

# Strike settlement *agreement*

## What does the agreement include?



The strike has been called off by the NUM



There is no change to the current retrenchment of 1,082 employees



The 'No Work, No Pay' principle will still apply. However, the deductions will be spread over a 4-month period



CU and below employees, who were at work from 15 December onwards, to receive a once-off ex-gratia payment of 20% of basic salary



Opportunity to earn back lost pay if production targets for January and February 2019 are exceeded



The number of NUM full-time Shop Stewards and Health and Safety Representatives to be reduced from 24 to a maximum of 6



The Collective and other agreements between the NUM and South Deep will be re-negotiated



The NUM and South Deep management will embark on a Relationship Building by Objective exercise

NUM members' acceptance of the proposal means we can all get back to work, support our families and build a sustainable South Deep.

*Our future starts here.*  
**You can make the difference**



**GOLD FIELDS**