































GOLD WAGE NEGOTIATIONS 2021

What the offer tabled under the auspices of the CCMA on 19 October means for Category 4 production underground employees

1 July 2020 – 30 June 2021		R10 237	R853	R2 325	R13 415	R1 530	R1 091	R16 036	R1 341	R134	R17 511
Year 1											
Monthly increase:	R480	Basic pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident / retirement fund (incl. Risk)	Medical subsidy	Total guaranteed income	Average bonus	UIF	Total average monthly cost to company
Living out allowance:	R40	R10 717	R893	R2 365	R13 975	R1 602	R1 091	R16 668	R1 341	R140	R18 149
	R520							↑ by R632			↑ by R637
Year 2											
Monthly increase:	R570	Basic pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident / retirement fund (incl. Risk)	Medical subsidy	Total guaranteed income	Average bonus	UIF	Total average monthly cost to company
Living out allowance:	R40	R11 287	R941	R2 405	R14 633	R1 687	R1 091	R17 411	R1 341	R146	R18 898
	R610							↑ by R743			↑ by R749
Year 3											
Monthly increase:	R600	Basic pay	Holiday leave allowance	Living out allowance	Total cash remuneration	Provident / retirement fund (incl. Risk)	Medical subsidy	Total guaranteed income	Average bonus	UIF	Total average monthly cost to company
Living out allowance:	R40	R11 887	R991	R2 445	R15 323	R1 777	R1 091	R18 191	R1 341	R153	R19 670
	R640							↑ by R780			↑ by R772