

# 2019 SA PGM WAGE AGREEMENT RUSTENBURG OPERATION

JULY 2019 – END JUNE 2022



## THE AGREEMENT:

The wage agreement for Rustenburg operation consists of an increase of R1 000 per month for year 1, then R1 000 per month for year 2 and R1 000 per month for year 3.

### HOW EARNINGS ARE STRUCTURED FOR A ENTRY LEVEL CATEGORY 4 UNDERGROUND EMPLOYEE

YEAR 1 (Monthly) Basic pay increase Greater of R1000 of 5% Pensionable base 5% Allowance base 5%	Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	Medical allowance	UIF	TOTAL GUARANTEED INCOME	Variable Average bonus	Average Overtime	TOTAL AVERAGE MONTHLY COST TO COMPANY
		R12 500	R1 041	R2 200	R15 741	R1 362	R1 335	R 147	R18 585*	R1 581	R1 169
YEAR 2 (Monthly) Basic pay increase Greater of R1000 of 5% Retirement fund base 5% Allowance base 5%	Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	Medical allowance	UIF	TOTAL GUARANTEED INCOME	Average bonus	Attendance allowance	TOTAL AVERAGE MONTHLY COST TO COMPANY
	R13 500	R1 125	R2 200	R16 825	R1 430	R1 335	R149	R19 739*	R1 581	R 1 227	R22 547*
YEAR 3 (Monthly) Basic pay increase Greater of R1000 of 5% Retirement fund base 5% Allowance base 5%	Basic Pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	Medical allowance	UIF	TOTAL GUARANTEED INCOME	Average bonus	Attendance allowance	TOTAL AVERAGE MONTHLY COST TO COMPANY
	R14 500	R1 208	R2 200	R17 908	R1 502	R1 335	R149	R20 894*	R1 581	R 1 288	R23 763*

\* Before taxes have been deducted

\* Should you have any garnishee orders – please note that these have not been deducted from the take home amount

### MINERS, ARTISANS AND OFFICIALS

<b>YEAR 1:</b>	R1000 monthly increase or 5% or whichever is higher	<b>YEAR 2:</b>	R1000 monthly increase or 5% or whichever is higher	<b>YEAR 3:</b>	R1000 monthly increase or 5% or whichever is higher
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### OTHER ADDITIONAL BENEFITS:

- Introduce a guaranteed **minimum severance pay** up to **R50 000** for the duration of this agreement
- The Rock Drill Operator Allowance will increase by R100 per month per month for year 1, then R100 per month for year 2 and R100 per month for year 3