

















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	R7,662	R287	R662	R2,100	R10,711	R1,178	R1,189	R13,078	R2,210	R46	R2,112	R100	R301	R330	R18,177
Increase	R625	R23	R54	R100	R802		R97	R899	R180	R4		R20	R23	R16	R1,143
1 July 2018	R8,287	R310	R716	R2,200	R11,514	R1,178	R1,286	R13,977	R2,390	R50	R2,112	R120	R324	R346	R19,319
Increase	R650	R24	R56		R731		R101	R831	R188	R4			R18	R20	R1,061
1 July 2019	R8,937	R335	R773	R2,200	R12,244	R1,178	R1,387	R14,809	R2,578	R54	R2,112	R120	R342	R366	R20,380
Increase	R675	R25	R58		R759		R105	R863	R195	R4			R19	R20	R1,102
1 July 2020	R9,612	R360	R831	R2,200	R13,003	R1,178	R1,491	R15,672	R2,773	R58	R2,112	R120	R361	R387	R21,482