

















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 2 August 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	R1,267	R1,266	R13,808	R953	R17	R1,906	R577	R100	R297	R317	R17,975
Increase	R525	R23	R46	R100	R694		R82	R776	R62	R1	R37	R20	R14	R15		R925
1 July 2018	R8,636	R381	R751	R2,200	R11,968	R1,267	R1,348	R14,583	R1,015	R18	R1,906	R615	R120	R310	R332	R18,899