

(YEAR 3) Table 3: Private Security Sector Minimum wages

MONTHLY SALARY RATES FOR YEAR 3 (with effect from 1 September 2017)			
	AREA 1	AREA 2	
In the Magisterial Districts of	Alberton, Bellville, Benoni, Boksburg, Bloemfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuils River, 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.	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.
	Monthly salary	Monthly salary	
Artisan	R7 014	R6 124	45
Clerical Assistant			45
During the first year of experience	R3 496	R2 899	
During the second year of experience	R3 554	R2 941	
Thereafter	R3 608	R3 005	
Clerk			45
During the first year of experience	R3 813	R3 213	
During the second year of experience	R4 053	R3 409	
During the third year of experience	R4 263	R3 625	
Thereafter	R4 493	R3 819	
Control or Communication Centre Operator	As for relevant security officer grading		48
Controller	As for a clerical assistant		45
Driver of a -			45
Light motor vehicle	R3 679	R3 085	
Medium motor vehicle	R3 943	R3 323	
Heavy motor vehicle	R4 116	R3 477	
General Worker			45
During the first six months service with the same employer	R2 861	R2 356	
Thereafter	R2 956	R2 448	
Handyman	R4 070	R3 469	45
Security Officer			48
Grade A	R5 209	R4 323	
Grade B	R4 668	R3 934	
Grade C, D & E	R4 102	R3 414	
Employees not elsewhere specified	R3 534	R2 933	45

Note: The current minimum wage increases for all other categories of employee including Grade A and B have been determined by utilizing the CPI (Available on the 30 June 2017) reported by Stats SA in 21 June 2017 which was **5.4%** plus **1%** as stated in the Sectoral Determination equal to the total increase of **6.4%**. Grade C, D and E is predetermined rates as per Private Security Sectoral Determination published in the Government Gazette no: 39156 dated 01 September 2015.

Note to Year 3 tables, above:

- i. The basic salary rate for Grade D and E will be equal to Grade C in the third year of the determination.
- ii. The basic salary rates in all categories including security officers for Area 2 will be the same as of Area 1 in the third year of the determination and Area 3 will then become Area 2.

(c) Casual employees

An employer shall pay a casual employee in respect of each hour or part of an hour (excluding overtime) worked by the employee on any day other than a paid holiday or a Sunday not less than the hourly wage as calculated in terms of clause 3(5)(b) for an ordinary employee who in the same area performs the same class of work as the casual employee is required to do, plus 15 percent, or not less than the hourly wage or hourly equivalent of the salary actually being paid to the ordinary employee, whichever is the greater amount.

Provided that -

- (i) for the purposes of this paragraph the expression "the ordinary employee" means the employee who performs the particular class of work in the employer's full-time employ and who is being paid the lowest salary for that class of work;
- (ii) where the employer requires the casual employee –
 - (aa) to perform the work of a class of employee for whom salaries on a rising scale are prescribed, the expression "**hourly wage**" shall mean the hourly equivalent wage prescribed for a qualified employee of that class; and
 - (ab) to work for a period of less than four hours on any day, the employee shall be deemed to have worked four hours and remunerated accordingly.

(2) Area 3 Premium:

Every security officer in Area 3 shall be paid a monthly premium of R60.00. Such Area 3 premium shall be reflected as an "Area 3 Premium" on the employee's salary advice.