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### What the Final Settlement Offer tabled on 19 April 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	
<b>Year 1</b>												
Monthly increase: <b>R800</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	Total average annual cost to company	
Living out allowance: <b>R50</b>												
<b>R850</b>	<b>R11 037</b>	<b>R920</b>	<b>R2 375</b>	<b>R14 332</b>	<b>R1 650</b>	<b>R1 091</b>	<b>R17 073</b>	<b>R1 341</b>	<b>R143</b>	<b>R18 557</b>	<b>R222 684</b>	
	↑ by 7.8%						↑ by R1 036 (6.5%)			↑ by R1 045		↑ by R12 540
<b>Year 2</b>												
Monthly increase: <b>R800</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	Total average monthly cost to company	
Living out allowance: <b>R50</b>												
<b>R850</b>	<b>R11 837</b>	<b>R986</b>	<b>R2 425</b>	<b>R15 248</b>	<b>R1 770</b>	<b>R1 091</b>	<b>R18 109</b>	<b>R1 341</b>	<b>R152</b>	<b>R19 602</b>	<b>R235 224</b>	
	↑ by 7.2%						↑ by R1 036 (6.1%)			↑ by R1 045		↑ by R12 540
<b>Year 3</b>												
Monthly increase: <b>R800</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	Total average monthly cost to company	
Living out allowance: <b>R50</b>												
<b>R850</b>	<b>R12 637</b>	<b>R1 053</b>	<b>R2 475</b>	<b>R16 165</b>	<b>R1 889</b>	<b>R1 091</b>	<b>R19 145</b>	<b>R1 341</b>	<b>R160</b>	<b>R20 646</b>	<b>R247 752</b>	
	↑ by 6.8%						↑ by R1 036 (5.7%)			↑ by R1 044		↑ by R12 528

MINERS, ARTISANS AND OFFICIALS