

















## 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		Average insurance benefit
															
<b>Now</b>	<b>R8,012</b>	<b>R325</b>	<b>R695</b>	<b>R2,100</b>	<b>R11,132</b>	<b>R847</b>	<b>R1,155</b>	<b>R13,134</b>	<b>R1,619</b>	<b>R43</b>	<b>R564</b>		<b>R104</b>	<b>R140</b>	<b>R15,604</b>
<b>Increase</b>	<b>R450</b>	<b>R2</b>	<b>R38</b>	<b>R489</b>		<b>R71</b>	<b>R560</b>	<b>R91</b>	<b>R2</b>	<b>R32</b>			<b>R6</b>	<b>R8</b>	<b>R699</b>
<b>1 July 2018</b>	<b>R8,462</b>	<b>R327</b>	<b>R732</b>	<b>R2,100</b>	<b>R11,621</b>	<b>R847</b>	<b>R1,226</b>	<b>R13,694</b>	<b>R1,710</b>	<b>R45</b>	<b>R596*</b>		<b>R110</b>	<b>R148</b>	<b>R16,303</b>

\* Average actual paid to production teams R 1 341

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