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CCMA conciliated offer made on 15 September 2015

Guaranteed pay (CAT 4 underground employees)

YEAR	MONTHLY CASH PAY							MONTHLY BENEFITS	ADDITIONAL	TOTAL MONTHLY GUARANTEED PAY	
<b>NOW</b>	Basic pay 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Meal allowance 	Shift allowance 	Total cash remuneration 	Estimated medical 	Employer provident/ retirement 	Average overtime 	
	<b>R5,787</b>	<b>R482</b>	<b>R2,000</b>	<b>R29</b>	<b>R70</b>	<b>R124</b>	<b>R8,494</b>	<b>R750</b>	<b>R865</b>	<b>R613</b>	<b>R10,723</b>
<b>1 July 2015</b>	Increase on basic <b>▲ R650</b> 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Meal allowance 	Shift allowance 	Total cash remuneration 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase <b>▲ R1,063</b> 
	<b>R6,437</b>	<b>R539</b>	<b>R2,100</b>	<b>R32</b>	<b>R100</b>	<b>R138</b>	<b>R9,346</b>	<b>R795</b>	<b>R962</b>	<b>R682</b>	<b>R11,785</b>
<b>1 July 2016</b>	Increase on basic <b>▲ R675</b> 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Meal allowance 	Shift allowance 	Total cash remuneration 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase <b>▲ R1,008</b> 
	<b>R7,112</b>	<b>R599</b>	<b>R2,100</b>	<b>R71</b>	<b>R100</b>	<b>R152</b>	<b>R10,134</b>	<b>R843</b>	<b>R1,063</b>	<b>R753</b>	<b>R12,793</b>
<b>1 July 2017</b>	Increase on basic <b>▲ R725</b> 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Meal allowance 	Shift allowance 	Total cash remuneration 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase <b>▲ R1,087</b> 
	<b>R7,837</b>	<b>R663</b>	<b>R2,100</b>	<b>R118</b>	<b>R100</b>	<b>R168</b>	<b>R10,985</b>	<b>R893</b>	<b>R1,172</b>	<b>R830</b>	<b>R13,880</b>

**THE FIGURES ABOVE EXCLUDE MONTHLY PRODUCTION BONUSES WHICH COMPRISE A SIGNIFICANT PART OF AN EMPLOYEE'S WAGES**