



7<sup>th</sup> July 2015.

Agreement between Tau Lekoa and the National Union of Mineworkers, Solidarity and UASA ('The Parties') in respect of Wages and Conditions of Employment for employees in bargaining units Category 4-8, Miners and Artisans and Officials for the period set out below.

Whereas:

The Parties have engaged in negotiations in respect of wages and conditions of employment under the auspices of the Chamber of mines and have agreed to sign this agreement.

Therefore they enter into the agreement as set out below:

- (i) An across-the-board increase of R1000 for all underground employees and R 800 for surface employees in the cat 4-8 bargaining unit, for two years, i.e. July 2015 and July 2016.
- (ii) For Officials: R800 for surface officials in cat B1 to B3.
- (iii) A R110 increase to the Living out Allowance in year 1 i.e. July 2015 and R116 increase in year 2 i.e. July 2016.
- (iv) An increase of 5.5% to the meal allowance in July 2015 and 5.5% in July 2016.
- (v) An increase of 5.5% to the operator allowance for both Rock drill operators and Water jet operators in July 2015 and again in July 2016.
- (vi) A 6.5% increase for all employees in the other bargaining units for July 2015. A 5.5% increase for July 2016.
- (vii) However Management agrees that should any increases and/or improvements to conditions of employment and all other benefits negotiated at the Chamber through the centralised process exceed the increases and improvements contained in this agreement, such increases and improvements will be matched subject to the table below. If the chamber agreement is lower than this agreement this agreement will remain.

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K.D. 21/7/15



- viii) The Parties further agree that should the Chamber reach an agreement for more than two years, i.e. for the period July 2015 to end June 2017, this agreement will be extended in line with chamber agreement.
- ix) This agreement is in full and final settlement of all demands issued by the union on 30<sup>th</sup> April 2015.

For clarity, the offer in the format circulated at the Chamber negotiations is set out in the table below:

	2015/16	2016/17	2017/18	2018/19	2019/20
Wage Increase Cat 4-8 u/g	R1 000	R1 000	(viii) above will apply	(viii) above will apply	(viii) above will apply
Wage Increase Cat 4-8 s/f	R 800	R800	(viii) above will apply	(viii) above will apply	(viii) above will apply
Officials B1 to B3 s/f	R800	R800	(viii) above will apply	(viii) above will apply	(viii) above will apply
Miners, artisans & Officials	6,5%	5,5%	(viii) above will apply	(viii) above will apply	(viii) above will apply
Gain Share	No Offer	No Offer	No Offer	No Offer	No Offer
Other (non-Chamber) increases:					
LOA	R110	R116	(viii) above will apply	(viii) above will apply	(viii) above will apply
Meal Allowance	5,5%	5,5%	(viii) above will apply	(viii) above will apply	(viii) above will apply
RDOs and Water jet Operators	5,5%	5,5%	(viii) above will apply	(viii) above will apply	(viii) above will apply

Kindly find attached annexures (a) to (c) that shows dummy payslips to illustrate the respective changes to the group 4-3 remuneration packages. Please note that the values quoted are for illustrative purposes only.

**Dispute Resolution.**

The parties agree that the dispute resolution mechanisms contained in the Chamber of Mines agreement will apply.

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 K.D. Z.B.  
 Rev. J.



### UNDERGROUND CAT 4

Values below are for illustrative purpose only and will vary from employee to employee

	Current	After Increase
BASIC SALARY	5 778.00	5 778.00
Service Increment	28.89	28.89
2015 Increase		1 000.00
Saturday Overtime	360.12	422.14
Calendar Premium	615.36	680.69
Living Out Allowance	2 000.00	2 110.00
Meal Interval	70.00	73.85
<b>COMPANY CONTRIBUTIONS :-</b>		
13TH CHEQUE	483.91	483.91
MW Provident Fund	868.13	868.13
	<b>10 204.41</b>	<b>11 445.60</b>

Dummy Payslips			
Current		After Increase	
<b>Earnings</b>			
5 806.89	Basic Pay	5 806.89	
	2015 Increase	1 000.00	
360.12	Saturday Overtime	422.14	Overtime calculated @ 8 hours
615.36	Calendar Premium	680.69	
2 000.00	Living Out Allowance	2 110.00	
70.00	Meal Interval	73.85	
<b>8 852.37</b>	<b>Gross Income</b>	<b>10 093.57</b>	
<b>Deductions</b>			
423.86	PAYE	647.27	
464.55	Provident Fund	464.55	
88.52	UIF	100.94	
58.07	NUM	68.07	
<b>1 035.00</b>	<b>Total Ded</b>	<b>1280.83</b>	
<b>7 817.37</b>	<b>Net Pay</b>	<b>8812.74</b>	

Annexure (a)

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*K.D. Z. 75*



### SURFACE CAT 4

Values below are for illustrative purpose only and will vary from employee to employee

	Current	After Increase
BASIC SALARY	5 027.00	5 027.00
Service Increment	25.14	25.14
2015 Increase		800.00
Saturday Overtime	313.31	314.87
Calendar Premium	540.41	585.21
Living Out Allowance	2 000.00	2 110.00
COMPANY CONTRIBUTIONS :-		
13TH CHEQUE	421.01	421.01
MW Provident Fund	755.29	755.29
	<b>9 082.16</b>	<b>10 038.53</b>

Dummy Payslips		
Current		After Increase
<b>Earnings</b>		
5 052.14	Basic Pay	5 052.14
	2015 Increase	800.00
313.31	Saturday Overtime	314.87
540.41	Calendar Premium	585.21
2 000.00	Living Out Allowance	2 110.00
-	Meal Interval	-
<b>7 905.86</b>	<b>Gross Income</b>	<b>8 862.22</b>
<b>Deductions</b>		
261.91	PAYE	434.05
404.17	Provident Fund	404.17
79.06	UIF	88.62
50.52	NUM	58.52
<b>795.66</b>	<b>Total Ded</b>	<b>985.37</b>
<b>7 110.20</b>	<b>Net Pay</b>	<b>7876.85</b>

Overtime calculated  
@ 8 hours

Annexure (b)

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K.D 2.15



### HYDRO POWER DRILLER - CAT 5

Values below are for illustrative purpose only and will vary from employee to employee

	Current	After Increase
BASIC SALARY	6 834.00	6 834.00
Service Increment	34.17	34.17
2015 Increase	-	1 000.00
Hydro Power Allow	1 351.00	1 425.30
Saturday Overtime	425.94	487.95
Calendar Premium	686.82	786.82
Living Out Allowance	2 000.00	2 110.00
Meal Interval	70.00	73.85
COMPANY CONTRIBUTIONS :-		
13TH CHEQUE	572.35	572.35
MW Provident Fund	1 026.79	1 026.79
	<b>13 001.06</b>	<b>14 351.22</b>

Dummy Payslips		
Current		After Increase
<b>Earnings</b>		
6 868.17	Basic Pay	6 868.17
-	2015 Increase	1 000.00
1 351.00	Hydro Power Allow	1 425.30
425.94	Saturday Overtime	487.95
686.82	Calendar Premium	786.82
2 000.00	Living Out Allowance	2 110.00
70.00	Meal Interval	73.85
<b>11 401.92</b>	<b>Gross Income</b>	<b>12 752.08</b>
<b>Deductions</b>		
947.60	PAYE	1 190.63
549.45	Provident Fund	549.45
114.02	UIF	127.52
68.68	NUM	78.68
<b>1 679.75</b>	<b>Total Ded</b>	<b>1946.28</b>
<b>9 722.17</b>	<b>Net Pay</b>	<b>10805.80</b>

Overtime calculated @ 8 hours

Annexure (c)

5 of 6

*K.D. Z. R.*



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For Tau Lekoa.

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For National Union of Mineworkers.

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For Solidarity

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For UASA

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Witnesses: Chamber of Mines

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