









Usizo Security Services

Pre employment and Qualification Requirements for Security Officer Grades C,B,A

Basic Requirements in Terms of PSIRA Legislation and Accreditation



As actively proud Members of PSIRA and SANSEA we only employ registered members.

Only Valid PSIRA Accreditation from approved institutions will be considered.

Before any interviews or considerations a complete check of all legislated requirements will be done.

Valid Psira/ Training Certificates/Valid SA ID/Drivers

of Courses and additional skills. E.g. Dog Handler Certificates/ Armed Response etc./ Matric

Certificate/Criminal Clearance

License if required/Valid Firearm Competencies/ All proof

All Certifications and Accreditations will be verified and checked as valid and legal.













INDIVIDUAL REGISTRATION

Requirements for Individual Registration:

- Be 18 years of age and older,
- Be a permanent resident of South Africa,
- Not have committed any of the scheduled criminal offenses listed in the Private Security Industry Regulation Act,
- · Have completed training at an accredited training centre,
- Not be a member of any official military, Security Police or intelligence force in South Africa
 or elsewhere (Clearance certificate is required for former members),
- Pay applicable fee for registration







PSIRA

PSIRA CERTIFIED





Security Officer: Grading break down of Grade's A,B,C and minimum required functions that may be expected

Grade A: "means an employee who performs any one or more of the following duties:

- (a) advising or reporting on any matter affecting guarding or protection services;
- (b) assisting in the screening of candidates for employment;
- (c) assuming responsibility for staff training;
- (d) drawing money or cheques or taking possession of negotiable documents;
- (e) drawing money at banks or similar institutions;
- (f) guarding or protecting goods;
- (g) supervising subordinate staff;
- (h) who may drive a motor vehicle in the performance of any or all of the employee's duties;
- (i) who may be called upon to perform any or all of the duties of a security officer,

Grade B: "means an employee who performs any one or more of the following duties:

- (a) supervising, controlling, instructing or training security officers, grade C, D or E or general workers and reporting thereon to an employer or any other specified person,
- (b) and who may drive a motor vehicle in the performance of any or all of the employee's duties;
- (c) be called upon to perform any or all of the duties of a security officer, grade C security officer"

Grade C: "means an employee who performs any one or more of the following duties

- (a) supervising or controlling Security officers, grade D or E;
- (b) driving a motor vehicle in the course of supervising or controlling Security officers grade D or E;
- (c) driving a motor vehicle for the purpose of transporting Security officers;
- (d) armed response
- (e) who may be called upon to perform any or all of the duties of a security officer, grade"







Do not forget all your required documentation !!!

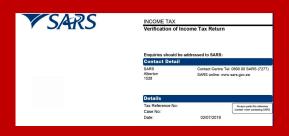


Letter of confirmation of Bank Account Details

When applying for any vacancies at Usizo Facility Solutions, all legislated requirements for employment will be required before any engagement can commence:

- Confirmation of address
- CV and All Certification
- References
- Nearest Relative information
- Any information that can assist chances of employment

Every Employee must be in possession of a Tax Registration Number



Assistance can be given should you require advise.

All salaries are paid into personal bank accounts and we will need written and bank confirmation of details.





Becoming a member of the Usizo Team is a sought after privilege and having all the required documentation will not guarantee opportunities:

- Should you pass the screening stage our internal processes begin.
- Pre-employment internal skills tests in line with the position applied for.
- Written and Verbal communication skills.
- Technological and Computer ability or capabilities.
- Credit, Criminal and drug screening may be done.
- Pre-employment Polygraph Testing to establish a baseline for future possible testing.
- Medical Assessments in line with the OHS.
- Fitness and ability tests for vacancies that require certain levels of agility.
- Driver Testing for positions that require or may require the use of vehicles.
- Firearm competency and Regulation 21 required skills for armed officers.
- General consideration of approach, attitude, appearance and personality.
- The "want" to improve on personal skills and growth is highly regarded and will influence future possible promotions in the business.
- Interviews and written tests are conducted in English and an acceptable level of proficiency will be required.
- All references and previous employment histories will be checked and considered.



Legislated Agreements and Considerations implemented include:

As Compliance in the Security Industry is a major concern, all Terms and Conditions of Employment are in line with the requirements specified in the LRA/BCEA and Sectoral Determinations for the Security Industry.

Before any new recruits are placed on any sites, thorough Inductions and Training is done in our SASETA accredited training centre.

All Terms and Conditions of Employment, Disciplinary Codes, Grievance Procedures, Health &Safety regulations, Covid -19 inductions and Standard Site Operating Procedures are comprehensively trained on.

Remunerations, Benefits in terms of the act, Provident Fund Understanding, Medical Scheme Introduction, Bargaining Council Terms as well as rostering, pay month dates, leave and sick leave procedures and all systems and avenues available for clarity or information will be explained.

Being a preferred employer makes us also a preferred supplier. In line with this we have strict measures and controls in place and rules, regulations and compliances are strictly monitored and actioned.

We also have a policy of internal training, promoting and rewarding in order to balance our strict policies with future clarity and opportunities.



Career Path and Opportunities



Online Applications/Mail CV/(011)365-7800



Successful Candidates will go through intensive training









Armed Response



Dog Handlers



Armed Officers



Control Room



Supervision



Management