



CHAMBER OF MINES  
of South Africa

# MEDIA STATEMENT

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**For immediate release**

## **THREE-YEAR WAGE AGREEMENT REACHED IN COAL**

**Johannesburg, 23 November 2017:** The Chamber of Mines, on behalf of coal producers Anglo American Coal, Delmas Coal, Exxaro Coal Mpumalanga, Glencore Operations SA, Koorfontein Mines and Msobo Coal), is pleased to announce the finalisation of a three-year wage settlement with the National Union of Mineworkers. The agreement was signed at the Chamber of Mines on 22 November 2017.

The final agreement is effective 1 July 2017, in terms of which:

- Entry-level to operator employees employed at the larger companies will receive increases, some on a once-off basis and others staggered over two payments, of R1,100 in the first year and guaranteed increases of between 7.5% and 8.5% in the second and third years.
- Entry-level to operator employees employed at the smaller companies will receive increases ranging between 6 and 7.5% in the first year, and guaranteed increases ranging between 6% and 7.5%, and in other cases, CPI+1%, in the second and third years.

Motsamai Motlhamme, Head of Employment Relations at the Chamber of Mines said: “After months of negotiations, we have reached an agreement which not only represents a reasonably balanced outcome, but will also secure stability in the industry for a three-year period. This is in the best interests of employees, the industry and the country as a whole.”

Labour unions UASA and Solidarity have previously accepted the Chamber’s offer and the parties will meet in due course to finalise the agreement.

For further information please contact:

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