

















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		Average insurance benefit
															
Now	R8,012	R325	R695	R2,100	R11,132	R847	R1,155	R13,134	R1,619	R43	R1 341		R104	R140	R16,381
Increase	R475	R2	R40	R100	R616		R75	R691	R96	R3	R80		R6	R8	R883
1 July 2018	R8,487	R327	R734	R2,200	R11,748	R847	R1,230	R13,825	R1,715	R46	R1 421		R110	R148	R17,264