

Contract Pricing Structure (with effect from 02 March 2020)

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

AREA 1 & AREA 2

| Description | Explanation | Calculations | |
|-------------------------------|--|--|--|
| | | A | C |
| MONTHLY SALARY | | | PROM ULGATED monthly salary |
| HOURLY EQUIVALENT RATE | Clause 3(5)(b) Sectoral Determination 6 | | |
| Ordinary time: | i) Primary Sec Officer | 4 shifts per week (48 hrs) | Monthly salary as per <i>Sectoral Det. 6</i> |
| | ii) *Relief Sec Officer | 2 shifts per week (24 hrs) | hr x 24 x 4.333 |
| Sunday pay premium | | 4.333 weeks p/m @ X1.5 | 12 x 4.333 x hr x 1.5 (Sunday rate) |
| Public holiday premium | | 1 shift p/m @ X1 | hr x 12 (1x portion already incl. in basic) |
| Leave provision | | 21 consecutive days leave | (hr x 12) x 1.5 (<i>reliever</i>) |
| Sick Pay | | 1 shift p/m | hr x 12 x 1.5 (<i>reliever</i>) |
| Study leave | | 6 days per annum | ((hr x 12 x 6) / 12) x 1.5 (<i>reliever</i>) |
| Family respons. Leave | | 5 days per annum | ((hr x 12 x 5) / 12) x 1.5 (<i>reliever</i>) |
| Night shift allowance | | 6 Rand , p/night shift worked | (365 / 12) x 6 |
| Provident fund | | 7.5 % of Fund Salary | Fund Salary X 7.5% x 1.5 (<i>reliever</i>) |
| Statutory annual bonus | | Monthly salary | Monthly salary / 12 x 1.5 (<i>reliever</i>) |
| SUB TOTAL | | | A |
| UIF | | 1 % of remuneration | (Total income: Primary + reliever) x 1% |
| COID/WCA | | 4.28 % of remuneration | (Total income: Prim + reliever) x 4.28% |
| Sets of uniform | | 1500 Rand p/p p.a | (Rand value + reliever(50%) / 12 |
| Training | | 1 % of remuneration (SDL) | (Total income: Primary + reliever) x 1% |
| Cleaning Allowance | | 30 Rand p/m | Allowance x 1.5 (<i>reliever</i>) |
| TOTAL DIRECT COST | | | B |
| Share of overheads | | % of direct cost (Economy of scale rule applies) | B x 25% |
| TOTAL COST PER MONTH | | | C |