

20 MAY 2024

TENDER NUMBER: CPTSC 04/24

NOTICE TO TENDERERS: ADDENDUM NO.1

PROJECT TITLE:

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

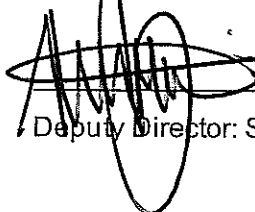
Dear Tenderer

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 RONDEBOSCH ESTATE FOR A
PERIOD OF THIRTY SIX (36) MONTHS.**

TENDER NUMBER: CPTSC 04/24

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

CHANGES REQUIRED IN TERMS OF THIS ADDENDUM:
• As per Terms of Reference - Pricing Schedule page11, 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: _____

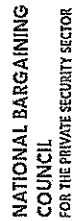
STATUS: This Addendum forms an integral part of the Tender Document and the subsequent contract with the successful Tenderer. The variations and amendments to the tender document as described hereafter, shall take precedence. Notwithstanding anything said during the tender period, only the additional 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)

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

NOTE:
1. Excludes profit and VAT

1. Excludes profit and VAT
2. Rates varied 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 HEDPSS will not be held responsible in respect of your reliance on the accuracy of the Storecard Information.
4. A minimum benefit of 34% over a period of four months not included in the pricing structure.

15. "Hired Security Officer" is a permanent employee

Magisterial districts of Abertown, Bellville, Baroni, Boksburg, Bloomfontein, Braken, Camboodown,

Chatsworth, Durban, East London, Germiston, Goodwood, Harare, Johannesburg, Klerksdorp, Kudu'sdorp, Nagerdorp, Nieuw-
 Port Elizabeth, Pretoria, Randfontein, Roodepoort, Sasburg, Simon's Town, Somerset West, Springs,
 Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wondersboom and Wynberg.

All other material districts.



Effective as from 01 March 2024 until 28 February 2025

AREA 1 & AREA 2 (URBAN)

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

MONTHLY SALARY	Description	Explanation	A	Grade	CIDIE	Calculations
			R7 277.00	B	R3 006.00	PROVIDENT SAVING
			R3 630.50		R34 005.50	Hourly estimated wage (NOT FOR SALARY CALCULATION)
Ordinary time:	i) Primary Sec Officer	Clause 4(2)(b) of NBCEPSS Main Agreement	R7 277.00		R3 006.00	
	ii) Relief Sec Officer		R3 630.50		R34 005.50	
Sunday pay premium		4 shifts per week (48 hrs)	R7 277.00		R3 006.00	
Public holiday premium		2 shifts per week (24 hrs)	R3 630.50		R34 005.50	
Security officer premium allowance		4,333 weeks p/m @ X1.5	R2 728.88		R2 512.50	
		1 shift p/m average	R419.83		R385.54	
		N/A	R0.00		R0.00	
Security officer premium allowance		21 consecutive days leave	R623.74		R579.91	
Sick Leave		24 shifts per 3 year cycle	R419.83		R385.54	
Study leave		5 days per annum	R184.87		R172.50	
Family responsibility leave		5 days per annum	R328.38		R289.30	
Night shift allowance		7 Rand, night shift worked	R121.92		R241.59	
Long service bonus (5 years average)		R500 over 60 months	R12.50		R12.50	
Subtotal annual bonus		Monthly salary	R969.63		R37.50	
Sub TOTAL		1 % of remuneration	R16 826.07		R15 939.79	
UUF		1 % of remuneration	R165.73		R141.76	
Hospital cover		R172.50 per month	R258.75		R236.75	
Provident fund		6.5 % of Fund Salary	R709.51		R653.23	
CIDOWACA		2.88 % of remuneration	R495.99		R448.02	
Bargaining Council Levy		7 Rand	R10.50		R10.50	
PSIRA per SO* fee		4 Rand (average)	R6.00		R6.00	
Seis of uniform		R2 490.00 Rand p/p pa	R310.00		R310.00	
Training (Skills Development Levy)		1 % of remuneration (SDL)	R158.73		R155.56	
Cleaning Allowance		31 Rand p/m	R46.00		R46.50	
TOTAL DIRECT COST			R16 930.71		R15 553.94	
Share of overheads		40 % of direct cost	R7 595.28		R6 419.97	
TOTAL COST PER MONTH			R26 525.99		R22 469.91	
			6.28%		3.28%	

NOTE:

1. Corporate profits and VAT
2. Rates used are in terms of the Schedule in the Main Agreement of the National Harpist Union (Canada) for the Private Security Service
3. This is a Markovian pricing guide and UNICREDIT will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
4. Monthly benefits of 34% over a period of four months not included in the pricing structure.
5. "Fixed Security Officer" is a permanent employee
6. Status of overseas franchisees includes law, liability and other insurance, payroll and admin. costs (except costs, equipment costs, maintenance and fuel), fixed infrastructure, rates & taxes, royalties, security staff, occupational health and safety compliance, maintenance and expenditure and salaries for the next year.
7. PERISA fees (collected annually, as from April of each year, not included for the next year).

Magistrate districts of Abroad, Bakke, Bano, Bakburg, Biomfontein, Bakpan, Carzandown, Chatsworth, Dulak, East London, Garmston, Goodwood, Inanda, Johannesburg, Kemplen Park, Kimberley, Moradburg, Ngazamburg, Nulivier, Mitchell's Pass, Vlei, Oberholser, Paul, Pietermaritzburg, Pindown, Port Elizabeth, Pretoria, Rensburg, Randfontein, Roodpoort, Swartburg, Slancin's Town, Somerset West, Spier, Stellenbosch, Strand, The Cape, Uitenhage, Vanderplighe, Vreeding, Slancin's Town, Somerset West, and Wynburg.

AREA 3 COMPRISES



Effective as from 01 March 2025 until 28 February 2026

AREA 1 & AREA 2 (URBAN)

MONTHLY SALARY	Description	Exemption	Grade	Calculation
			A B	
Ordinary time:	i) Primary Sec Officer	Clause 4(7)(b) of NBPCPS Main Agreement	R6 514.00	PRORATED SALARY
	ii) Relief Sec Officer		R3 332.12	Monthly equivalent wage (NOT FOR SALARY CALCULATION)
Sunday pay premium		4 shifts per week (48 hrs)	R7 118.00	
Public holiday premium		2 shifts per week (24 hrs)	R3 659.00	
Security officer premium allowance		4,333 weeks p/m @ X1.5	R2 669.25	Monthly salary as per NBPCPS Main Agreement
Leave provision		1 shift p/m average	R410.65	R3 251.00 for x 24 x 4.333
Sick Leave		N/A	R0.00	R2 442.75 12 x 4.333 x 1.5 (Sunday rate)
Family responsibility leave		21 consecutive days leave	R655.91	R0.00 Collapsed into basic salary
Night shift allowance		12 shifts per 3 year cycle	R410.65	R553.71 for x 144 12 * 1.5 (reliever)
Long service bonus (5 years average)		6 days per annum	R443.94	R21.86 for x 48 x 36 * 1.5 (reliever)
		5 days per annum	R332.95	R201.86 for x 12 x 6 120 x 1.5 (reliever)
		7 Rand, overnight shift worked	R277.46	R234.68 for x 12 x 5 120 x 1.5 (reliever)
		R500 over 60 months	R12.92	R12.92 365 / 12 x 7 OMIT IF FOR DAY SHFT
		Monthly salary	R12.50	R12.50 Long service bonus 60 x 1.5 (reliever)
			R883.75	R814.25 Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL			R17 779.54	A R15 055.48
Uf		1 % of remuneration	R16 463.35	
Hospital cover		R172.50 per month	R165.10	R151.32 (Total Income: Primary + reliever) x 1%
Provident fund		7.5 % of Fund Salary	R258.75	R258.75 Including reliever
COD/OWCA		2.65 % of remuneration	R800.76	R792.83 Fund Salary X 7.5% x 1.5 (reliever)
Bargaining Council Levy		7 Rand	R437.51	R10.00 (Total Income: Primary + reliever) x 2.65%
PSIRA, per SCO fee		4 Rand (average)	R10.50	R10.50 Including reliever
Scas of uniform		R2 725.50 Rand p/p p.a	R6.00	R8.00 Including reliever (variable according to company size)
Training (Skills Development Levy)		1 % of remuneration (SDL)	R340.53	R340.63 (Rand value + reliever(50%)) / 12
Cleaning Allowance		31 Rand p/m	R178.26	R151.32 (Total Income: Primary + reliever) x 1%
TOTAL DIRECT COST			R46.50	R46.50 Allowance x 1.5 (reliever)
			R20 336.51	B R17 384.32
Share of overheads		40 % of direct cost	R18 694.21	5 x 40% (Economy of Scale rule applies)
			R8 054.65	R8 873.73
TOTAL COST PER MONTH			R26 171.90	C R24 058.04
			6.03%	7.07%

1. Excludes direct 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 S&SA will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.

3. This is an advantageous pricing guide and SASA will not be held responsible in respect of your tax.
4. Maternity benefits of 34% over a period of four months not included in the pricing structure.*

5. "Relief Security officer" is a permanent employee

5. "Revol Security officer" is a permanent employee

6. Share of overheads includes interest, liability and o

rates & taxes, registers, security aids, occupational

7. PSIRA fees revised annually, as from April of each year.

Magisterial districts of Alberton, Ballville, Bayard,

Chatsworth, Durban, East London, Germiston, Go-

Chatsworth, Durban, East London, Germiston, Go
Klerksdorp, Krugersdorp, Kultshrer, Milcheffs P
Klerksdorp, Krugersdorp, Kultshrer, Milcheffs P

Post Elizabeth: Preloia, Randburg, Randfontein, H.

Port Elizabeth, Pretoria, Randburg, Randfontein, R.

Stellenbosch, Strand, The Cape, Uitenhage, Vande

All other magisterial districts.

Journal of Interpersonal Violence 27(1) 100–114

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Effective as from 01 March 2024 until 28 February 2025

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

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

AREA 3 (RURAL)

Description	Explanation	A	Grate	CIDIE	Calculations
		B			
MONTHLY SALARY					
Ordinary time:	Clauses 4/12/15 of NBCPSS Main Agreement	R6 271.00	R2 885.00	R5 855.00	PROXIMATED monthly salary
i) Primary Sec Officer	4 shifts per week (48 hrs)	R30 149.00	R2 885.00	R10 000.00	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
ii) *Retel/ Sec Officer	2 shifts per week (24 hrs)				
Sunday pay premium	4.333 weeks p/m @ X1.5	R6 271.00	R2 885.00	R6 855.00	Monthly salary as per NBCPSS Main Agreement
Public holiday premium	1 shift p/m average	R2 351.44	R2 927.50	R2 927.50	hr x 24 x 4 x 3.33
Security officer premium allowance	1 shift p/m average	R361.79	R2 195.68	R2 195.68	hr x 12 (3 hrs per shift already incl. in basic)
Leave provision	N/A	R0.00	R337.79	R337.79	R0.00 Collapsed into basic salary
Sick Leave	21 consecutive days leave	R542.68	R506.68	R506.68	(hr x 144 / 12 x 1.5 (reliever) (+ 3 extra days after 2 years)
Study leave	24 shifts per 3 year cycle	R361.79	R337.79	R337.79	(hr x 48 x 6 / 36 x 1.5 (reliever)
Family leave	5 days per annum	R271.34	R253.34	R253.34	(hr x 12 x 6 / 12) x 1.5 (reliever)
Public responsibility leave	6 days per annum	R226.12	R211.12	R211.12	(hr x 12 x 6 / 12) x 1.5 (reliever)
Night shift allowance	7 Rand, p/m (night shift worked)	R212.92	R212.92	R212.92	R212.92 (365 / 12) x 7 OMT IF FOR DAY SHIFT
Long service bonus (5 years average)	R500 over 60 months	R12.50	R12.50	R12.50	R12.50 Long service bonus / 60 x 1.5 (reliever)
Statutory annual bonus	Monthly salary	R763.88	R731.88	R731.88	Monthly salary / 12 x 1.5 (reliever)
SUB TOTAL		R14 500.95	R13 581.97	R13 581.97	A
Uif	1 % of remuneration	R145.77	R136.28	R136.28	Total Income: Primary + reliever) x 1%
Hospital cover	R172.50 Per Month	R258.75	R258.75	R258.75	Including reliever
Provident Fund	6.5 % of Fund Salary	R611.42	R570.86	R570.86	Fund Salary X 6.5% x 1.5 (reliever)
COWDACA	2.88 % of remuneration	R419.83	R392.50	R392.50	Total Income: Primary + reliever) x 2.88%
Bargaining Council Levy	7 Rand	R10.00	R10.00	R10.00	Including reliever
See note 7 below	4 Rand (average)	R6.00	R6.00	R6.00	Including reliever (variable according to company size)
Sets of uniform	R2 480.00 Rand p/p p.a	R310.00	R310.00	R310.00	(Rand value + reliever/50%) / 12
Training (Skills Development Levy)	1 % of remuneration (SDL)	R145.77	R136.28	R136.28	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		R18 495.51	R15 449.85	R15 449.85	B
Share of overheads	40 % of direct cost	R6 594.20	R6 179.86	R6 179.86	B x 40% (Economy of scale rule)
TOTAL COST PER MONTH		R23 079.71	R21 629.51	R21 629.51	C
		5.95%	7.40%	7.40%	

NOTE:

1. Exclude profit and VAT
2. Exclude items used in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This item is a Regulatory pricing guide and NIPSS will not be held responsible if respect of your reliance on the accuracy of the above information.
4. Admissibility means compliance with a period of four months or less before the pricing structure.
5. "Retail Security Officer" is a permanent employee
6. The purchase of over-the-counter includes first aid, liability and other insurances, payroll and admin, control centre, transport costs (vehicles, maintenance and fuel), food/kitchen/canteen,
first aid boxes, telephone, security alarm, occupational health and safety compliance, management and supervision and statutory fees payable
7. RPSA fees revised annually, as from April of each year. Not valid /frustrated for the next year.

AREA 1 & 2 COMPRISES

Magister districts of Alberton, Bellville, Benoni, Botshabelo, Bloemfontein, Brackenford, Camperdown, Chasown, Durban, East London, Garmiston, Gordwood, Isanda, Johannesburg, Kamekpa Park, Kimberley, Klerksdorp, Krugersdorp, Kullerher, Mitchell's Plain, Nigel, Obertulz, Paarl, Pietermaritzburg, Pinetown, Pretoria, Roodepoort, Sandown, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westcliff, Wondolobon and Wynburg.

AREA 3 COMPRISES

All other managerial districts.