

What has the Company done to help me get back to work?



PRIOR TO THE STRIKE WE:

- Retrenched 25% of management and didn't offer them salary increases or incentives for 2018.
- Reduced costs by R500 million to keep retrenchments to a minimum of 1,082 (without the cost reductions, we would have needed to downsize by 2,400 people)
- Engaged extensively with NUM and UASA in the Section 189 process. The NUM branch halted engagements and refused to make representations on behalf of their members on the proposed selection criteria or severance packages. We had to proceed without their input
- Offered voluntary separation packages, which were obstructed by the NUM branch through intimidation, and resulted in only 180 people taking them up.

