



Duties of Private Security Consumers/ Clients under the New Private Security Regulations.

A private security consumer/user or client is anyone;

- (a) who uses or procures private security services directly for their own use, or
- (b) who procures private security services for another's use, or
- (c) who represents a user of a private security service for purposes of that service.

Duties of the Private Security Regulatory Authority to Users of Private Security Services.

- (a) Provide information to users regarding the compliance of private security service providers. The Authority should provide a database of all registered and licensed private security service providers.
- (b) Protect the interests of the users of private security services by offering the users avenues to seek redress where there are violations by a private security provider in their use.

Duties of a Private Security Service User

Consumers or users of private security services have one main duty related to the procurement of private security services. Every user has the obligation to ensure that the firm and/or individual providing them with a private security service is registered or has a licence from the Authority.

It is an offence for a consumer to use the services of an unregistered individual private security service provider or an unlicensed corporate private security provider.

Consumers are required to have all their private security providers registered and compliant by 5th January 2020. After 5th January 2020, consumers are required to only engage registered and licensed

Costs of Private Security Services to Rise

Private security providers now have to pay license fees at an individual and corporate level. These fees may have to be transferred to consumers.

The major cost in private security services to rise are in the guarding subsector. All companies are now required to pay minimum wage.

The law has categorized protective security service workers by two different categories

- (a) Time of Day; There is a Night Guard and a Daytime Guard
- (b) Region in the Country:
 - i. Cities –Nairobi, Mombasa, Kisumu
 - ii. Municipalities (Nakuru, Eldoret, Kehancha, Ruiru, Malindi, Naivasha, Kitui Machakos, Thika, Athi River, Nyeri, Mumias, Vihiga, Bomet, Kitale, Limuru, Kericho, Kimilili, Kakamega, Kapsabet, Kiambu, Kisii, Bungoma, Webuye, Busia, Runyenjes, Migori, Embu, Homa Bay, Lodwar, Meru, Nyahururu, Nanyuki, Maua, Voi, Siaya, Chuka, Kerugoya/Kutus.)
 - iii. All other areas

DETAILS	(Cities) NAIROBI, MOMBASA & KISUMU	OTHER MUNICIPALITIES	ALL OTHERS AREAS			
	Night	Day	Night	Day	Night	Day
Basic Salary	15,142	14,038	14,023	12,521	8,634	7,240
House allowance at 15% of basic Salary	2,271	2,036	2,102	1,877	1,295	1,086
Overtime per month (Excess of Weekly 52 Hours)	8,736	7,831	8,090	7,223	4,982	4,178
Public holidays prorated (11 p.a)	1481	1373	1327	1224	845	708
Cleaning Allowance (1/2 Kg of good quality soap)	80	80	80	80	80	80
Leave Travel allowance	83	83	83	83	83	83
NSSF	200	200	200	200	200	200
Total	27,993	25,641	25,905	23,208	16,119	13,575

Table 2: The Total Cost to Company on Statutory costs per Guard

DETAILS	NAIROBI, MOMBASA & KISUMU		OTHER MUNICIPALITIES	ALL OTHERS AREAS		Enabling Legislation	
	Night	Day		Night	Day		
Guard Basic Salary	27,993	25,641	25,905	23,208	16,119	13,575	Employment Act
Training Levy	50	50	50	50	50	50	Industrial Training Act
Gratuity	757	702	679	626	448	377	PSSW
Uniform	1000	1000	1000	1000	1000	1000	PSSW
WIBA	700	650	628	580	413	348	WIBA 2007
Weekly Annual Reliever	8,332	7,759	7,518	6,793	4,840	4,076	PSSW/ Employment Act
Training & Assessment Cost	1,000	1,000	1,000	1,000	1,000	1,000	PSR Act
PSRA Fees	25	25	25	25	25	25	PSR Act
Total	39,862	36,832	36,810	33,287	23,900	20,456	

These are the main changes that are likely to affect private security service users in the immediate future.