

## HIGHLIGHTS OF THE LATEST MAIN COLLECTIVE AGREEMENT FROM THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR



"Get the Inside Scoop on the Latest Main Collective Agreement!"

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The National Bargaining Council for the Private Security Sector (NBCPSS) was registered with the Labour Department on June 21, 2018. Its main goal is to regulate, maintain, and enforce the standard terms of the main collective agreement in the private security sector in South Africa. The NBCPSS is responsible for negotiating and setting industry-wide wages and working conditions in the sector.

### **Frequently Asked Questions About the NBCPSS:**

#### **Who needs to pay levies?**

Every employer engaged in the private security sector, as defined in the certificate of registration, must pay monthly levies. This applies to security officers who work at least 24 hours, including non-standard employees, learners, independent contractors, and fixed-term contract employees. Employees who fall within the registered scope of the Council but are not defined must also contribute a levy.



## MAIN COLLECTIVE AGREEMENT

### Who does it apply?

The main collective agreement applies to all employers and employees in the private security sector associated with guarding or protecting property, goods, or persons. However, a manager is excluded from the scope, defined as a person with overall supervision over the establishment. A relief or acting manager during absence is not considered a manager.

### Does an employer need to have a copy of the main collective agreement?

Employers must keep a copy of the main collective agreement available for inspection by employees.

### What are the other provisions of the latest main collective agreement?

**Paid Maternity:** Female security officers who have worked for at least 3 years with the same employer are entitled to 34% of their basic monthly salary for a maximum period of 4 months, with the rest claimed from UIF. If not eligible for paid maternity, the employee can claim from UIF.

## Pay on Time or Face the Consequence: The Importance of Levy Payments in the Security Sector.

### What is the current levy amount to be paid?

Employers must pay R7 for guards and supervisors and R2 for BCEA Admin Staff, while employees must pay the same amount.

### When must payments of levies be made?

Levies must be paid by no later than the 10th day of the month.

### When must the levy return be filed?

Employers must file the levy return form by no later than the 7th day of each month, either in hard copy or electronically sent to the Council's office.

### Do levies include VAT?

Levies are exempt from VAT.

### What happens if I don't pay the levies?

If employers or employees fail to pay the levies, they will be subject to enforcement proceedings or civil action.



**Empowering employees with Paid Study Leave, Service Benefits, Essential Working Equipment, and a Provident Fund.**

## MAIN COLLECTIVE AGREEMENT

**Study Leave Benefit:** Employees who have worked for a continuous period of one year with the same employer are entitled to 6 days of paid study leave per year, with proof of studies required before the leave is granted.

**Service Benefit:** Employees are entitled to a one-time service benefit for their years of service, with R500 after 5 years, R1000 after 10 years, and R5000 after 20 years.

**Working Equipment:** Employers are required to provide weapons, uniforms, overalls, and protective clothing at no cost to the employee, with all provided items remaining the property of the employer.

**Provident Fund:** Security officers are required to be members of the Private Security Sector Provident Fund (PSSPF) with contributions divided between the employee and employer as follows: 5% each in year 1, 6.5% each in year 2, and 7.5% each in year 3 and 4.



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**Empower your security team with competitive wages and allowances, from night shifts to uniform cleaning.**

## MAIN COLLECTIVE AGREEMENT

**Wages:** The main collective agreement outlines the wages to be paid to employees, with tables provided below for reference.

**Allowances:** The main collective agreement provides various allowances, including:

Special Allowance for mobile supervisors, armed security officers, national key point officers, control centre operators, and canine/dog operators. In the first year, the canine/dog operator is not entitled to the allowance, with the others receiving R8.50 per shift. In the second and third years, the employees receive R9.50 per shift, and in the fourth year, R10.50 per shift.

Night Shift Allowance for shifts between 18h00 to 06h00, with R6.00 per shift in the first year, R7.00 per shift in the second and third year, and R8.00 per shift in the fourth year.

Cleaning Allowance for uniforms provided by the employer, with R30.00 per month in the first year, R31.00 per month in the second and third years, and R32.00 per month in the fourth year.



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Invest in Your Future:  
Health Insurance &  
Annual Bonus Benefits  
for Our Security  
Officers.**

## MAIN COLLECTIVE AGREEMENT

The employer is not required to pay the allowance during periods of absence by the employee.

Transfer Allowance for employees who are transferred for more than 6 months to a site over 60 km away, with R100 per month for 12 months if transferred permanently and for the duration of transfer if transferred for more than 6 months but less than 12 months.

Health Insurance: Employees are entitled to health insurance, with a monthly premium of R295, with the employer contributing 58% and the employee contributing 42%. The employer's contribution is not payable during periods of unauthorised absence and any shortfall is added to the employee's contribution. Employees are responsible for adding dependents to their health insurance.

Annual Bonus: Employers are required to pay an annual bonus to security officers for each completed 12 months of service, with the bonus paid on the anniversary of the employee's date of employment or



**Security officers  
reap the rewards  
with an annual  
bonus for each year  
of dedicated service**

## MAIN COLLECTIVE AGREEMENT

a mutually agreed date. The employee is not entitled to a pro-rated share of the bonus if their services are terminated due to misconduct, poor work performance, or ill health.

In conclusion, the National Bargaining Council for the Private Security Sector (NBCPSS) is responsible for setting industry-wide wages and working conditions in the South African private security sector. The main collective agreement applies to all employers and employees in the sector, providing various benefits such as paid maternity, study leave, service benefits, and health insurance. Employers are required to provide working equipment, contribute to the provident fund, and pay an annual bonus to employees. The levies for employers and employees are also regulated, with consequences for non-payment. The main collective agreement serves as a comprehensive guide for the private security sector in South Africa, ensuring the protection and welfare of employees in the industry.

## Salary Rate Tables:

**Table 1 – Monthly salary rate for year 1 of date of operation of this agreement of this. Effective 01 March 2023 to 28 February 2024**

| Magisterial Districts of                 | AREAS 1 & 2   |  | AREA 3          |  | Maximum permissible working hours per week for each respective category of employee, subject to clause 6(2), with regard to averaging of working hours |
|--|---|--|-----------------|--|--|
|  | Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Kluskadorp, Krugersdorp, Kullis River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Qoqobatha, Tswane, Randburg, Randfontein, Roodspoor, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg. | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. | All other areas | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. |  |
|  | Monthly Salary  | Hourly Rate  | Monthly Salary  | Hourly Rate  |  |
| Artisan                                  | R0 286.00   | R47.6205   | R8 103.00       | R42.0154   | 45   |
| Clerical Assistant                       | R5 197.00   | R26.6513   | R5 197.00       | R26.6513   | 45   |
| Clerk                                    |   |  |                 |  |  |
| During the first year of experience      | R5 356.00   | R27.4667   | R5 197.00       | R26.6513   | 45   |
| During the second year of Experience     | R5 651.00   | R28.9795   | R5 197.00       | R26.6513   |  |
| During the third year of experience      | R5 909.00   | R30.3026   | R5 197.00       | R26.6513   |  |
| Thereafter                               | R6 191.00   | R31.7487   | R5 364.00       | R27.5077   |  |
| Control or Communication Centre Operator | As for the relevant security officer grading  |  |                 |  | 48   |
| Controller                               | As for Clerical Assistant   |  |                 |  | 45   |
| Driver of a -                            |   |  |                 |  |  |
| Light motor vehicle                      | R5 197.00   | R26.6513   | R5 197.00       | R26.6513   | 45   |
| Medium motor vehicle                     | R5 518.00   | R28.2872   | R5 197.00       | R26.6513   |  |
| Heavy motor vehicle                      | R5 729.00   | R29.3795   | R5 197.00       | R26.6513   |  |
| General Worker                           | R5 197.00   | R26.6513   | R5 197.00       | R26.6513   | 45   |
| Handyman                                 | R5 671.00   | R29.0821   | R5 197.00       | R26.6513   | 45   |
| Security Officer                         |   |  |                 |  |  |
| Grade A                                  | R6 907.00   | R33.2067   | R5 915.00       | R28.4375   | 48   |
| Grade B                                  | R6 330.00   | R30.4327   | R5 499.00       | R26.4375   |  |
| Grades C, D & E                          | R5 726.00   | R27.5288   | R5 499.00       | R26.4375   |  |
| Employees not elsewhere specified        | R5 197.00   | R26.6513   | R5 197.00       | R26.6513   | 45   |

**Table 2 - Monthly salary rate for year 2 of date of operation of this agreement. Effective 01 March 2024 to 28 February 2025**

| Magisterial Districts of                        | AREAS 1 & 2   |  | AREA 3          |  | Maximum permissible working hours per week for each respective category of employee, subject to clause 6(2), with regard to averaging of working hours |
|---|---|--|-----------------|--|--|
|   | Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuis River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Gqeberha, Tswane, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg. | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. | All other areas | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. |  |
|   | Monthly Salary  | Hourly Rate  | Monthly Salary  | Hourly Rate  |  |
| <b>Artisan</b>                                  | R9 642.00   | R49.4462   | R8 549.00       | R43.8410   | 45   |
| <b>Clerical Assistant</b>                       | R5 553.00   | R28.4769   | R5 553.00       | R28.4769   | 45   |
| <b>Clerk</b>                                    |   |  |                 |  |  |
| During the first year of experience             | R5 712.00   | R29.2923   | R5 553.00       | R28.4769   | 45   |
| During the second year of Experience            | R6 007.00   | R30.8051   | R5 553.00       | R28.4769   |  |
| During the third year of experience             | R6 265.00   | R32.1282   | R5 553.00       | R28.4769   |  |
| Thereafter                                      | R6 547.00   | R33.5744   | R5 720.00       | R29.3333   |  |
| <b>Control or Communication Centre Operator</b> | As for the relevant security officer grading  |  |                 |  | 48   |
| <b>Controller</b>                               | As for Clerical Assistant   |  |                 |  | 45   |
| <b>Driver of a -</b>                            |   |  |                 |  |  |
| Light motor vehicle                             | R5 553.00   | R28.4769   | R5 553.00       | R28.4769   |  |
| Medium motor vehicle                            | R5 872.00   | R30.1128   | R5 553.00       | R28.4769   |  |
| Heavy motor vehicle                             | R6 085.00   | R31.2051   | R5 553.00       | R28.4769   | 45   |
| <b>General Worker</b>                           | R5 553.00   | R28.4769   | R5 553.00       | R28.4769   | 45   |
| <b>Handyman</b>                                 | R6 027.00   | R30.9077   | R5 553.00       | R28.4769   | 45   |
| <b>Security Officer</b>                         |   |  |                 |  |  |
| Grade A   | R7 277.00   | R34.9856   | R6 271.00       | R30.1490   | 48   |
| Grade B   | R6 700.00   | R32.2115   | R5 855.00       | R28.1490   |  |
| Grades C, D & E                                 | R6 096.00   | R29.3077   | R5 855.00       | R28.1490   |  |
| <b>Employees not elsewhere specified</b>        | R5 553.00   | R28.4769   | R5 553.00       | R28.4769   | 45   |



**Table 3 - Monthly salary rate for year 3 of date of operation of this agreement. Effective 01 March 2025 – 28 February 2026**

| Magisterial Districts of                        | AREAS 1 & 2   |  | AREA 3          |  | Maximum permissible working hours per week for each respective category of employee, subject to clause 6(2), with regard to averaging of working hours |
|---|---|--|-----------------|--|--|
|   | Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kull's River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Qoqoberha, Tswane, Randburg, Randfontein, Roodspoor, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg. | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. | All other areas | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. |  |
|   | Monthly Salary  | Hourly Rate  | Monthly Salary  | Hourly Rate  |  |
| <b>Artisan</b>                                  | R10 043.00  | R51.5026   | R8 950.00       | R45.8974   | 45   |
| <b>Clerical Assistant</b>                       | R5 954.00   | R30.5333   | R5 954.00       | R30.5333   | 45   |
| <b>Clerk</b>                                    |   |  |                 |  |  |
| During the first tyear of experience            | R6 113.00   | R31.3487   | R5 954.00       | R30.5333   | 45   |
| During the second year of Experience            | R6 408.00   | R32.8615   | R5 954.00       | R30.5333   |  |
| During the third year of experience             | R6 666.00   | R34.1846   | R5 954.00       | R30.5333   |  |
| Thereafter                                      | R6 948.00   | R35.6308   | R6 121.00       | R31.3897   |  |
| <b>Control or Communication Centre Operator</b> | As for the relevant security officer grading  |  |                 |  | 48   |
| <b>Controller</b>                               | As for Clerical Assistant   |  |                 |  | 45   |
| <b>Driver of a -</b>                            |   |  |                 |  |  |
| Light motor vehicle                             | R5 954.00   | R30.5333   | R5 954.00       | R30.5333   |  |
| Medium motor vehicle                            | R6 273.00   | R32.1692   | R5 954.00       | R30.5333   |  |
| Heavy motor vehicle                             | R6 486.00   | R33.2615   | R5 954.00       | R30.5333   | 45   |
| <b>General Worker</b>                           | R5 954.00   | R30.5333   | R5 954.00       | R30.5333   | 45   |
| <b>Handyman</b>                                 | R6 428.00   | R32.9641   | R5 954.00       | R30.5333   | 45   |
| <b>Security Officer</b>                         |   |  |                 |  |  |
| Grade A   | R7 695.00   | R36.9952   | R6 672.00       | R32.0769   | 48   |
| Grade B   | R7 118.00   | R34.2212   | R6 256.00       | R30.0769   |  |
| Grades C, D & E                                 | R6 514.00   | R31.3173   | R6 256.00       | R30.0769   |  |
| <b>Employees not elsewhere specified</b>        | R5 954.00   | R30.5333   | R5 954.00       | R30.5333   | 45   |

**Table 4 - Monthly salary rate for year 4 of date of operation of this agreement. Effective 01 March 2026 – 28 February 2027**

| Magisterial Districts of                 | AREAS 1 & 2   |  | AREA 3             |  | Maximum permissible working hours per week for each respective category of employee, subject to clause 6(2), with regard to averaging of working hours |
|--|---|--|--------------------|--|--|
|  | Alberion, Belville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuis River, Mitchell's Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Qoqoberha, Tswane, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Ultenhago, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg. | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. | All other areas    | The "hourly equivalent" figure below shall not be used to calculate the employee's ordinary salary in respect of ordinary hours worked, i.e., the employee's basic salary. |  |
|  | MonthHourly Salary  | Hourly Rate  | MonthHourly Salary | Hourly Rate  |  |
| Artisan                                  | R10 513.00  | R53.9128   | R9 420.00          | R48.3077   | 45   |
| Clerical Assistant                       | R6 424.00   | R32.9436   | R6 424.00          | R32.9436   | 45   |
| Clerk                                    |   |  |                    |  |  |
| During the first year of experience      | R6 583.00   | R33.7590   | R6 424.00          | R32.9436   | 45   |
| During the second year of Experience     | R6 878.00   | R35.2718   | R6 424.00          | R32.9436   |  |
| During the third year of experience      | R7 136.00   | R36.5949   | R6 424.00          | R32.9436   |  |
| Thereafter                               | R7 418.00   | R38.0410   | R6 591.00          | R33.8000   |  |
| Control or Communication Centre Operator | As for the relevant security officer grading  |  |                    |  | 48   |
| Controller                               | As for Clerical Assistant   |  |                    |  | 45   |
| Driver of a -                            |   |  |                    |  |  |
| Light motor vehicle                      | R6 424.00   | R32.9436   | R6 424.00          | R32.9436   |  |
| Medium motor vehicle                     | R6 743.00   | R34.5795   | R6 424.00          | R32.9436   |  |
| Heavy motor vehicle                      | R6 956.00   | R35.6718   | R6 424.00          | R32.9436   | 45   |
| General Worker                           | R6 424.00   | R32.9436   | R6 424.00          | R32.9436   | 45   |
| Handyman                                 | R6 868.00   | R35.3744   | R6 424.00          | R32.9436   | 45   |
| Security Officer                         |   |  |                    |  |  |
| Grade A                                  | R8 184.00   | R39.3462   | R7 142.00          | R34.3365   | 48   |
| Grade B                                  | R7 007.00   | R36.5721   | R6 726.00          | R32.3365   |  |
| Grades C, D & E                          | R7 003.00   | R33.6683   | R6 726.00          | R32.3365   |  |
| Employees not elsewhere specified        | R6 424.00   | R32.9436   | R6 424.00          | R32.9436   | 45   |