

**Questions raised by the Portfolio Committee Meeting on Wednesday, 16 May in Parliament.**

- 1. How far is the case on the previous head of Human Resources whose company illegally benefited from PSIRA?**

Answer:

The court case was prosecuted; however the matter was dismissed in court on the grounds of insufficient evidence.

- 2. What is the overall staff complement and remuneration per employee?**

Answer:

The total staff complement as at 31 March 2012 was 228, of which 214 are permanent employees and 14 temporary staff. The remuneration scales for each post level is presented as **Annexure A**.

- 3. Please provide a breakdown of employees in different offices**

Answer:

Office	No of permanent staff	No of temporary staff
Head Office	149	10
Limpopo - Polokwane	3	0
Mpumalanga - Nelspruit	3	0
Gauteng - Johannesburg	14	0
Kwazulu Natal - Durban	17	2
Eastern Cape - Port Elizabeth	8	1
Eastern Cape - Umtata	5	1
Western Cape - Cape Town	15	0
<b>Total</b>	<b>214</b>	<b>14</b>

- 4. Please provide the committee with the salary scale from 2008-2012**

Answer:

The remuneration scales are presented as **Annexure A**. Prior to 2010, there were no approved remuneration scales. These were eventually formulated through after the job evaluation exercise in 2010.

**5. How many employees are linked to each programme?**

Answer:

<b>Program no</b>	<b>Programme name</b>	<b>Number of staff</b>
1	Law Enforcement	146
2	Finance and Administration	46
3	Communication and Training	10
4	Corporate Services	12
	<b>Total</b>	<b>214</b>

**6. What services does PSIRA receive from consultants, and who are the consultants?**

Answer:

Consultancy fees include the following:

- Remuneration to temporary placements,
- Legal costs paid to presiding officers for code of conduct enquiries
- Contracted services – Management of Information Technology (terminated in August 2011, following establishment of a fully fledged IT department)
- Ad-hoc consulting services such as strategic planning, HR consultancy etc

Breakdown of consultancy fees for 2010-11 FY are presented below:

<b>Consultancy fees -2010-11</b>	<b>Amount R</b>
Temporary placements	1 217 308
Accounting and Finance and system support	1 724 802
Adhoc consultancy	577 824
Legal costs	1 537 314
Other - Credit and background verification (industry)	241 190
Information technology (contract terminated in August 2011)	4 198 267
<b>Total</b>	<b>9 496 705</b>

**7. What is the number of debtors, how much is outstanding and how much are you planning to write off?**

Answer:

For the period ending 31 March 2012, the number of debtors is 22 103 consisting of security businesses. The total amount outstanding before impairment is R189 299 107. The amount to be written off is R82 487 251 (representing 6 005 number of accounts). After writing off the debt, the outstanding amount of debt will be R106 811 856.

**8. Why is there an increase in the pension fund fee?**

Answer:

Each year an actuarial valuation is performed on behalf of the employer for purposes of preparing the financial statements. The valuation computes the actuarial obligation of the fund based on assumption such as mortality rate, discount rates, investment returns etc. The actuarial obligation is an estimate of what the pension fund is required to settle based on the assumptions referred to above. In the event that the actuarial obligation is higher than the asset of the fund, then the employer is required to recognise such obligation or liability. The

fund is in a net liability of R6.0 million and R5.5million (2010/11). This results in an increase in the pension expenditure.

**9. What processes did you follow when reviewing the levies and annual fees and where are you currently with the process?**

Answer:

Section 32(4) of the Security Officers Act 1987, requires Council to seek concurrence of the Minister to publish a draft of the proposed regulations and invite interested persons to submit within a stated period but not less than four weeks from the date of the publication of the notice, any objections or representations concerning the proposed regulations. In this regard, two consultations were undertaken. The first one was spearheaded by Council during April 2011 whilst the second was undertaken in terms of legislation by the Minister of Police during August 2011.

Regulations were published on the government gazette on 26 August 2011. In order to reach the relevant stakeholders, an advertisement was placed on the Sunday Times on 28 August 2011. Text messages were sent to 6,153 registered service providers, representing 63% of registered businesses with PSIRA. The balance of 37% are those who use other forms of communication such as email and PSIRA internet gateways. Furthermore, the proposed regulations were posted on the website of the Authority and hardcopies were made available at PSIRA Regional offices nationwide.

The period of consultation was four weeks as required by section 32(4) of the Security Officers Act 1987. The period commenced on 26 August 2011, ending on 23 September 2011. Comments were considered by the Minister of Police, where after the Regulations were approved by the Minister and published on 25 November 2011. The implementation of Regulations was in January 2012.

**10. What topics are covered in the training programmes?**

Answer:

In terms of section 23(1)(c) of the Private Security Regulation Act, 56 of 2001, any natural person applying for registration in terms of section 21(1)(a) of the Act, may be registered as a security service provider if the applicant is a fit and proper person to render a security service and has complied with the relevant training

requirements prescribed for registration as a security service provider. The enforcements prescribed for registration as a security service provider. The enforcement of minimum training standards are important methods of achieving the objects of regulating the private security industry. Requiring adequate training is not merely a way of controlling legitimate entry to the occupation of security service provider and the private security industry in general, but moreover to promote the status of the occupation, protect the public interest and satisfy the legitimate expectations of clients in regard to quality of service.

In terms of the Training Security Officers Regulations, 1992 privately owned training centers and instructors applies for accreditation with the Authority to train security officers. In the case of applicant training centers meeting the minimum statutory requirements, these centers are accredited with the Authority to provide training to security officers. In terms of regulation 8 of the Training Regulations, an accredited training centre must on the completion of any course for the training of security officers of a particular grade or category and of the examination or tests set for the course. Forward to the Authority a course report on a form compiled for such purpose from time to time by the Authority. On receipt of such report, the Authority evaluates any such course report and if the Authority is satisfied that all the requirements of the Training Regulations have been complied with, the Authority issues to the security officer.

The current training standards include levels of training for 5 different categories of security officers. The details and subjects are as follows:

Grade E	Grade D	Grade C	Grade B	Grade A
General Appearance	Public Relations	Self Defence 2	Physical Security and Technology	Basic Principles of Investigations
Basic Occupational Safety	Self Defence 1 and Minimum Force	Written Reports	Planned Inspections	Action at the scene of an incident
Basic Public Relations	Basic Fire Fighting	Occupational Safety	Role in Emergency	Questioning of Witnesses
Role and Function of Security	Radio Communication	The Threat (The Risk)	Statements	Principles of Giving Evidence
Bombs, Explosive Devices and	Legal Aspects 1	Bomb Threats	Communications	Court and Court

Grade E	Grade D	Grade C	Grade B	Grade A
Firearms				Procedures
Discipline	Access Control	Protection of Information	Orders / Instructions	Human Behaviour
Basic Self Defense	Searching Procedure and Techniques	Role in Emergency	On-the-job Training	Motivation and Gaining Co-operation
Observation	Pocket Books	Fire Prevention and Protection	Supervision	Report Writing
Guarding and Patrolling	Basic Occupational Safety	Legal Aspects 2	Group Relations	Registers
Use of Fire-extinguisher		Revision Previous Grade	Group Relations	Registers
Basic Radio / Telephone Communication				
Basic Legal Aspects				
Industrial Relations				

The following numbers of training centres are accredited with the Authority to present the curriculum as mentioned above:

REGION	NO. OF SECURITY TRAINING PROVIDERS
Gauteng	189
Mpumalanga	31
Limpopo	59
North West Province	23
Free State	16

Northern Cape	9
Western Cape	55
Eastern Cape	30
Kwa-Zulu Natal	98
<b>TOTAL</b>	<b>510</b>

Further, the Authority also compiled new curriculum for all the different categories or classes of security providers based on qualifications registered by SAQA on the National Qualifications Framework.

This new curriculum is not only crucial in respect of recognition of prior learning, but will also form the basis for the new statutory training qualifications for all security service providers in the industry.

The new proposed training standards (skills programmes) were compiled from, inter alia, the following SAQA registered qualifications:

(NC – National Certificate / FETC – Further Education and Training Certificate)

- NC : General Security Practices (Level 3)
- FETC : Specialist Security Practices (Level 4)
- FETC : Use of Firearms (Level 4)
- FETC : Firearm Training (Level 4)
- FETC : Dog Handling (Level 4)
- NC : Locksmithing (Level 3)
- NC : Close Protection (Level 5)
- FETC : Electronic Security Installation Practices (Level 4)
- FETC : Generic Management (Level 4)
- NC : Generic Management (Level 5)

NC : Resolving of Crime (Level 5)

NC : Policing (Level 5)

The skills programmes include, inter alia, training standards for the following categories or classes of security service providers:

- Guarding Sector (grades E –A)
- Generic Management and Management for all the particular categories or classes of security service providers
- Consultants / Advisors
- Reaction Officers
- Assets in Transit
- Retail Security
- Special Events
- Close Protection
- Electronic security which includes CCTV, Alarm Systems, Access Control, Fire Detection, X-Ray Inspection, Metal Detection, Bomb Detection, Monitoring / Interception Devices and Satellite Tracking
- Locksmith and Safe Technicians
- Private Investigators
- Dog Handlers
- Training Instructor / Facilitator
- National Key Point Officers

Following on from determining the new statutory training standards for all the categories or classes of security service providers the Authority compiled draft Training Regulations that will, if approved, replace the current Training of Security Officer Regulations, 1992.

**11. What informed the move from the Arcadia office to Centurion and what processes were followed in acquiring the new building? How much is being paid per square meter and the total amount payable for the building per month? Why did you sign a 5 year lease? The Authority is requested to**



**furnish the committee with minutes of the Council meeting permitting management to acquire new premises.**

Answer:

At its meeting held on 4 February 2011, management presented to Council a report on Structural Assessment of the current head office premises at 481 Belvedere Street, Arcadia, Pretoria. Amongst other observations by the engineer, the report concluded as follows:

*The cracks observed in the building are a sign of structural failure, which in turn was caused by*

- *Under-design, that is, provision of inadequate reinforcement in the structural elements, namely the floor slabs;*
- *Excessive deflection in floor slabs, resulting in cracks in partition walls and tiles falling off the walls.*
- *The deterioration of the concrete elements is progressive, failure is evident. This in turn leads to the conclusion that catastrophic failure of the building floors is possible, though we cannot predict the possible date when this may occur. Collapse may be localized, that is to say, a portion of slab may finally yield and detach, although it may remain connected to the main structure by bars of re-enforcement*

Having observed the outcome of the report, management requested opinion as to whether corrective action or repairs can be done. The report<sup>1</sup> concluded as follows:

- *There is no procedure for repairs that would guarantee public safety in the building. Crack Sealing that has been done in the past is only cosmetic, and it was done because the cause of cracking was not investigated by a competent person. It gives a false sense of safety to the building occupants.*
- *It is our opinion that the building is not safe for long terms continued occupation, and poses a high risk of serious injury and/or loss of life in the event of catastrophic failure of any sections of the building at some future date;*
- *In the event that a decision is reached to evacuate the building, it should be secured and made inaccessible to persons for any purpose other than demolition.*

The rental per square metre is R110 per month escalating by 10% per annum. There are other operating expenses which includes maintenance of air conditioning and parking. The total lease amount over the 5 year period is R61 243 579. The monthly cost over the period of the lease is R 1 020 726.