WHAT THE AGREEMENT MEANS FOR YOU **IN REAL MONEY**

Guaranteed pay (CAT 4 underground employees)

Agreement reached under the auspices of the Chamber of Mines betweeen AngloGold Ashanti, the NUM, UASA and Solidarity on 2 October 2015

YEAR	MONTHLY CASH PAY								MONTHLY BENEFITS		ADDITIONAL	TOTAL MONTHLY GUARANTEED PAY
NOW	Basic pay	Holiday leave allowance/ 13th cheque	Living out allowance	Average calendar premium	Meal allowance	Average shift allowance	Average service increment	Total cash remuneration	Estimated medical	Employer provident/ retirement	Average overtime	
	R5,786	**R499**	**R2,000**	**R363**	**R70**	**R12**	**R197**	**R8,927**	**R892**	**R894**	**R587**	**R11,300**
1 July 2015	Increase on basic ▲ **R750**	Holiday leave allowance/ 13th cheque	Living out allowance	Average calendar premium	Meal allowance	Average shift allowance	Average service increment	Total cash remuneration	Estimated medical	Employer provident/ retirement	Average overtime	Total increase ▲ **R1,263**
	R6,536	**R563**	**R2,100**	**R410**	**R100**	**R13**	**R222**	**R9,944**	**R946**	**R1,010**	**R663**	**R12,563**
1 July 2016	Increase on basic ▲ **R775**	Holiday leave allowance/ 13th cheque	Living out allowance	Average calendar premium	Meal allowance	Average shift allowance	Average service increment	Total cash remuneration	Estimated medical	Employer provident/ retirement	Average overtime	Total increase ▲ **R1,174**
	R7,311	**R630**	**R2,100**	**R459**	**R100**	**R15**	**R248**	**R10,863**	**R1,002**	**R1,130**	**R742**	**R13,737**
1 July 2017	Increase on basic ▲ **R800**	Holiday leave allowance/ 13th cheque	Living out allowance	Average calendar premium	Meal allowance	Average shift allowance	Average service increment	Total cash remuneration	Estimated medical	Employer provident/ retirement	Average overtime	Total increase ▲ **R1,213**
	R8,111	**R699**	**R2,100**	**R509**	**R100**	**R17**	**R275**	**R11,811**	**R1,062**	**R1,254**	**R823**	**R14,950**

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

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