

2018 GOLD WAGE NEGOTIATIONS

A breakdown of the 3-year salary deal signed with NUM, UASA and Solidarity



THE OFFER:

- Is significantly **above inflation**
- Means that employees will get an **increase** in basic salary and living out allowance of **R750** in year one, **R775** in year two and **R925** in year three.
- Back-pay relating to the increase from July to October will be paid
- We are also legally obliged to deduct tax on certain amounts paid

OFFER TO ANY ENTRY LEVEL EMPLOYEE (CATEGORY 4) EMPLOYEES

YEAR 1

Monthly increase **R700**

+ Living out allowance **R50**

= **R750** increase in total

Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	TOTAL GUARANTEED INCOME	Average bonus	UIF	Insurance Benefit	TOTAL AVERAGE MONTHLY COST TO COMPANY
R8 712	R755	R2 150	R11 617	R1 265	R12 882	R1 341	R113	R152	R14 488

YEAR 2

Monthly increase **R700**

+ Living out allowance **R75**

= **R775** increase in total

Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	TOTAL GUARANTEED INCOME	Average bonus	UIF	Insurance Benefit	TOTAL AVERAGE MONTHLY COST TO COMPANY
R9 412	R816	R2 225	R12 453	R1 366	R13 819	R1 341	R122	R164	R15 447

YEAR 3

Monthly increase **R825**

+ Living out allowance **R100**

= **R925** increase in total

Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	TOTAL GUARANTEED INCOME	Average bonus	UIF	Insurance Benefit	TOTAL AVERAGE MONTHLY COST TO COMPANY
R10 237	R888	R2 325	R13 450	R1 486	R14 936	R1 341	R133	R179	R16 588

MINERS, ARTISANS AND OFFICIALS

YEAR 1: 5.5%

YEAR 2: 5.5% or CPI

YEAR 3: 5.5% or CPI

OTHER ADDITIONAL BENEFITS:

- Increase in **medical incapacity benefit** from R55 000 to **R60 000 over 3 years**
- **Maternity leave** will be extended to **6 months**, of which 4 months will be full pay and for the 2 months claimed from UIF
- Increase in current guaranteed **minimum severance pay** from R30 000 to **R50 000 over 3 years**.