































## GOLD WAGE NEGOTIATIONS 2021

### What the Condition Settlement Offer tabled under the auspices of the CCMA on 18 November 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 037	R1 341	R134	R17 512
<b>Year 1</b>										
Monthly increase: <b>R530</b>	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: <b>R40</b>	<b>R10 767</b>	<b>R897</b>	<b>R2 365</b>	<b>R14 029</b>	<b>R1 610</b>	<b>R1 091</b>	<b>R16 730</b>	<b>R1 341</b>	<b>R140</b>	<b>R18 211</b>
<b>R570</b>							↑ by R693			↑ by R700
<b>Year 2</b>										
Monthly increase: <b>R600</b>	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: <b>R40</b>	<b>R11 367</b>	<b>R947</b>	<b>R2 405</b>	<b>R14 719</b>	<b>R1 699</b>	<b>R1 091</b>	<b>R17 510</b>	<b>R1 341</b>	<b>R147</b>	<b>R18 998</b>
<b>R640</b>							↑ by R780			↑ by R786
<b>Year 3</b>										
Monthly increase: <b>R630</b>	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: <b>R40</b>	<b>R11 997</b>	<b>R1 000</b>	<b>R2 445</b>	<b>R15 442</b>	<b>R1 793</b>	<b>R1 091</b>	<b>R18 326</b>	<b>R1 341</b>	<b>R154</b>	<b>R19 821</b>
<b>R670</b>							↑ by R816			↑ by R824

MINERS, ARTISANS AND OFFICIALS

Year 1 (2021)	4.5%	Year 2 (2022)	4.9%	Year 3 (2023)	4.9%
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