


Minimum Wages for Year 3 (with effect from 1 September 2016)					
In Magisterial Districts of	URBAN AREA		RURAL AREA		Maximum permissible working hours per week, subject to clause 5(2), with regards to averaging of working hours.
	Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, East London, Goodwood, Inanda, Johannesburg, Kempton park, Kimberley, Klerksdorp, Krugerdorp, Kuils River, 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 Areas		
Security Officer	*Monthly Salary	*Hourly Equivalent	*Monthly Salary	*Hourly Equivalent	
Grade A	R 5 209.00	R 25.04	R 4 312.00	R 20.73	48
Grade B	R 4 668.00	R 22.44	R 3 934.00	R 18.91	
Grade C, D and E	R 4 102.00	R 19.72	R 3 414.00	R 16.41	
					45
Please note that accruing hourly equivalent was calculated using formula $(X/Y) \times (3/13)$ as it appears in Clause 5(b). It should be noted clause 5(c) is quoted as follows, "The "hourly equivalent" in figure shall not be used to calculate the employee's remuneration in respect of ordinary hours worked, i.e., the employee's basic salary."					
Nightshift Allowance (per shift)					
Effective period	01 September 2015 to 31 August 2016	01 September 2016 to 31 August 2017	01 September 2017 to 31 August 2018		
Amount			R6.00 per shift		
Night allowance only increases with effect 01 September 2017 to R 6.00 per shift					
Special Allowance paid applicable to work performed. Per shift Rate. Employee can get a maximum of 2 Allowances per shift					
Effective Period	01 September 2015 to 31 August 2016	01 September 2016 to 31 August 2017	01 September 2017 to 31 August 2018		
Mobile Supervisor (per Shift)			R 8.50		
Armed Security Officer (per Shift)			R 8.50		
Armed Response Officer (per Shift)			R 8.50		
National Key Point Officer (per Shift)			R 8.50		
Control Centre Operator (per Shift)			R 8.50		
Premiums					
Area 2 premium: All Private Security Officers who work in an Area 2 post will receive an Area 2 PREMIUM.					
Effective period	01 September 2015 to 31 August 2016	01 September 2016 to 31 August 2017	01 September 2017 to 31 August 2018		
Amount					
AREA 3 PREMIUM: All Private Security Officers in Area 3 Shall receive an "AREA 3" Premium which shall reflect as "AREA 3 Premium" on the employees payslip					
Effective period	01 September 2015 to 31 August 2016				
Amount					
Cleaning Allowance will be R 30.00 per month.					
Annual Bonus Calculation:	$(A \times 12) - (B \times C)$		A: Security Officers monthly Salary at the DATE of which the BONUS IS PAYABLE. B: Security Officers hourly Rate of Pay at the DATE of which the BONUS IS PAYABLE. C: Number of hours worked short due to Absenteeism or latecoming		
	12				
General notes: The basic wage of Grade D and E will be equal to Grade C with effect 01 September 2017. There will be only 2 areas of Grading namely Urban and Rural. The previous Geographic/economic called Area 2 will now be regarded as Urban area. The CPI was set in publication June 2016 and is based on CPI as at end of May 2017. The Grade C was set in 2015 but Grade A and B will effect the 5.4% CPI plus 1% rate increase. The Area 2 Premium is no longer applicable. The Area 3 Premium is no longer applicable.					
** please note that these rates are official and are based SASA notification dated 27 June 2017 entitled, "CONSUMER NOTIFICATION RE STATUTORY INCREASES WITH EFFECT FROM 1 SEPTEMBER 2017. SMART Integrated Solutions (Pty) LTD cannot be held liable for any miscalculations and/or any loss directly or indirectly linked to the release of this Wage Table. It is advised that you obtain the opinion of your consultant, employers organisation or PSIRA should you require further clarity. It is also advised that the SD6 became effective 01 September 2015 needs to be read in conjunction with the summary provided above. SMART Integrated Solutions (Pty) Ltd accept no responsibility for any error or omissions. The onus will rest on the Company/Person/s to interpret the SD6, or visit the government website at www.labour.gov.za					
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