

20 MAY 2024

TENDER NUMBER: CPTSC 03/24

NOTICE TO TENDERERS: ADDENDUM NO.1

PROJECT TITLE:

**PROVISION OF SECURITY GUARDING AT OUDTSHOORN WORKSHOP
ESTATE FOR A PERIOD OF THIRTY- SIX (36) MONTHS.**

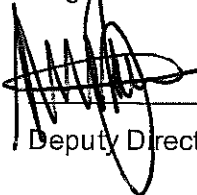
Dear Tenderer

1. The above mentioned matter bears the reference.
2. Herewith Addendum No.1 for your attention
3. The following amendment is to be included with the above tender document when submitting the tender on the closing date.

PLEASE ACKNOWLEDGE RECEIPT OF THIS AMENDMENT AS FOLLOWS:

1. Confirm receipt of this addendum by completing and signing the attached acknowledgement of receipt and send back with your tender document on the closing date of tenders.
2. Bidders are requested to utilise the information issued in terms of this addendum.

Regards



Deputy Director: SCM

THIS ACKNOWLEDGEMENT OF RECEIPT OF ADDENDUM NO. 1 MUST BE SUBMITTED TOGETHER WITH THE TENDER DOCUMENT

DEPARTMENT OF PUBLIC WORKS – CAPE TOWN

CUSTOMS HOUSE BUILDING

HEERENGRACHT STR

8000

Dear Sir/Madam

PROJECT TITLE:

PROVISION OF SECURITY GUARDING AT OUDTSHOORN WORKSHOP FOR A PERIOD OF THIRTY SIX (36) MONTHS.

TENDER NUMBER: CPTSC 03/24

- Kindly note the following amendments on the advertised tender document:

CHANGES REQUIRED IN TERMS OF THIS ADDENDUM:
• As per Terms of Reference - Pricing Schedule page 11, Quantity of guards required for grade C was x6. • The correct total number of guards required is x4 • Illustrative guide was not attached on the document: Illustrative guide is now attached.

I/We _____ accept that this Addendum forms part of the Tender Document.

(a) Have noted the contents of this Addendum

(b) Have fully considered this Addendum

(c) Have incorporated the amendments contained in this Addendum in my/our Tender Document for Tender

COMPANY NAME: _____

SIGNATURE: _____

DATE: _____

STATUS: This Addendum forms an integral part of the Tender Document and the subsequent contract with the successful Tenderer. The variations and amendments to the tender document as described hereafter, shall take precedence. Notwithstanding anything said during the tender period, only the additional information or variations and amendments contained in this Addendum, will be legally binding.



NATIONAL BARGAINING
COUNCIL
FOR THE PRIVATE SECURITY SECTOR

**PLEASE NOTE THAT THIS IS A PROVISIONAL PRICING
GUIDE, BASED ON THE SIGNED MAIN COLLECTIVE
AGREEMENT CONCLUDED ON 13 SEPTEMBER 2022 AND
EFFECTIVE FROM 01 March 2023 AS APPROVED AND
GAZETTED BY THE MINISTER OF LABOUR**

AREA	FROM	TO
YEAR 1	01-Mar-23	28-Feb-24
YEAR 2	01-Mar-24	28-Feb-25
YEAR 3	01-Mar-25	28-Feb-26
YEAR 4	01-Mar-26	28-Feb-27



Effective as from 01 March 2023 until 28 February 2024

AREA 1 & AREA 2 (URBAN)

AREA 1 & AREA 2 (URBAN)

Fertiliser runoff and VAT

AREA 3 COMPRISES

ILLUSTRATIVE PRICING GUIDE
Effective as from 01 March 2024 until 28 February 2025

Effective as from 01 March 2024 until 28 February 2025

PLEASE NOTE THAT THIS IS PURELY A GUIDE AND IS DISTRIBUTED WITHOUT PREJUDICE

^aBased on the average month, 12 hour shifts every day or night of such month at a site

AREA 1 & AREA 2 (URBAN)

Description	Explanation	Grade		Calculation
		A	B	
MONTHLY SALARY				
i) Primary Sec Officer	4 shifts per week (40 hrs)	R7 277.00	R6 700.00	PROMULGATED SALARY
ii) Relief Sec Officer	2 shifts per week (24 hrs)	R7 277.00	R6 700.00	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
	4,333 weeks p/m @ X1.5	R9 593.50	R3 336.00	
	1 shift p/m average	R2 726.50	R2 912.50	
	N/A	R4 193.83	R3 386.54	
	21 consecutive days leave	R0.00	R0.00	
	24 shifts per 3 year cycle	R625.74	R759.81	
	6 days per annum	R416.83	R386.54	
	5 days per annum	R314.87	R289.80	
	Family responsibility leave	R241.59	R212.92	
	Night shift allowance	R212.92	R212.92	
	7 Rand, daylight shift worked	R12.50	R12.50	
	R500 over 40 months	R959.63	R837.50	
	Monthly salary	R16 826.07	R15 503.78	
Subsidy annual bonus	1 % of remuneration	R168.73	R155.65	
Subsidy annual bonus	R172.50 Per month	R258.75	R258.75	
Subsidy annual bonus	6.5 % of Fund Salary	R709.51	R659.25	
Subsidy annual bonus	2.88 % of remuneration	R465.93	R448.02	
Subsidy annual bonus	7 Rand	R10.50	R10.50	
Subsidy annual bonus	4 Rand (average)	R6.00	R6.00	
Subsidy annual bonus	R2 480.00 Rand p/p a	R310.00	R310.00	
Subsidy annual bonus	1 % of remuneration (SOL)	R168.73	R155.65	
Subsidy annual bonus	31 Rand p/m	R48.50	R46.50	
TOTAL DIRECT COST		R19 999.71	R17 553.94	
Share of overheads	40 % of direct cost	R7 596.26	R7 021.58	
TOTAL COST PER MONTH		R26 597.00	R24 575.51	
		6.28%	5.77%	

Notes:

1. Employer provides group-term life insurance.
2. Used under new terms in form of the Schwab.
3. This is not an insurance policy, and NDCIPES will not be held responsible to request a copy (advice on the accuracy of the above information).
4. Maturity: benefits of \$4M over a period of four months not included in the policy statement.
5. "Vested Sickness" option is a permanent employee.
6. Share of overheads includes: health, liability and other insurance, payroll and admin. control costs, transportation costs (gasoline, maintenance and fuel), food, entertainment, travel, and taxes, registers, security, audit, occupational health and safety compliance, management and supervision and salary (not payable).
7. MSISA base reduced annually, as from April of each year, just prior to April for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Africa, Sachse, Emmet, Bakberg, Bloomfontein, Brakpan, Camperdown, Chatsworth, Durban, East London, Gambian, Gqekezi, Inxuba, Johannesburg, Kenville Park, Kinabedy, Maserod, Nya-Nyaka, Oudtshoorn, Port Elizabeth, Port Natal, Port Shepstone, Pretoria, Pietermaritzburg, Rawsonville, Stellenbosch, Swartkops, Teyateyanan, Tzaneen, Uitenhage, Vredenburg, Westerville, Worcester, Worsfold, Wynberg.

AREA 3 COMPRISES

All other marginal districts.



Effective as from 01 March 2025 until 28 February 2026

AREA 1 & AREA 2 (URBAN)

Description	Explanation	Grade			C/D/E	Calculations
		A	B	C/D/E		
MONTHLY SALARY		R7 035.00	R7 118.00	R0 514.00	PREMUNGUATED SALARY	
		R23 616.52	R23 616.52	R0 513.12	Monthly equivalent wage - 20% for salary calculation	
Ordinary time:	Class A (7/10) of NB/CPSS Main Agreement					
i) Primary Sec Officer	4 shifts per week (44 hrs)	R7 855.00	R7 118.00	R8 514.00	Monthly salary as per NB/CPSS Main Agreement	
ii) *Roller Sec Officer	2 shifts per week (24 hrs)	R3 847.50	R3 559.00	R3 257.00	1 hr x 24 x 4.333	
	4,333 weeks p/m @ x1.5	R2 855.63	R2 669.25	R2 462.78	12 x 4.333 x hr x 1.5 (Sunday rate)	
	1 shift p/m average	R443.94	R410.65	R375.61	1 hr x 12 (1 x portion already ind. in basic salary)	
	N/A	R0.00	R0.00	R0.00	Collapsed into basic salary	
	21 consecutive days leave	R655.91	R615.95	R563.71	1 hr x 144 (12 x 1.5 (reliever))	
	24 shifts per 3 year cycle	R443.94	R410.65	R375.61	1 hr x 48 x 6 (36 x 1.5 (reliever))	
	6 days per annum	R332.96	R307.99	R281.86	1 hr x 12 x 6 (12 x 1.5 (reliever))	
	5 days per annum	R277.46	R256.66	R234.08	1 hr x 12 x 5 (12 x 1.5 (reliever))	
	Night shift allowance	R122.92	R122.52	R122.02	365 (12 x 7) OMIT IF FOR DAY SHFT	
	7 Rand, night shift worked	R12.50	R12.50	R12.50	Long service bonus 60 x 1.5 (reliever)	
	R500 over 60 months	R889.75	R889.75	R814.28	Monthly salary / 12 x 1.5 (reliever)	
	Monthly salary	R17 779.64	R16 466.35	R15 062.40	A	
SUB TOTAL						
U/F	1 % of remuneration	R178.26	R165.10	R151.32	Total Income: Primary + reliever x 1%	
Hospital cover	R172.50 per month	R230.75	R258.75	R258.75	Including reliever	
Provident fund	7.5 % of Fund Salary	R865.69	R800.78	R732.83	Fund Salary X 7.5% x 1.5 (reliever)	
COVIDAWCA	2.65 % of remuneration	R472.39	R437.51	R401.00	Total Income: Primary + reliever x 2.65%	
Engaging Council Levy	7 Rand	R10.50	R10.50	R10.50	Including reliever	
SBSRA Ter SOT fee	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)	
Seas of uniform	R2 722.00 Rand p/p a	R340.63	R340.63	R340.63	Rand value + reliever (50%) 12	
Training (Skills Development Levy)	1 % of remuneration (SDL)	R178.26	R165.10	R151.32	Total Income: Primary + reliever x 1%	
Cleaning Allowance	31 Rand p/m	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)	
TOTAL DIRECT COST		R20 336.61	R18 694.21	R17 184.32	B	
Share of overheads	40 % of direct cost	R8 094.65	R7 477.68	R6 873.73	B x 40% (Economy of Scale rule applies)	
TOTAL COST PER MONTH		R28 391.26	R26 171.90	R24 058.04	C	
		6.03%	6.50%	7.07%		

3. *Rests used as in items of the Schedule in the Main Agreement of the National Bargaining Council for the Private Security Sector.*
4. *This is an illustrative pricing guide and FSPA will not be held responsible in respect of your reliance on the accuracy of the disclosed information.*
5. *Materially benefits of 2.0% over a period of four months in respect of this pricing structure.*
6. *“Rest of Security Officer” is a permanent employee*
7. *Share of overheads included under this liability and other benefits, payroll and admin, control costs (vehicle, maintenance and fuel), taxes, registers, security staff, occupational health and safety compliance, management and supervision and statutory fees payable.*
8. *FSPA fees reviewed annually, as from April of each year, yet finalized for the next year.*

[illegible]

All other magisterial districts,

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2024 until 28 February 2025

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

AREA 3 (RURAL)

Description	Explanation	Grade		CIDIE	Calculations
		A	B		
MONTHLY SALARY	Clause 4(7)(b) of NBCPSS Main Agreement	R5 271.00	R5 985.00	R5 985.00	PROMULGATED monthly salary
Ordinary time:					Monthly salary as per NBCPSS Main Agreement
Sunday pay premium	4 shifts per week (48 hrs)	R3 135.50	R2 927.50	R2 927.50	
Public holiday premium	2 shifts per week (24 hrs)	R2 351.44	R2 195.46	R2 195.46	
Security officer premium allowance	4,333 weeks p/m @ X1.5	R391.79	R337.79	R337.79	
Leave provision	1 shift p/m average	R0.00	R0.00	R0.00	
Sick Leave	N/A	R542.68	R506.68	R506.68	
Family responsibility leave	21 consecutive days leave	R361.79	R337.79	R337.79	
Night shift allowance	24 shifts per 3 year cycle	R271.34	R253.34	R253.34	
Long service bonus (5 years average)	6 days per annum	R228.12	R211.12	R211.12	
Statutory annual bonus	5 days per annum	R212.92	R212.92	R212.92	
	7 Rand, night shift worked	R12.50	R12.50	R12.50	
	R500 over 60 months	R783.88	R731.88	R731.88	
SUB TOTAL	Monthly salary	R14 530.95	R13 581.97	R13 581.97	
LIF	1 % of remuneration	R145.77	R136.28	R136.28	
Hospital cover	R172.50 Per month	R258.75	R258.75	R258.75	
Provident fund	6.5 % of Fund Salary	R611.42	R570.86	R570.86	
COWDCA	2.88 % of remuneration	R419.83	R392.50	R392.50	
Bargaining Council Levy	7 Rand	R10.50	R10.50	R10.50	
PSIRA "per SO" fee	4 Rand (average)	R6.00	R6.00	R6.00	
Sets of uniform	R2 480.00 Rand p/p p.a	R310.00	R310.00	R310.00	
Training (Skills Development Levy)	1 % of remuneration (SDL)	R145.77	R136.28	R136.28	
Cleaning Allowance	31 Rand p/m	R46.50	R46.50	R46.50	
TOTAL DIRECT COST		R16 485.51	R15 449.65	R15 449.65	
Share of overheads	40 % of direct cost	R6 594.20	R6 179.86	R6 179.86	
TOTAL COST PER MONTH		R23 079.71	R21 629.51	R21 629.51	
		6.95%	7.40%	7.40%	

NOTE:

1. Excludes profit and VAT
2. Rates used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This is an illustrative pricing guide and NBCPSS will not be held responsible in respect of your reliance on the accuracy of the above information.
4. Membership benefits of 3.4% over a period of four months not included in the pricing standard.
5. "Relief Security officer" is a permanent employee
6. Share of overheads includes inter alia, liability and other insurance, payroll and admin, control centre, transport costs (vehicles, maintenance and fuel), fixed infrastructure, rates & taxes, registers, security aids, occupational health and safety compliance, management and supervision and statutory fees payable.
7. PSIPA fees revised annually, as from April of each year, not yet raised for the next year.

AREA 1 & 2 COMPRISES

Magisterial districts of Abtstien, Bahlile, Benoni, Bokburg, Bonteheuwel, Brakpan, Camerdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kanyoan Park, Kimberley, Klerksdorp, Krugersdorp, Kullerivier, Mitchell's Plain, Nigel, Obertolter, Paarl, Pietermaritzburg, Pinelands, Port Elizabeth, Pretoria, Randburg, Randfontein, Rodepoort, Sasolburg, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westbury, Westdene, Westmead and Wynberg.

AREA 3 COMPRISES

All other magisterial districts.