R256.25	(Rand value + reliever(50%) / 12
Cleaning Allowance	1 % of remuneration (SDL)	R137.33	R127.84	R127.84	Total income: Primary + reliever) x 1%
TOTAL DIRECT COST	30 Rand p/m	R45.00	R45.00	R45.00	Allowance x 1.5 (reliever)
Share of overheads		R15 414.45	R14 385.48	R14 385.48	B
TOTAL COST PER MONTH	40 % of direct cost	R8 165.78	R5 754.19	R5 754.19	B x 40% (Economy of scale rule)
		R21 580.22	R20 139.67	R20 139.67	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 NBCPSS 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: facility 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.
- PSIPA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brackenford, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Randburg, Johannesburg, Kempton Park, Kimberley, Klarksdorp, Krugersdorp, Kullbier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Rodepoort, 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.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2024 until 28 February 2025

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

AREA 1 & AREA 2 (URBAN)

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

Description	Explanation	Grade		C/D/E	Calculations
		A	B		
MONTHLY SALARY		R7 277,00	R6 700,00	R8 096,00	PROMULGATED SALARY
		R34,5956	R32,2115	R29,3077	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
	4 shifts per week (48 hrs)	R7 277,00	R6 700,00	R6 096,00	Monthly salary as per NBCPSS Main Agreement
Sunday pay premium	2 shifts per week (24 hrs)	R3 636,50	R3 350,00	R3 046,00	hr x 24 x 4,333
Public holiday premium	4,333 weeks p/m @ X1,5	R2 728,88	R2 512,50	R2 286,00	12 x 4,333 x hr x 1,5 (Sunday rate)
Security officer premium allowance	1 shift p/m average	R419,83	R386,54	R351,69	hr x 12 (1 x portion already incl. in basic salary)
Leave provision	N/A	R0,00	R0,00	R0,00	Collapsed into basic salary
Sick Leave	21 consecutive days leave	R629,74	R579,81	R527,54	(hr x 144 / 12 x 1,5 (reliever) (+ 3 extra days after 2 years))
Study leave	24 shifts per 3 year cycle	R419,83	R386,54	R351,69	(hr x 48 x 6 / 36 x 1,5 (reliever)
Family responsibility leave	6 days per annum	R314,87	R289,90	R263,77	(hr x 12 x 6) / 12 x 1,5 (reliever)
Night shift allowance	5 days per annum	R262,39	R241,59	R219,81	(hr x 12 x 5) / 12 x 1,5 (reliever)
Long service bonus (5 years average)	7 Rand, p/night shift worked	R212,92	R212,92	R212,92	(365 / 12) x 7 OMIT IF FOR DAY SHIFT
Statutory annual bonus	R500 over 60 months	R12,50	R12,50	R12,50	Long service bonus / 60 x 1,5 (reliever)
SUB TOTAL	Monthly salary	R909,83	R837,50	R762,00	Monthly salary / 12 x 1,5 (reliever)
		R16 826,07	R15 509,79	R14 131,92	A
UJF	1 % of remuneration	R168,73	R156,56	R141,78	Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	6,5 % of Fund Salary	R709,51	R653,25	R594,36	Fund Salary X 6,5% x 1,5 (reliever)
COD/WCA	2,88 % of remuneration	R485,93	R448,02	R408,34	Total income: Primary + reliever) x 2,88%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (Variable according to company size)
Sets of uniform	R2 480,00 Rand p/p p.a	R310,00	R310,00	R310,00	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R168,73	R155,96	R141,78	Total income: Primary + reliever) x 1%
Cleaning Allowance	31 Rand p/m	R46,50	R46,50	R46,50	Allowance x 1,5 (reliever)
TOTAL DIRECT COST		R18 990,71	R17 553,34	R16 049,33	B
Share of overheads	40 % of direct cost	R7 596,28	R7 021,58	R6 419,97	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH		R26 587,00	R24 575,51	R22 469,31	C
		6,28%	6,77%	7,38%	

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 NBCPSS will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
- Maternity benefits of 54% 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 of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brumfielstein, Brulpaa, Campersdown, Chatsworth, Durban, East London, Germiston, Goodwood, Handa, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kullariver, 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.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2024 until 28 February 2025

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

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

AREA 3 (RURAL)

Description	Explanation	Grade		CIDIE	Calculations
		A	B		
MONTHLY SALARY		R6 271,00	R5 855,00	R28,1490	PROMULGATED monthly salary
	Clause 4(7)(b) of NBCPSS Main Agreement	R30,1490	R28,1490	R28,1490	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	i) Primary Sec Officer	R6 271,00	R5 855,00	R5 855,00	Monthly salary as per NBCPSS Main Agreement
	ii) "Relief Sec Officer"	R3 135,50	R2 927,50	R2 927,50	hr x 24 x 4,333
Sunday pay premium	4,333 shifts per week (24 hrs)	R2 351,44	R2 195,46	R2 195,46	12 x 4,333 x hr x 1,5 (Sunday rate)
Public holiday premium	4,333 weeks p/m @ X1,5	R361,79	R337,79	R337,79	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	1 shift p/m average	R0,00	R0,00	R0,00	Collapsed into basic salary
Leave provision	N/A	R506,68	R506,68	R506,68	(hr x 144 / 12 * 1,5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	21 consecutive days leave	R361,79	R337,79	R337,79	(hr x 48 x 6 / 36 * 1,5 (reliever)
Study leave	24 shifts per 3 year cycle	R271,34	R253,34	R253,34	(hr x 12 x 6) / 12 x 1,5 (reliever)
Family responsibility leave	6 days per annum	R226,12	R211,12	R211,12	((hr x 12 x 5) / 12) x 1,5 (reliever)
Night shift allowance	5 days per annum	R212,92	R212,92	R212,92	(365 / 12) x 7 - OMIT IF FOR DAY SHIFT
Long service bonus (5 years average)	7 Rand, p/night shift worked	R12,50	R12,50	R12,50	Long service bonus / 60 x 1,5 (reliever)
Statutory annual bonus	R500 over 60 months	R731,88	R731,88	R731,88	Monthly salary / 12 x 1,5 (reliever)
SUB TOTAL	Monthly salary	R14 530,95	R13 581,97	R13 581,97	A
UJF	1 % of remuneration	R145,77	R136,28	R136,28	(Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	6,5 % of Fund Salary	R611,42	R570,86	R570,86	Fund Salary X 6,5% x 1,5 (reliever)
COVID/WCA	2,88 % of remuneration	R419,83	R392,50	R392,50	(Total income: Primary + reliever) x 2,88%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (variable according to company size)
Sets of uniform	R2 480,00 Rand p/p p.a	R310,00	R310,00	R310,00	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R145,77	R136,28	R136,28	(Total income: Primary + reliever) x 1%
Cleaning Allowance	31 Rand p/m	R46,50	R46,50	R46,50	Allowance x 1,5 (reliever)
TOTAL DIRECT COST		R16 485,51	R15 449,65	R15 449,65	B
Share of overheads		R6 594,20	R6 179,86	R6 179,86	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH		R23 079,71	R21 629,51	R21 629,51	C
		6,95%	7,40%	7,40%	

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 NBCPSS 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 salutory fees payable.
- PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kemplon Park, Kimberley, Klerksdorp, Krugersdorp, Kullerivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, 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.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2025 until 28 February 2026

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

AREA 1 & AREA 2 (URBAN)

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

Description	Explanation	Grade		C/D/E	Calculations
		A	B		
MONTHLY SALARY		R7 895.00	R7 118.00	R8 514.00	PROMULGATED SALARY <i>Hourly equivalent wage (NOT FOR SALARY CALCULATION)</i> R31,3173
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
i) Primary Sec Officer	4 shifts per week (48 hrs)	R7 895.00	R7 118.00	R6 514.00	Monthly salary as per NBCPSS Main Agreement
ii) Relief Sec Officer	2 shifts per week (24 hrs)	R3 847.50	R3 559.00	R3 257.00	hr x 24 x 4.333
	4.333 weeks p/m @ X1.5	R2 885.63	R2 669.25	R2 442.75	12 x 4.333 x hr x 1.5 (Sunday rate)
	1 shift p/m average	R443.94	R410.85	R375.81	hr x 12 (1 x portion already incl. in basic salary)
	N/A	R0.00	R0.00	R0.00	Collapsed into basic salary
	21 consecutive days leave	R665.91	R615.98	R563.71	(hr x 144 / 12 - 1.5 (reliever) (+ 3 extra days after 2 years))
	24 shifts per 3 year cycle	R443.94	R410.85	R375.81	(hr x 48 x 6 / 36 - 1.5 (reliever)
	6 days per annum	R332.96	R307.99	R281.86	(hr x 12 x 6) / 12 x 1.5 (reliever)
	5 days per annum	R277.46	R256.66	R234.88	(hr x 12 x 5) / 12 x 1.5 (reliever)
	7 Rand, p/night shift worked	R212.92	R212.92	R212.92	(365 / 12) x 7 OMIT IF FOR DAY SHIFT
	R500 over 60 months	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
	Monthly salary	R961.88	R889.75	R814.25	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R17 779.64	R16 463.35	R15 085.48	A
UJF	1 % of remuneration	R178.26	R165.10	R151.32	Total income: Primary + reliever) x 1%
Hospital cover	R172.50 Per month	R258.75	R258.75	R258.75	Including reliever
Provident fund	7.5 % of Fund Salary	R865.69	R800.78	R732.83	Fund Salary X 7.5% x 1.5 (reliever)
COLD/WCA	2.65 % of remuneration	R472.39	R437.51	R401.00	Total income: Primary + reliever) x 2.65%
Bargaining Council Levy	7 Rand	R10.50	R10.50	R10.50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (Variable according to company size)
Sets of uniform	R2 725.00 Rand p/p p.a	R340.63	R340.63	R340.63	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R178.26	R165.10	R151.32	Total income: Primary + reliever) x 1%
Cleaning Allowance	31 Rand p/m	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		R20 136.61	R18 694.21	R17 184.32	B
Share of overheads	40 % of direct cost	R8 054.65	R7 477.68	R6 873.73	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH		R28 191.26	R26 171.90	R24 058.04	C
		6.03%	6.50%	7.07%	

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. 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.
4. Maternity benefits of 54% over a period of four months not included in the pricing structure.
5. "Relief Security officer" is a permanent employee
6. 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.
7. PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brumfielstein, Brulpaan, Campersdown, Chatsworth, Durban, East London, Germiston, Goodwood, Handa, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kullariver, 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.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2025 until 28 February 2026

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

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

AREA 3 (RURAL)

Description	Explanation	Grade		CIDIE	Calculations
		A	B		
MONTHLY SALARY		R6 672,00 R32,0769	R6 256,00 R30,0769		PROMULGATED monthly salary <i>Hourly equivalent wage (NOT FOR SALARY CALCULATION)</i> R30,0769
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
i) Primary Sec Officer	4 shifts per week (48 hrs)	R6 672,00	R6 256,00	R6 256,00	Monthly salary as per NBCPSS Main Agreement
ii) "Relief Sec Officer"	2 shifts per week (24 hrs)	R3 336,00	R3 128,00	R3 128,00	hr x 24 x 4,333
Sunday pay premium	4,333 weeks p/m @ X1.5	R2 501,81	R2 345,92	R2 345,92	12 x 4,333 x hr x 1.5 (Sunday rate)
Public holiday premium	1 shift p/m average	R384,92	R360,92	R360,92	hr x 12 (1x portion already incl. in basic)
Security officer premium allowance	N/A	R0,00	R0,00	R0,00	Collapsed into basic salary
Leave provision	21 consecutive days leave	R577,38	R541,38	R541,38	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Sick Leave	24 shifts per 3 year cycle	R384,92	R360,92	R360,92	(hr x 48 x 6 / 36 * 1.5 (reliever)
Study leave	6 days per annum	R288,69	R270,69	R270,69	((hr x 12 x 6) / 12) x 1.5 (reliever)
Family responsibility leave	5 days per annum	R240,58	R225,58	R225,58	((hr x 12 x 5) / 12) x 1.5 (reliever)
Night shift allowance	7 Rand, p/night shift worked	R212,92	R212,92	R212,92	(365 / 12) x 7 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	R834,00	R782,00	R782,00	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R15 445,72	R14 496,74	R14 496,74	A
UJF	1 % of remuneration	R154,92	R145,43	R145,43	(Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	7.5 % of Fund Salary	R750,60	R703,80	R703,80	Fund Salary X 7.5% x 1.5 (reliever)
COVID/WCA	2.65 % of remuneration	R410,54	R385,40	R385,40	(Total income: Primary + reliever) x 2.65%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (variable according to company size)
Sets of uniform	R2 725,00 Rand p/p p.a	R340,63	R340,63	R340,63	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R154,92	R145,43	R145,43	(Total income: Primary + reliever) x 1%
Cleaning Allowance	31 Rand p/m	R46,50	R46,50	R46,50	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		R17 579,09	R16 539,17	R16 539,17	B
Share of overheads		R7 031,63	R6 615,67	R6 615,67	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH		R24 610,72	R23 154,84	R23 154,84	C
		6,63%	7,05%	7,05%	

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 NBCPSS 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 salutory fees payable.
- PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kemplon Park, Kimberley, Klerksdorp, Krugersdorp, Kullerivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg.

All other magisterial districts.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2026 until 28 February 2027

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

AREA 1 & AREA 2 (URBAN)

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

Description	Explanation	Grade		C/D/E	Calculations
		A	B		
MONTHLY SALARY		R8 184,00	R7 807,00	R7 003,00	PROMULGATED SALARY Hourly equivalent wage (NOT FOR SALARY CALCULATION) R33,6693
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
i) Primary Sec Officer	4 shifts per week (48 hrs)	R8 184,00	R7 807,00	R7 003,00	Monthly salary as per NBCPSS Main Agreement
ii) Relief Sec Officer	2 shifts per week (24 hrs)	R4 092,00	R3 803,50	R3 501,50	hr x 24 x 4,333
Sunday pay premium	4,333 weeks p/m @ X1,5	R3 069,00	R2 852,63	R2 626,13	12 x 4,333 x hr x 1,5 (Sunday rate)
Public holiday premium	1 shift p/m average	R472,15	R438,87	R404,02	hr x 12 (1 x portion already incl. in basic salary)
Security officer premium allowance	N/A	R0,00	R0,00	R0,00	Collapsed into basic salary
Leave provision	21 consecutive days leave	R708,23	R658,30	R606,03	(hr x 144 / 12 x 1,5 (reliever) (+ 3 extra days after 2 years))
Sick leave	24 shifts per 3 year cycle	R472,15	R438,87	R404,02	(hr x 48 x 6 / 36 x 1,5 (reliever)
Study leave	6 days per annum	R354,12	R329,15	R303,01	(hr x 12 x 6) / 12 x 1,5 (reliever)
Family responsibility leave	5 days per annum	R295,10	R274,29	R252,51	(hr x 12 x 5) / 12 x 1,5 (reliever)
Night shift allowance	8 Rand, p/night shift worked	R243,33	R243,33	R243,33	365 / 12 x 8 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)
Student annual bonus	Monthly salary	R1 025,00	R950,88	R875,38	Monthly salary / 12 x 1,5 (reliever)
SUB TOTAL		R18 925,58	R17 609,30	R16 231,43	A
UJF	1 % of remuneration	R189,74	R176,57	R162,79	Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	7,5 % of Fund Salary	R920,70	R855,79	R787,84	Fund Salary X 7,5% x 1,5 (reliever)
COLD/WCA	2,65 % of remuneration	R502,80	R467,92	R431,40	Total income: Primary + reliever) x 2,65%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (Variable according to company size)
Sets of uniform	R3 000,00 Rand p/p p.a	R375,00	R375,00	R375,00	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R189,74	R176,57	R162,79	Total income: Primary + reliever) x 1%
Cleaning Allowance	32 Rand p/m	R48,00	R48,00	R48,00	Allowance x 1,5 (reliever)
TOTAL DIRECT COST		R21 426,30	R19 984,40	R18 474,51	B
Share of overheads	40 % of direct cost	R8 570,72	R7 993,76	R7 389,80	B x 40% (Economy of Scale rule applies)
TOTAL COST PER MONTH		R29 997,53	R27 978,17	R25 864,31	C
		6,41%	6,90%	7,51%	

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. 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.
4. Maternity benefits of 54% over a period of four months not included in the pricing structure.
5. "Relief Security officer" is a permanent employee
6. 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.
7. PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Brumfielstein, Brulpaa, Campersdown, Chatsworth, Durban, East London, Germiston, Goodwood, Handa, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kullarivier, 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.

RNZ

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2026 until 28 February 2027

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

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

AREA 3 (RURAL)

Description	Explanation	Grade		CIDIE	Calculations
		A	B		
MONTHLY SALARY		R7 142,00	R6 726,00	R32,3365	PROMULGATED monthly salary
		R34,3365	R32,3365	R32,3365	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Ordinary time:	Clause 4(7)(b) of NBCPSS Main Agreement				
i) Primary Sec Officer	4 shifts per week (48 hrs)	R7 142,00	R6 726,00	R6 726,00	Monthly salary as per NBCPSS Main Agreement
ii) "Relief Sec Officer"	2 shifts per week (24 hrs)				
Sunday pay premium	4,333 weeks p/m @ X1.5	R3 363,00	R3 363,00	R3 363,00	hr x 24 x 4,333
Public holiday premium	1 shift p/m average	R2 578,04	R2 522,06	R2 522,06	12 x 4,333 x hr x 1.5 (Sunday rate)
Security officer premium allowance	N/A	R412,04	R388,04	R388,04	hr x 12 (1x portion already incl. in basic)
Leave provision		R0,00	R0,00	R0,00	Collapsed into basic salary
Sick Leave	21 consecutive days leave	R618,06	R582,06	R582,06	(hr x 144 / 12 * 1.5 (reliever) (+ 3 extra days after 2 years)
Study leave	24 shifts per 3 year cycle	R412,04	R388,04	R388,04	(hr x 48 x 6 / 36 * 1.5 (reliever)
Family responsibility leave	6 days per annum	R309,03	R291,03	R291,03	((hr x 12 x 6) / 12) x 1.5 (reliever)
Night shift allowance	5 days per annum	R257,52	R242,52	R242,52	((hr x 12 x 5) / 12) x 1.5 (reliever)
Long service bonus (5 years average)	8 Rand, p/night shift worked	R243,33	R243,33	R243,33	(365 / 12) x 8 - OMIT IF FOR DAY SHIFT
Statutory annual bonus	R500 over 60 months	R12,50	R12,50	R12,50	Long service bonus / 60 x 1.5 (reliever)
	Monthly salary	R892,75	R840,75	R840,75	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R16 548,31	R15 599,33	R15 599,33	A
UJF	1 % of remuneration	R165,96	R156,47	R156,47	(Total income: Primary + reliever) x 1%
Hospital cover	R172,50 Per month	R258,75	R258,75	R258,75	Including reliever
Provident fund	7.5 % of Fund Salary	R803,48	R756,68	R756,68	Fund Salary X 7.5% x 1.5 (reliever)
COVID/WCA	2.65 % of remuneration	R439,80	R414,65	R414,65	(Total income: Primary + reliever) x 2.65%
Bargaining Council Levy	7 Rand	R10,50	R10,50	R10,50	Including reliever
PSIRA "per SO" fee	4 Rand (average)	R6,00	R6,00	R6,00	Including reliever (variable according to company size)
Sets of uniform	R2 997,50 Rand p/p p.a	R374,89	R374,89	R374,89	(Rand value + reliever(50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R165,96	R156,47	R156,47	(Total income: Primary + reliever) x 1%
Cleaning Allowance	32 Rand p/m	R48,00	R48,00	R48,00	Allowance x 1.5 (reliever)
TOTAL DIRECT COST		R18 821,46	R17 781,54	R17 781,54	B
Share of overheads		R7 528,58	R7 112,62	R7 112,62	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH		R26 350,04	R24 894,16	R24 894,16	C
		7.07%	7.51%	7.51%	

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 NBCPSS 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 salutory fees payable.
- PSIRA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES Magisterial districts of Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kemplon Park, Kimberley, Klerksdorp, Krugersdorp, Kullerivier, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, 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.