

Position	Major Metros*		All other areas		Max hours per week (Can be averaged up to 4 months)
	Monthly	Hourly	Monthly	Hourly	
Artisan	R 10,513.00	R 53.9128	R 9,420.00	R 48.3077	45
Clerical Assistant or Controller	R 6,424.00	R 32.9436	R 6,424.00	R 32.9436	45
Clerk:					
- Year 1	R 6,583.00	R 33.7590	R 6,424.00	R 32.9436	45
- Year 2	R 6,878.00	R 35.2718	R 6,424.00	R 32.9436	45
- Year 3	R 7,136.00	R 36.5949	R 6,424.00	R 32.9436	45
- Thereafter	R 7,418.00	R 38.0410	R 6,591.00	R 33.8000	45
Drivers:					
- Light motor vehicle	R 6,424.00	R 32.9436	R 6,424.00	R 32.9436	45
- Medium motor vehicle	R 6,743.00	R 34.5795	R 6,424.00	R 32.9436	45
- Heavy motor vehicle	R 6,956.00	R 35.6718	R 6,424.00	R 32.9436	45
General Worker	R 6,424.00	R 32.9436	R 6,424.00	R 32.9436	45
Handyman	R 6,898.00	R 35.3744	R 6,424.00	R 32.9436	45
Security Officer or Control/Communication Centre Operator:					
- Grade A	R 8,184.00	R 39.3462	R 7,142.00	R 34.3365	48
- Grade B	R 7,607.00	R 36.5721	R 6,726.00	R 32.3365	48
- Grade C, D, E	R 7,003.00	R 33.6683	R 6,726.00	R 32.3365	48
Other	R 6,424.00	R 32.9436	R 6,424.00	R 32.9436	45
<b>Allowances</b>					
Special (max 2 per shift):				<b>Per Shift</b>	
- Mobile Supervisor					
- Armed Security Officer					
- Armed Response Officer					
- National Key Point Officer					
- Control Centre Operator					
- Canine/Dog Handler					
Night Shift	R				8.00
Other:				<b>Per Month</b>	
Cleaning	R				32.00
Transfer (Security Officers)	R				100.00
<b>Benefits</b>				<b>Per Month</b>	
Health Insurance (Security Officers):	R				295.00
- Employer	R				172.50
- Employee	R				122.50
- Employee					Additional dependents + 5% admin fee to employer
Annual Bonus (Security Officers)					$(\text{Current Monthly Salary} \times 12) - (\text{Current Hourly Rate} \times \text{Hours AWOL})$
					12
Provident Fund (Security Officers):					15.00%
- Employer					7.50%
- Employee					7.50%
Maternity (Female Security Officer > 3yrs at same employer)					34.00%
Service (Security Officers):					<b>Once-Off</b>
- After 5 years	R				500.00
- After 10 years	R				1,000.00
- After 20 years	R				5,000.00
<b>Major Metros:</b> Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, Camperdown, Cape Town, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Kuils River, Mitchells Plain, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simons Town, Somerset West, Springs, Stellenbosch, Strand, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom, Wynberg					
Please validate all information with The Main Collective Agreement					