

2019 SA PGM WAGE NEGOTIATIONS

Rustenburg operations

September 2019



THE OFFER: The wage offer for Rustenburg operations consists of an increase of R700 per month for year 1, then R750 per month for year 2 and R800 per month for year 3.

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

RUSTENBURG Entry-level Surface

Basic Pay	Holiday leave allowance	Living out allowance	Shift allowance	Total cash remuneration	Provident fund	Medical Allowance	TOTAL GUARANTEED INCOME	Average bonus	UIF	TOTAL AVERAGE MONTHLY COST TO COMPANY (Before Tax)
R10 800	R900	R2 200	R673	R14 573	R1 158	R1 288	R17 019	R872	R143	R18 034

RUSTENBURG Entry-level Underground

Basic Pay	Holiday leave allowance	Living out allowance	Shift allowance	Total cash remuneration	Provident fund	Medical Allowance	TOTAL GUARANTEED INCOME	Average bonus	UIF	TOTAL AVERAGE MONTHLY COST TO COMPANY (Before Tax)
R11 500	R959	R2 200	R753	R15 412	R1 298	R1 288	R17 998	R1 581	R149	R19 728

MINERS, ARTISANS AND OFFICIALS

YEAR 1: 4.5%

YEAR 2: 4.5%

YEAR 3: 4.5%