

# 2018 GOLD WAGE AGREEMENT

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



## THE INCREASE:

- 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.
- Ex-gratia payment of R4,000 for every employee in the bargaining unit
- We are also legally obliged to deduct tax on certain amounts paid

### HOW YOUR EARNINGS ARE STRUCTURED (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 (Before Tax)
R8 712	R755	R2 150	R11 617	R1 265	<b>R12 882</b>	R1 341	R113	R152	<b>R14 488</b>

**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 (Before Tax)
R9 412	R816	R2 225	R12 453	R1 366	<b>R13 819</b>	R1 341	R122	R164	<b>R15 447</b>

**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 (Before Tax)
R10 237	R888	R2 325	R13 450	R1 486	<b>R14 936</b>	R1 341	R133	R179	<b>R16 588</b>

## MINERS, ARTISANS AND OFFICIALS

YEAR 1:	5.5%	YEAR 2:	5.5% or CPI	YEAR 3:	5.5% or CPI
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### 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 **R45 000 over 3 years**.