

20 MAY 2024

TENDER NUMBER: CPTSC 05/24

NOTICE TO TENDERERS: ADDENDUM NO.1

PROJECT TITLE:

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

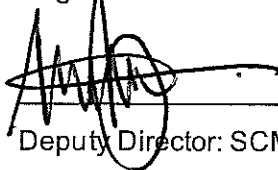
Dear Tenderer

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 FERNWOOD FOR A PERIOD OF THIRTY SIX (36) MONTHS.

TENDER NUMBER: CPTSC 05/24

- 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)

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NOTE:
1. Excludes profit and VAT

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Magisterial districts of Alberton, Bellville, Barton, Boksburg, Bloemfontein, Braksig, Camperdown,

Magisterial districts of Alberton, Bellville, Barton, Boksburg, Bloemfontein, Braksig, Camperdown,

AREA 3 COMPRISES

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2024 until 28 February 2025

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

AREA 1 & AREA 2 (URBAN)

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

Description	Explanation	Grade		CIDIE		Calculations
		A	B	R6 277.00	R6 700.00	
MONTHLY SALARY						
Ordinary time:	Clause 4(7)(b) of NBPSS Main Agreement					PROMULGATED SALARY
i) Primary Sec Officer	4 shifts per week (48 hrs)	R7 277.00	R6 700.00	R6 098.00	R6 098.00	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
ii) Relief Sec Officer	2 shifts per week (24 hrs)	R7 277.00	R6 700.00	R6 098.00	R6 098.00	Hourly equivalent wage (NOT FOR SALARY CALCULATION)
Sunday pay premium	4,333 weeks p/m @ X1.5	R3 635.50	R3 386.54	R3 048.00	R3 048.00	Monthly salary as per NBPSS Main Agreement
Public holiday premium	1 shift p/m average	R2 728.86	R2 512.50	R2 286.00	R2 286.00	Collapsed into basic salary
Security officer premium allowance	N/A	R419.83	R386.54	R0.00	R0.00	
Leave provision	21 consecutive days leave	R0.00	R579.81	R0.00	R0.00	
Sick Leave	24 shifts per 3 year cycle	R625.74	R386.54	R327.54	R327.54	(hr x 144 / 12 x 1.5 (reliever) (+ 3 extra days after 3 years)
Study leave	6 days per annum	R418.63	R386.54	R351.69	R351.69	(hr x 48 x 6 / 36 x 1.5 (reliever)
Family responsibility leave	5 days per annum	R314.87	R289.90	R263.77	R263.77	(hr x 12 x 6 / 12) x 1.5 (reliever)
Night shift allowance	7 Rand, night shift worked	R262.38	R241.59	R216.01	R216.01	(hr x 12 x 5) / 12 x 1.5 (reliever)
Long service bonus (5 years average)	7 Rand, night shift worked	R12.92	R12.92	R12.92	R12.92	OMIT IF FOR DAY SHIFT
Statutory annual bonus	R500 over 60 months	R12.50	R12.50	R12.50	R12.50	Long service bonus / 60 x 1.5 (reliever)
SUB TOTAL	Monthly salary	R909.63	R837.50	R762.00	R762.00	Monthly salary / 12 x 1.5 (reliever)
UUF	1 % of remuneration	R16 826.07	R15 509.79	R14 178.00	R14 178.00	Total Income: Primary + reliever
Hospital cover	R172.50 Per month	R168.73	R155.56	R141.78	R141.78	(Total Income: Primary + reliever) x 1%
Provident fund	R250.75	R238.75	R208.75	R188.75	R188.75	including reliever
COVID/MCA	6.5 % of Fund Salary	R708.51	R653.23	R594.36	R594.36	Fund Salary X 6.5% x 1.5 (reliever)
Bargaining Council Levy	2.88 % of remuneration	R405.93	R374.02	R324.02	R324.02	(Total Income: Primary + reliever) x 2.88%
PSIRA per SO* fee	7 Rand	R10.50	R10.50	R10.50	R10.50	including reliever
Sets of uniform	4 Rand (average)	R6.00	R6.00	R6.00	R6.00	including reliever (variable according to company size)
Training (Skills Development Levy)	R2 480.00 Rand p/p p.a	R310.00	R310.00	R310.00	R310.00	(Rand value + reliever(50%) / 12
Cleaning Allowance	1 % of remuneration (SOL)	R168.73	R155.56	R141.78	R141.78	(Total Income: Primary + reliever) x 1%
TOTAL DIRECT COST	31 Rand p/m	R46.50	R46.50	R46.50	R46.50	Allowance x 1.5 (reliever)
Share of overheads	40 % of direct cost	R18 990.71	R17 593.94	R16 045.93	R16 045.93	Allowance x 1.5 (reliever)
TOTAL COST PER MONTH		R7 590.28	R7 021.58	R6 415.97	R6 415.97	(Economy of Scale rate applies)
		R26 587.00	R24 575.51	R22 463.91	R22 463.91	
		6.38%	6.71%	7.38%	7.38%	

NOTE:

- Excludes goods and VAT
- Rules used are in terms of the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
- This is an illustrative pricing guide and FICPSS will not be held responsible in respect of your reliance on the accuracy of the above information.
- Ministry benefits of 51% over a period of four months not included in the pricing structure.
- "Relief Security Officer" is a permanent employee
- Share of overheads includes: rent, liability and other insurance, payroll and admin, control centre, transport costs, vehicles, maintenance and fuel, food infrastructure, rates & taxes, registers, security kits, occupational health and safety compliance, management and supervision and statutory fees payable.
- FOIPA fees revised annually, as from April of each year, not yet finalised for the next year.

AREA 1 & 2 COMPRISES

Municipal districts of Alberton, Bellville, Benoni, Botshabelo, Brackenford, Brakpan, Camperdown, Chatsworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Klerksburg, Krugersdorp, Kwa-Zulu Natal, Midrand, Middelburg, Mthatha, Nelspruit, Pietermaritzburg, Pretoria, Port Elizabeth, Pretoria, Randburg, Roodepoort, Sandton, Simon's Town, Somerset West, Springs, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Wintervald, Wonderboom and Wynberg.

AREA 3 COMPRISES

All other neighbouring districts.

ILLUSTRATIVE PRICING GUIDE

Effective as from 01 March 2025 until 28 February 2026

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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	Grade	Calculation
Ordinary time:	i) Primary Sec Officer	4 shifts per week (41 hrs)	R7 118.00	PROVILATED SALARY
	ii) Retail Sec Officer	2 shifts per week (24 hrs)	R3 447.50	PROVILATED SALARY
	Sunday pay premium	4,333 p/m @ X1.5	R2 689.25	Monthly salary as per NBPSS Main Agreement
	Public holiday premium	1 shift p/m average	R410.65	Monthly salary as per NBPSS Main Agreement
	Security officer premium allowance	N/A	R0.00	Monthly salary as per NBPSS Main Agreement
	Leave provision	21 consecutive days leave	R655.91	Monthly salary as per NBPSS Main Agreement
	Sick Leave	24 shifts per 3 year cycle	R434.94	Monthly salary as per NBPSS Main Agreement
	Study leave	6 days per annum	R332.98	Monthly salary as per NBPSS Main Agreement
	Family responsibility leave	5 days per annum	R277.46	Monthly salary as per NBPSS Main Agreement
	Night shift allowance	7 Rand, night shift worked	R121.92	Monthly salary as per NBPSS Main Agreement
Provision	Long service bonus (5 years average)	R500 over 60 months	R12.50	Monthly salary as per NBPSS Main Agreement
	Statutory annual bonus	Monthly salary	R581.88	Monthly salary as per NBPSS Main Agreement
	SUB TOTAL		R17 773.54	Monthly salary as per NBPSS Main Agreement
	UUF	1 % of remuneration	R161.32	Monthly salary as per NBPSS Main Agreement
	Hospital cover	R172.50 per month	R258.75	Monthly salary as per NBPSS Main Agreement
	Provision fund	7.5 % of Fund Salary	R865.68	Monthly salary as per NBPSS Main Agreement
	COD/RWCA	2.65 % of remuneration	R472.39	Monthly salary as per NBPSS Main Agreement
	Bargaining Council Levy	7 Rand	R10.50	Monthly salary as per NBPSS Main Agreement
	PSIRA per SO fee	4 Rand (average)	R6.00	Monthly salary as per NBPSS Main Agreement
	Sols of uniform	R2 725.00 Rand p/pa	R340.63	Monthly salary as per NBPSS Main Agreement
Provision	Training (Skills Development Levy)	1 % of remuneration (SDL)	R178.26	Monthly salary as per NBPSS Main Agreement
	Cleaning Allowance	31 Rand p/m	R48.50	Monthly salary as per NBPSS Main Agreement
	TOTAL DIRECT COST		R20 136.61	Monthly salary as per NBPSS Main Agreement
	Share of overheads	40 % of direct cost	R8 054.65	Monthly salary as per NBPSS Main Agreement
	Total overheads		R28 171.26	Monthly salary as per NBPSS Main Agreement
	TOTAL COST PER MONTH		R28 171.26	Monthly salary as per NBPSS Main Agreement
			R24 658.04	Monthly salary as per NBPSS Main Agreement
			R24 658.04	Monthly salary as per NBPSS Main Agreement
			R24 658.04	Monthly salary as per NBPSS Main Agreement
			R24 658.04	Monthly salary as per NBPSS Main Agreement

NOTE:

- | | 2007/08 | 2007/08 |
|--|---------|---------|
| 1. Excludes profit and loss | | 7,037.4 |
| 2. Rates used as per VITA | | |
| 3. Rates used as per the Schedule to the Main Agreement of the National Paralympic Council for the Paralympic Security Service. | | |
| 4. This is an illustrative pricing guide and SADA will not be held responsible in respect of your reliance on the accuracy of the illustrated information. | | |
| 5. Majority benefits of 20% were not included in the pricing schedule. | | |
| 6. "Prestid Security Officer" is a permanent employee | | |
| 7. Share of overheads includes travel, liability and other insurance, payroll and admin, central costs, transport costs (including, maintenance and fuel), food, infrastructure, IT, taxes, royalties, security staff, occupational health and safety compliance, maintenance and expenditure and subsidiary free payable. | | |
| 8. PERSA fees related annually, as per April of each year, not included for the next year. | | |

Magnified districts of Alberion, Bathke, Benot, Bokburg, Bioemfontein, Brakpan, Camperdown, Chateworth, Durban, East London, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Kimberley, Korkwood, Krugersdorp, Kullström, Mitchem's Place, Nigel, Durbolker, Paul, Pietermaritzburg, Pinelawn, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simon's Town, Somerset West, Spitzkop, Stellenbosch, Strand, The Cape, Uitenhage, Vanderbijlpark, Verwoerding, Westonville, Winterveldt and Wynburg.

All other magisterial districts.



Effective as from 01 March 2024 until 28 February 2025

(Based on the average month, 12 hour shifts every day or night of such month at a \$10)

AREA 3 (RURAL)

NOTE: 1. Excludes profit and VAT

1. **THE STATE OF TEXAS, COUNTY OF DALLAS, ss. I, the undersigned, a Notary Public in and for said State, do hereby certify that the foregoing is a true and correct copy of the original of the same, as the same appears from the records of said County.**

2. Rates used in the Schedule to the Main Agreement of the National Bargaining Council for the Private Security Sector.
3. This is an illustrative pricing guide and MIDPSES will not be held responsible in respect of your reliance on the accuracy of the aforesaid information.
4. Mainly benefits of 34% over a period of four months not included in the pricing structure.
5. *“Refuse Security Officer is a permanent employee*
6. Share of overheads includes their sala, liability and other insurance, payroll and salary, control centre, transport costs (vehicle), maintenance and fuel, fixed infrastructure, rates & taxes, repatriation, security gear, occupational health and safety compliance, management and supervision and statutory/loss payable.
7. PSPRA fees revised annually, as from April of each year not yet implemented for the next year.

Maniterial districts of Alherton, Bellville, Benoni, Boksburg, Brimacombe, Cammermoun

Magisterial districts of Alberta, Balzac, Beaverlodge, Brooks, Camrose, Cardston, Chatsworth, Didsbury, Edson, Grande Prairie, Hinton, Invermay, Lethbridge, Medicine Hat, Okotoks, Ponoka, Red Deer, Rocky Mountain House, Stettin, Strathmore, Swift Current, Vegreville, Wetaskiwin, Weyburn, Whitecourt, and Wainwright.

All other magisterial districts.