



NATIONAL UNION OF MINEWORKERS

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HEAD OFFICE

NUM NATIONAL BARGAINING CONFERENCE KEY DEMANDS FOR 2021 TO 2023

1. SALARY INCREASE

The NUM Bargaining Conference resolved that our demands be between 15% - 20% or

R15 000.00 minimum in a period of three years until 2023.

2. SEVERANCE PACKAGE

The NUM Bargaining Conference resolved that the minimum for Severance Package be R150 000.00 or 4 weeks per year of service.

3. MEDICAL AID

The NUM Bargaining Conference resolved that contributions of 60% by employers and 40% by employees.

4. EMPLOYEE SHARE OWNERSHIP PLAN SCHEME (ESOPS)

1. NUM Bargaining Conference resolved that dividends to be paid annually.
2. NUM Bargaining Conference further resolved that annual allocation must be more than R50 000.00.

5. ROLLING UP LOWER BAND/CATEGORIES

NUM Bargaining Conference resolved that A band must be abolished and the minimum category be B.

6. WAGE GAP

NUM Bargaining Conference resolved that the wage gap must be closed with 10% difference in between.

7. INCAPACITY/ILL-HEALTH AGREEMENTS

NUM Bargaining Conference resolved that where there is no incapacity or ill-health agreement, we must negotiate such agreements, and where there are agreements, we must review or amend those Incapacity/ill-health agreements.

8. MATERNITY LEAVE

NUM Bargaining Conference resolved that we must negotiate for 6 months maternity leave with full pay.

9. ANNUAL LEAVE

NUM Bargaining Conference resolved that we must negotiate for not less than 35 paid days.

10.PATERNITY LEAVE

NUM Bargaining Conference resolved that we must negotiate for 10 paid days;

11.HOUSING ALLOWANCE

1. NUM Bargaining Conference resolved that all Living out Allowance be harmonized to Housing Allowance to R5000 minimum and those above increase with same percentage with wage increase.
2. NUM Bargaining Conference further resolved that all employers must comply with mining charter on housing policy.

12.STAND-BY ALLOWANCE

NUM Bargaining Conference resolved that the minimum stand-by allowance must be R5000.00 per month.

13.CALL OUT ALLOWANCE

NUM Bargaining Conference resolved that a call out of R500 per call be paid.

14.BELT RIDING ALLOWANCE

NUM Bargaining Conference resolved that R2000.00 per month be paid for as a Belt Riding Allowance.

15.CHILD CARE FACILITIES

NUM Bargaining Conference resolved that where there was Child Care Facilities, they must be revived and where there is none, they must be established.

16.LONG SERVICE AWARDS

NUM Bargaining Conference resolved that Long Service Awards must be paid in five (5) years interval and the minimum must be R10 000.00, meaning that ten (10) years of service will be R20 000.00.

17.HARMONIZATION/EQUALIZATION

NUM Bargaining Conference resolved that both the salaries, allowances and benefits of RDO's should be harmonized/equalized in all the mines.

18.SERVICE INCREMENT

NUM Bargaining Conference resolved that 2% be paid in the quest to implement Equal pay for equal work of same value.

19.MEAL INTERVAL

NUM Bargaining Conference resolved that an amount equal to R150.00 per day or R1000 per month for Meal Interval.

20.UNDERGROUND ALLOWANCE

NUM Bargaining Conference resolved that a 10% per month be paid as Underground Allowance.

21.FUNERAL BENEFITS

NUM Bargaining Conference resolved that Funeral Benefits must be increased from R40 000.00 to R60 000.00.

22.HEALTH AND SAFETY COVID-19 LEAVE

NUM Bargaining Conference resolved that we must negotiate a Health and Safety COVID-19 leave.

- President: Joseph Montsetse
- Deputy President: Phillip Vilakazi
- Treasurer General: Mpho Phakedi
- Acting General Secretary: Makgabo William Mabapa