

MEMORANDUM OF AGREEMENT

made and entered into by and between

**SECURITY ASSOCIATION OF SOUTH AFRICA (“SASA”);
SOUTH AFRICAN NATIONAL EMPLOYERS ASSOCIATION (“SANSEA”);
CONSOLIDATED EMPLOYERS ORGANISATION (“CEO”)**

**(hereinafter collectively referred to as “EMPLOYERS ORGANISATIONS” or
“ORGANISED EMPLOYERS”)**

and

**ABANQOBI WORKERS UNION (“AWU”);
DEMOCRATISED TRANSPORT LOGISTICS AND ALLIED WORKERS UNION
 (“DETAWU”);
KUNGWINI AMALGAMATED WORKERS UNION (“KAWU”);
NATIONAL SECURITY AND UNQUALIFIED WORKERS UNION (“NASUWU”);
PROFESSIONAL TRANSPORT AND ALLIED WORKERS UNION (“PTAWU”);
SOUTH AFRICAN ALGAMATED AND INTEGRATED WORKERS UNION
 (“SAAIWU”);
SOUTH AFRICAN NATIONAL SECURITY AND ALLIED WORKERS FORUM
 (“SANSAWF”)
SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION (“SATAWU”)**

**(hereinafter collectively referred to as “TRADE UNIONS” or “ORGANISED
LABOUR”)**

All signatories to initial:

W.M.
W.D.
MP
AS.
R.E.
SH
AGM

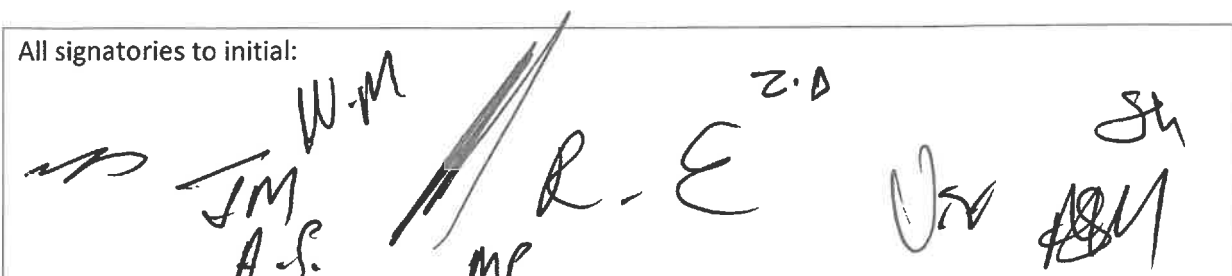
1. PREAMBLE

- 1.1 Terms and conditions of employment within the Private Security Sector are determined by the Main Collective Agreement of the National Bargaining Council for the Private Security Sector (“NBCPSS”);
- 1.2 Organised labour and organised employers, including the parties to this agreement, have negotiated terms and conditions within the Private Security Sector at national level amongst each other under the auspices of the NBCPSS and any agreements reached between them reflects the broadly held consensus in the sector and should thus be extended and promulgated by the Minister of Employment and Labour;
- 1.3 The terms and conditions negotiated shall be effective from 1 March 2027 and for a period of three years;
- 1.4 This Agreement is concluded in accordance with the National Negotiation Protocol Agreement for the NBCPSS;
- 1.5 This agreement constitute a collective agreement as envisaged in the Labour Relations Act; and
- 1.6 The parties agree that any administrative, grammatical, functional errors to be amended in the existing (“Main Collective Agreement”).

2. SCOPE OF APPLICATION, EFFECT AND DURATION OF COLLECTIVE AGREEMENT

- 2.1 The parties agree that the Schedule MCA, shall be submitted to the Department of Labour with the latest verification determination certificate in order that the Minister may, in accordance with the provisions of the Labour Relations Act as amended, include the conditions of employment in the promulgation of the National Bargaining Council Main Collective Agreement for the Private Security Sector thereby extending such conditions of employment to all participants in the said sector including, but not limited to, non-parties to this agreement, National Key Points, Armed Response, independent contractors, fixed term employees, self-employed security officers, sub-contractors, car guards and labour brokers.

All signatories to initial:



Handwritten initials of signatories: W-M, J.M., A.S., MP, R-E, Z.A., J.V., and S.H.

- 2.2 This agreement is binding on the parties and shall come into operation from the date as determined by the Minister and following the extension of the agreement to non-parties and shall remain in force until such time as amended or 3 years have lapsed.
- 2.3 In the intervening period between the signing of this Agreement and the promulgation and extension to non-parties of this agreement as envisaged in this clause, the parties shall continue to adhere to the provisions of the existing Main Collective Agreement for the National Bargaining Council for the Private Security Sector.
- 2.4 The parties specifically record that all the provisions of the National Negotiation Protocol Agreement as amended for the NBCPSS are implied in this agreement.
- 2.5 The parties agree that this entire agreement in conjunction with the newly concluded Main Collective Agreement will constitute the Main Collective Agreement of the NBCPSS, which agreement shall replace the current Main Collective Agreement upon promulgation and extension by the Minister.

3. BASIC SALARIES

- 3.1 The parties agree that the minimum basic remuneration as contained in the Main Collective Agreement shall be increased and/or amended as outlined in the tables below. The parties further agree that these amendments and/or increments shall equally be applicable to employees employed on non-standard service agreements, including fixed term agreements.

Area 1: Year 1 - 1 March 2027

Grade	Basic Salary (ZAR)
C, D and E	7403.00

- Rand value of Grade C basic salary (R400.00) applied for Grades B and A.

Area 3: Year 1 – 1 March 2027

Grade	Basic Salary (ZAR)
C, D and E	7110.00

All signatories to initial:

The image shows a collection of handwritten initials and signatures. On the left, there are several sets of initials including 'WM', 'A-S.', and 'MI'. In the center, there are initials 'Z.D' and 'R.E'. On the right, there are initials 'J.V.' and 'SH' with a signature that appears to be 'J.V.' followed by a flourish.

- Rand value of Grade C basic salary applied for Grades B and A.

Area 1: Year 2 – 1 March 2028

Grade	Basic Salary (ZAR)
C, D and E	7814.00

- Rand value of Grade C basic salary (R411.00) applied for Grades B and A.

Area 3: Year 2 – 1 March 2028

Grade	Basic Salary (ZAR)
C, D and E	7504.00

- Rand value of Grade C basic salary applied for Grades B and A.

Area 1: Year 3 – 1 March 2029

Grade	Basic Salary (ZAR)
C, D and E	8235.00

- Rand value of Grade C basic salary (R421.00) applied for Grades B and A.

Area 3: Year 3 – 1 March 2029

Grade	Basic Salary (ZAR)
C, D and E	7898.00

- Rand value of Grade C basic salary applied for Grades B and A.

The Grade A and B basic salaries is listed below after the agreed rand value was applied.

Grade	Basic Salary (ZAR)	Year
B Area 1	8007.00	2027
B Area 1	8418.00	2028
B Area 1	8839.00	2029

All signatories to initial:

The image shows a collection of handwritten initials and signatures. On the left, there are several sets of initials: 'W.M.', 'A.S.', 'V.M.', and 'MP'. In the center, there is a large, bold signature that appears to be 'R.E.'. To the right, there are more initials: 'Z.D.', 'J.Z.', and '84' followed by a signature that looks like 'A.M.'.

Grade	Basic Salary (ZAR)	Year
B Area 3	7110.00	2027
B Area 3	7504.00	2028
B Area 3	7 898.00	2029

Grade	Basic Salary (ZAR)	Year
A Area 1	8584.00	2027
A Area 1	8995.00	2028
A Area 1	9416.00	2029

Grade	Basic Salary (ZAR)	Year
A Area 3	7526.00	2027
A Area 3	7920.00	2028
A Area 3	8314.00	2029

3.2 All other categories of employees included in the current Main Collective Agreement, not referred to in this agreement, basic salaries shall be increased on an amount equal to that of a Grade C, Area 3, security officer described in 3.1 *supra* on date of extension to non-parties. The basic salaries are listed below after the agreed rand value was applied.

	2027	2028	2029
Artisan	10897.00	11291.00	11685.00
Clerical Assistant	6808.00	7202.00	7596.00
Clerk during first year of experience	6967.00	7361.00	7755.00
Clerk during second year of experience	7262.00	7656.00	8050.00
Clerk during third year of experience	7520.00	7914.00	8308.00
Driver of a light motor vehicle	6808.00	7202.00	7596.00
Driver of a medium motor vehicle	7127.00	7521.00	7915.00
Driver of a heavy motor vehicle	7340.00	7734.00	8128.00
General worker	6808.00	7202.00	7596.00
Handyman	7282.00	7676.00	8070.00

All signatories to initial:

Employees not elsewhere specified	6808.00	7202.00	7596.00
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3.3 Night shift allowance shall increase to R8.46 in year one, R 8.93 in year two and R 9.38 in year three.

4. SPECIAL ALLOWANCES

4.1 The parties agree to the following special allowances to increase to R11.10 for year 1 of the operation of the agreement.

Year 1:

Mobile Supervisor	R11.10 per shift
Armed Security Officer	R11.10 per shift
Armed Response Officer	R11.10 per shift
National Key Point Officer	R11.10 per shift
Control Centre Operator	R11.10 per shift
Canine / Dog Handler	R11.10 per shift

Year 2:

Mobile Supervisor	R11.72 per shift
Armed Security Officer	R11.72 per shift
Armed Response Officer	R11.72 per shift
National Key Point Officer	R11.72 per shift
Control Centre Operator	R11.72 per shift
Canine / Dog Handler	R11.72 per shift

All signatories to initial:


 W-M
 A.S.
 MP
 R.E
 Z.A
 J.S.M
 J.S.M

Year 3:

Mobile Supervisor	R12.33 per shift
Armed Security Officer	R12.33 per shift
Armed Response Officer	R12.33 per shift
National Key Point Officer	R12.33 per shift
Control Centre Operator	R12.33 per shift
Canine / Dog Handler	R12.33 per shift

5. CLEANING ALLOWANCES

5.1 The cleaning allowance will increase to the R35.40 in the first year, R37.36 in the second year and R 39.20 in the third year.

6. MEDICAL COVER

6.1 The parties agree that the following increase, in accordance with the provider, being 8.5% for year one, 7.5% for year two and 7.05% for year three.

6.2 The total contribution split between the employer and the employee shall be a 60% contribution by the employer and a 40% contribution by the employee.

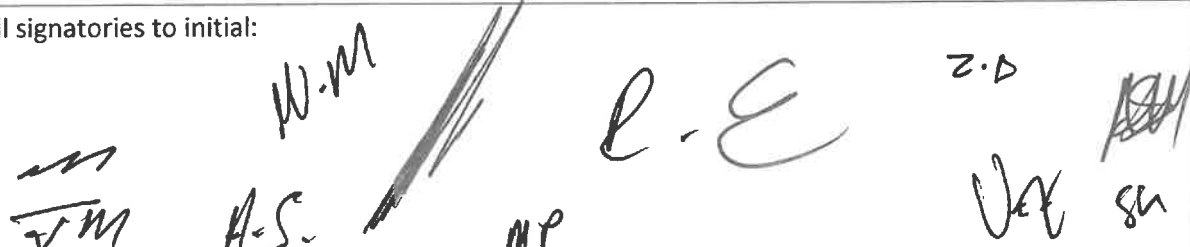
7. MATERNITY BENEFITS

7.1 Clause 16 of the existing MCA that is extended to non-parties, shall be removed from the Main Collective Agreement.

8. DEFINITIONS

8.1 The parties agree that the amendments to any definitions, not having any financial implications, contained in the Main Collective Agreement shall be dealt with by the elected Organised Employer and Organised Labour

All signatories to initial:



The image shows a collection of handwritten initials and signatures. From left to right, there are: a scribble, 'W.M', a large diagonal scribble, 'A.S.', 'M.P', 'E.E', 'Z.D', 'J.K', and 'S.H'.

representatives in conjunction with the CEO of the National Bargaining Council for the Private Security Sector.

9. STATUS QUO

9.1 The parties agree that the remaining conditions of the current Main Collective Agreement, insofar not addressed in this agreement, shall remain unchanged, including *inter alia*, leave entitlements, provident fund and service benefits.

10. NOTICE AND ADDRESSES

10.1 The parties to this agreement choose their respective addresses for the service of any notices in terms of this agreement at the addresses set out at the bottom of this agreement.

10.2 Any notice required to be given in terms of this agreement shall be given in writing by e-mailing that notice to the e-mail address, telefaxing that notice to the telefax address, delivering that notice by hand to the physical address or posting that notice by pre-paid registered post to the postal address given by the other parties.

10.3 Any party may amend the address given in terms of this agreement by giving every other party to this agreement at least seven (7) days' notice of the change of address.

10.4 Any notice given to the chosen address in terms of this agreement shall be deemed to have been received by the addressee on the day of successful transmission of e-mail, telefax or hand delivery or on the 7th day after posting by pre-paid registered post of the notice to the address of such addressee.

10.5 Any notice which is required to be given to all other parties to this agreement shall be deemed to have been received by all other parties if such notice has been given to not less than one-half of the Employers' Organisations in number and not less than one-half of the Trade Unions in number.

All signatories to initial:



The image shows a collection of handwritten initials and signatures within a rectangular box. From left to right, the initials are: 'SM', 'A.S.', 'W.M.', a large scribble, 'MP', 'E.E.', 'Z.D.', and 'V.S.H.'. The initials are written in black ink on a white background.


11. WHOLE AGREEMENT

- 11.1 This agreement constitutes the sole record of the agreement between the parties in relation to the subject matter hereof.
- 11.2 No party shall be bound by any express or implied term or representation, warranty, promise or the like not recorded herein.
- 11.3 No addition to, variation or agreed cancellation of this agreement shall be of any force or effect unless concluded in writing and signed by or on behalf of the parties.
- 11.4 No indulgence which any party may grant to any other party shall constitute a negation of this agreement or a waiver of any rights in terms of this agreement.
- 11.5 This agreement is entered into full and final settlement of all and any claims pertaining to and arising from the round of negotiations contemplated in the National Negotiation Protocol Agreement for the NBCPSS.

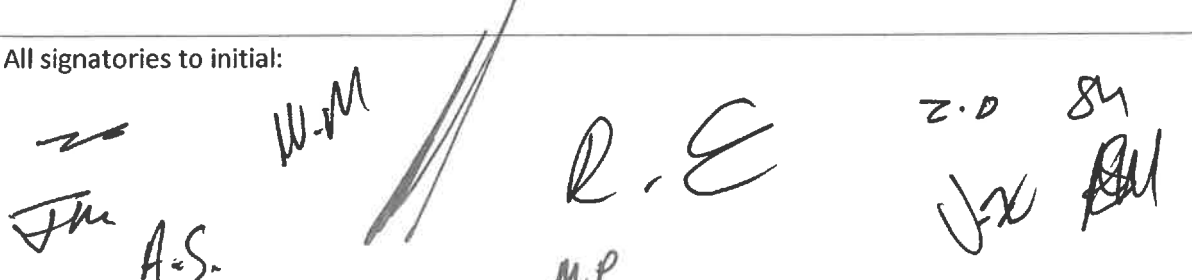
DATED AT Midrand ON THIS THE 26 DAY OF June 2026

ORGANISED EMPLOYERS:


SECURITY ASSOCIATION OF SOUTH AFRICA (SASA)

Signature 	Name in print Franz Verhufen
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	
Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	

All signatories to initial:



SOUTH AFRICAN NATIONAL EMPLOYERS ASSOCIATION (SANSEA)


Signature	Name in print
	GARY CHATWINO
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	garyc@SANSEA.CO.ZA
Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	

CONSOLIDATED EMPLOYERS ORGANISATION (CEO)


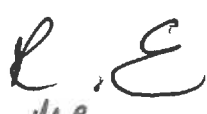



Signature	Name in print
	Ernest Masuaye
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	ernest.masuaye@ceosa.org.za
Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	


ORGANISED LABOUR:

ABANQOBI WORKERS UNION (AWU)

Signature	Name in print
	ZITHUNISE D MQABI
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	1206/07 SAN4FO HOUSE
Physical Address	
Email Address	awu.union@gmail.com
Facsimile Number	


All signatories to initial:




SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT


DEMOCRATISED TRANSPORT LOGISTICS AND ALLIED WORKERS UNION (DETAWU)

Signature 	Name in print VUSI ATISHANGASE
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	
Facsimile Number	Vusi@detawu.org.za
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	


KUNGWINI AMALGAMATED WORKERS UNION (KAWU)

Signature 	Name in print JONNES
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	jonnes@mkayiso.com
Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	

NATIONAL SECURITY AND UNQUALIFIED WORKERS UNION (NASUWU)

Signature 	Name in print WONGA MBAWU
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.	
Postal Address	
Physical Address	
Email Address	wongab12345@gmail.com
Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	


All signatories to initial:



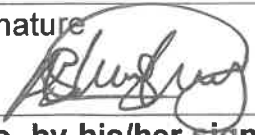
PROFESSIONAL TRANSPORT AND ALLIED WORKERS UNION (PTAWU)

Signature		Name in print	SH Baloyi
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.			
Postal Address			
Physical Address			
Email Address	baloyiharrison4@gmail.com		
Facsimile Number			
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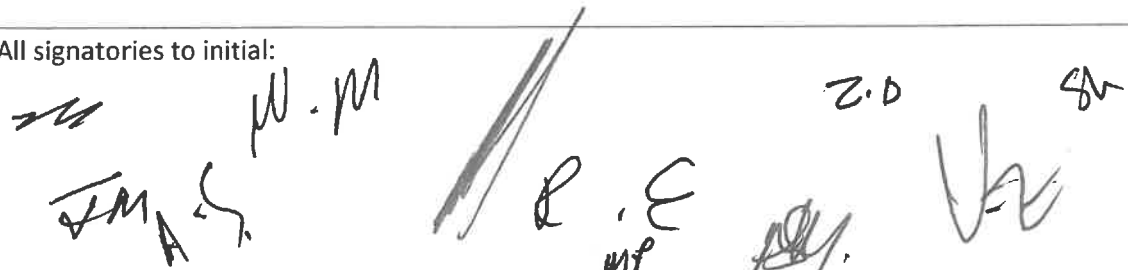
SOUTH AFRICAN ALGAMATED AND INTEGRATED WORKERS UNION (SAAIWU)

Signature		Name in print	MP MABISO
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.			
Postal Address			
Physical Address			
Email Address	coordinator@saiwu@gmail.com		
Facsimile Number			
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT			

SOUTH AFRICAN NATIONAL SECURITY AND ALLIED WORKERS FORUM (SANSAWF)


Signature		Name in print	ANNA D MASHIGO
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.			
Postal Address			
Physical Address			
Email Address			

All signatories to initial:



Facsimile Number	
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT	

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION (SATAWU)

Signature		Name in print	<i>Annie Stanley Kist</i>
who, by his/her signature hereto duly acknowledges and confirm that he/she is authorised and mandated to sign this agreement.			
Postal Address			
Physical Address			
Email Address	<i>Annie@satawu.org.za</i>		
Facsimile Number			
SIGNATORY TO INITIAL EACH PAGE OF THIS AGREEMENT			

All signatories to initial:			
<i>W</i>	<i>W-M</i>		<i>Z.D. Sh</i>
<i>FM</i>		<i>E.E.</i>	<i>W. K.</i>
<i>A.S.</i>		<i>MP</i>	