

2019 SA PGM WAGE AGREEMENT MARIKANA OPERATION

JULY 2019 – END JUNE 2022



THE AGREEMENT:

The wage agreement for the Marikana 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 EMPLOYEES

YEAR 1 (Monthly) Basic pay increase Greater of R1000 of 5% Pensionable base 3.5%	Basic Pay	Shift allowance	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident fund	Medical allowance	UIF	TOTAL GUARANTEED INCOME	Variable Average bonus	Attendance allowance	TOTAL AVERAGE MONTHLY COST TO COMPANY
		R12 713	R527	R1 059	R2 300	R16 599	R1 353	R1 085	R149	R19 186*	R1 762	R351
YEAR 2 (Monthly) Basic pay increase Greater of R1000 of 5% Pensionable base 3.5%	Basic Pay	Shift allowance	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 713	R545	R1 143	R2 300	R17 701	R1 400	R1 085	R149	R20 335*	R1 762	R363	R22 460*
YEAR 3 (Monthly) Basic pay increase Greater of R1000 of 5% Pensionable base 3.5%	Basic Pay	Shift allowance	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 713	R564	R1 226	R2 300	R18 803	R1 449	R1 085	R149	R21 486*	R1 762	R376	R23 624*

* 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

YEAR 1:	R1000 monthly increase or 5% or whichever is higher	YEAR 2:	R1000 monthly increase or 5% or whichever is higher	YEAR 3:	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