

















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 | R358 | R706 | R2,100 | R11,274 | R1,267 | R1,266 | R13,808 | R953 | R17 | R1,906 | R577 | R100 | R297 | R317 | R17,975 |
| Increase | R625 | R28 | R54 | R100 | R807 | | R98 | R904 | R73 | R1 | | R45 | R20 | R17 | R18 | R1,078 |
| 1 July 2018 | R8,736 | R385 | R760 | R2,200 | R12,081 | R1,267 | R1,364 | R14,712 | R1,026 | R18 | R1,906 | R622 | R120 | R313 | R335 | R19,053 |
| Increase | R650 | R29 | R57 | | R735 | | R101 | R837 | R76 | R1 | | R46 | | R17 | R18 | R996 |
| 1 July 2019 | R9,386 | R414 | R817 | R2,200 | R12,817 | R1,267 | R1,465 | R15,549 | R1,103 | R19 | R1,906 | R668 | R120 | R330 | R353 | R20,049 |
| Increase | R675 | R30 | R59 | | R764 | | R105 | R869 | R79 | R1 | | R48 | | R18 | R19 | R1,035 |
| 1 July 2020 | R10,061 | R444 | R875 | R2,200 | R13,580 | R1,267 | R1,570 | R16,418 | R1,182 | R21 | R1,906 | R716 | R120 | R348 | R373 | R21,083 |