



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

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TO : ALL SECURITY SERVICE PROVIDERS
FROM : VIRGIL SEAFIELD
DEPARTMENT OF LABOUR

**RE : AMENDMENT OF SECTORAL DETERMINATION 6: PRIVATE SECURITY
SECTOR, SOUTH AFRICA**

It has come to our attention that some degree of confusion exists in the sector with respect to the remuneration of security officers that were classified as "grade E " Guards. This came about when this category of guards were phased out from the wage table at the latest amendment of Sectoral Determination 6 which came into operation on 1 September 2010. The confusion centres primarily around the the incorporation of the Grade "E" monthly salary rate within Grade "D". In this regard, the Department of Labour wish to advise as follows :

1. Clauses 2(62) to 2(66) of Sectoral Determination 6 provides for the definitions of security officer grades "A" – "E". These definitions in particular highlight the duties performed by the different grade security officers as contemplated in the Sectoral Determination. In view of the different level of security services provided for in these clauses, clause 3(1) of the Determination provides for a differentiated minimum wage structure, with the minimum wage set for different grades. Therefore a security officer performing the functions of grade "D" guard will be remunerated at that level irrespective of whether the guard is qualified as a guard with a higher grading.
2. In terms of the amendment of Sectoral Determination 6, the grade "E" security officer was incorporated within grade "D". In this regard the amendment to the sectoral determination is very

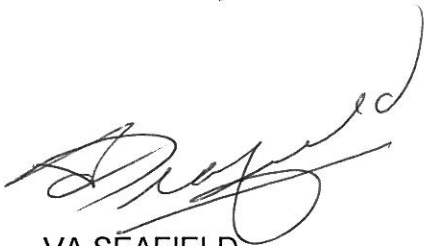
clear. It firstly does not change the duties of a grade E guard, neither does it subsume these duties into the duties of a grade D guard. These duties remain differentiated. The amendment is only relevant in respect of the minimum wage as contemplated in clause 3(1).

3. The definition of a grade "E" security officer was therefore not amended to reflect that the duties as contemplated in clause 2(66) for a grade "E" security officer no longer exists or are incorporated within grade "D". As a result, the Sectoral Determination still differentiate between the duties of a grade "E" and grade "D" security officer, but the minimum wages payable to both grades will be equivalent to grade "D".

4. The PSIRA training requirement for a grade "E" security officer therefore also remains.

We trust that the above information provides some clarity.

Yours faithfully



VA SEAFIELD

Executive Manager: Employment Standards