

















Breakdown of what the conditional 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 21 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	R365	R706	R2,100	R11,282	R1,267	R1,267	R13,817	R788	R34	R1,567	R811	R100	R278	R408	R17,803
Increase	R550	R25	R48	R100	R723		R86	R809	R53	R2		R55	R20	R16	R24	R979
1 July 2018	R8,661	R390	R754	R2,200	R12,005	R1,267	R1,353	R14,625	R842	R36	R1,567	R866	R120	R294	R432	R18,782
Increase	R575	R26	R50		R651		R90	R741	R56	R2		R58		R14	R21	R892
1 July 2019	R9,236	R416	R804	R2,200	R12,656	R1,267	R1,443	R15,366	R898	R39	R1,567	R924	R120	R308	R454	R19,675
Increase	R575	R26	R50		R651		R90	R741	R56	R2		R58		R19	R28	R1,131
1 July 2020	R9,811	R442	R854	R2,200	R13,307	R1,267	R1,533	R16,107	R954	R41	R1,567	R981	R120	R327	R482	R20,806