

















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	R8,111	R358	R706	R2,100	R11,274	R792	R1,266	R13,333	R953	R17	R1,906	R577	R100	R297	R317	R17,500
Increase	R450	R20	R39	R509	R475	R70	R1,054	R53	R1	R32			R12	R13	R1,165	
1 July 2018	R8,561	R378	R745	R2,100	R11,783	R1,267	R1,336	R14,387	R1,006	R18	R1,906	R610	R100	R308	R330	R18,664

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