



NUMSA Press Statement

6 August 2026

Numsa Welcomes the 2026 Wage Agreement with Ndalamo Coal at Wonderfontein Mine as a Concrete Victory for the Working Class

The National Union of Metalworkers of South Africa (NUMSA) is proud to announce that, after good-faith collective bargaining, we have concluded a new wage agreement with Wonderfontein Mine (Pty) Ltd for the period 1 January 2026 to 31 December 2026. The agreement was signed on 5 August 2026 and covers all employees in the bargaining unit (Paterson grades B1 to C5).

A key economic gain for workers includes, an across-the-board wage increase. All covered employees will receive a 4.5% increase on their individual basic salary as of 31 December 2025. The increase is retroactive to 1 January 2026, and all back-pay will be paid no later than 25 August 2026. This directly improves the real incomes of our members – a recovery of value that capital has long extracted from their labour.

Another key gain is that there will be a substantial increase in all allowances. All major allowances have been raised by 4.5%, effective 1 January 2026: Transport allowance (within 50 km): R1,825.62 per month; Transport allowance (outside 50 km): R2,313.63 per month; Living-out allowance: R7,371.43 per month; Employer medical aid contribution: R3,564.50 per month. These increases directly ease the burden of the costs of social reproduction – transport, housing, and healthcare – which are systematically inflated under the capitalist system.

Another key gain is new remuneration structure with additional allowances. From 1 August 2026, a revised salary structure introduces two new allowances for qualifying employees in Plant, Engineering, Marketing, and Logistics departments who work full continuous operations rosters: Hot-Seat Allowance: 2% of basic salary – compensation for the demanding shift-change handover system; FULCO Allowance: 13.5% of basic salary – a significant premium for workers committed to continuous operations.

What does this victory mean? Collective bargaining remains the key tool to improve the conditions of workers in every workplace. Our strength is drawn from our collective unity and the power of our labour. As we say: united we stand, divided we fall. Wonderfontein Mine, as a representative of capital, derives its profit solely from the surplus value created by the workers. Through collective bargaining – a vital form of class struggle – NUMSA compelled the company to concede a portion of that surplus value back to the workers in the form of higher wages, improved allowances, and a fairer remuneration structure.

NUMSA maintains that every wage agreement is merely a battle won in the broader struggle for working-class emancipation. We do not mistake a tactical gain for ultimate victory; instead, we leverage each breakthrough to strengthen our organisation and build collective working-class power for greater battles ahead. While this

agreement represents a significant step forward, it is not our final destination. Workers can never be truly free under capitalism, and total liberation requires dismantling the entire exploitative system.

NUMSA reaffirms its revolutionary commitment to organise, mobilise, and lead the working class—not only for better wages and working conditions, but for a socialist South Africa that is free of oppression and economic exploitation. As this agreement runs through 31 December 2026, we have already begun preparations for the next round of negotiations. Every victory, no matter how incremental, serves as a crucial building block in our ongoing fight against capital.

Issued by:

Collen Mahlangu

NUMSA Mpumalanga Regional Secretary

083 253 7408

For more information, please contact:

Mbali Ngwenda

NUMSA Media & Communications

mbalin@numsa.org.za

078 458 0617

For more information:

NUMSA Head Office: 011 689 1700

Facebook: <https://www.facebook.com/NumsaSocial>

Twitter: https://twitter.com/Numsa_Media

Website: <https://numsa.org.za/>