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What the final offer tabled on 4 February 2022 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	R210 144	
Year 1												
Monthly increase: R700	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	Total average annual cost to company	
Living out allowance: R100												
R800	R10 937	R911	R2 425	R14 273	R1 635	R1 091	R16 999	R1 341	R143	R18 483	R221 799	
	↑ by 6.8%						↑ by R963 (6.0%)			↑ by R972		↑ by R11 655
Year 2												
Monthly increase: R700	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	Total average monthly cost to company	
Living out allowance: R100												
R800	R11 637	R970	R2 525	R15 123	R1 740	R1 091	R17 962	R1 341	R151	R19 454	R233 454	
	↑ by 6.4%						↑ by R963 (5.7%)			↑ by R971		↑ by R11 655
Year 3												
Monthly increase: R700	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	Total average monthly cost to company	
Living out allowance: R100												
R800	R12 337	R1 028	R2 625	R15 990	R1 844	R1 091	R18 925	R1 341	R160	R20 426	R245 112	
	↑ by 6.0%						↑ by R963 (5.4%)			↑ by R972		↑ by R11 658

MINERS, ARTISANS AND OFFICIALS