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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
NOW	Basic pay 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Shift allowance 	Total cash pay 	Estimated medical 	Employer provident/ retirement 	Average overtime 	
	R5,787	R485	R2,000	R29	R35	R8,336	R892	R869	R620	R10,717
1 July 2015	Increase on basic ▲ R675 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Shift allowance 	Total cash pay 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase ▲ R1,107 
	R6,462	R544	R2,100	R65	R39	R9,210	R946	R976	R692	R11,824
1 July 2016	Increase on basic ▲ R700 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Shift allowance 	Total cash pay 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase ▲ R1,050 
	R7,162	R606	R2,100	R107	R43	R10,018	R1,002	R1,087	R767	R12,874
1 July 2017	Increase on basic ▲ R725 	Holiday leave allowance/ 13th cheque 	Living out allowance 	Service increment 	Shift allowance 	Total cash pay 	Estimated medical 	Employer provident/ retirement 	Average overtime 	Total increase ▲ R1,098 
	R7,887	R670	R2,100	R158	R47	R10,862	R1,062	R1,203	R845	R13,972

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