

















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	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	R550	R20	R48	R100	R718		R85	R804	R159	R3			R8	R17	R990
1 July 2018	R8,212	R307	R710	R2,100	R11,429	R1,178	R1,274	R13,881	R2,369	R49	R2,112	R100	R308	R347	R19,166