

















Breakdown of what the offer means for average monthly guaranteed pay for entry level/CAT 4 underground employees in real money as at 1 July 2018

Offer made on 18 July 2018

AVERAGE MONTHLY CASH REMUNERATION					AVERAGE MONTHLY BENEFITS			AVERAGE MONTHLY VARIABLE INCOME							AVERAGE TOTAL MONTHLY COST TO COMPANY
Average basic pay	Average service increment	Average holiday leave allowance/ 13th cheque	Average living out allowance	Average total cash pay	Average estimated medical	Average employer provident/ retirement	Average total monthly guaranteed pay	Average overtime	Average shift allowance	Average bonus	Average calendar premium	Meal interval allowance	Average UIF/SDL (2%)	Average insurance benefit	
															
Now	R7,662	R287	R662	R2,100	R10,711	R1,178	R1,189	R13,078	R2,210	R46	R2,112	R100	R301	R330	R18,176
Increase	R500	R19	R43	R562		R78	R640	R144	R3				R7	R15	R809
1 July 2018	R8,162	R306	R706	R2,100	R11,273	R1,178	R1,266	R13,717	R2,354	R49	R2,112	R100	R308	R345	R18,985

The figures above exclude monthly production bonuses which comprise a significant part of an employee's wages