

2019 SA PGM WAGE NEGOTIATIONS

Marikana operations

September 2019



THE OFFER: The wage offer for Marikana operations consists of an increase of R400 per month for year 1, then R600 per month for year 2 and R800 per month for year 3.

Tables below reflect current wages before increases (excluding impact of taxes)

MARIKANA Entry-level Surface

Basic Pay	Holiday leave allowance	Living out allowance	Shift allowance	Total cash remuneration	Provident fund	Medical Allowance	TOTAL GUARANTEED INCOME	Attendance allowance	Average bonus	UIF	TOTAL AVERAGE MONTHLY COST TO COMPANY (Before Tax)
R10 921	R910	R2 300	R341	R14 472	R1 153	R1 085	R16 710	R299,01	R877	R113	R17 886

MARIKANA Entry-level Underground

Basic Pay	Holiday leave allowance	Living out allowance	Shift allowance	Total cash remuneration	Provident fund	Medical Allowance	TOTAL GUARANTEED INCOME	Attendance allowance	Average bonus	UIF	TOTAL AVERAGE MONTHLY COST TO COMPANY (Before Tax)
R11 713	R976	R2 300	R509	R15 498	R1 307	R1 085	R17 890	R339	R1762	R149	19 992

MINERS, ARTISANS AND OFFICIALS

YEAR 1: 4%

YEAR 2: 4%

YEAR 3: 4%