

5.7 Average monthly wage or salary:

		Black Employees	Other Non-White Employees	White Employees
Salaried	) 1988	R1,369	R2,144	R3,102
Employees	) 1989	R1,369	R2,156	R2,913
Daily/Hourly	) 1988			
Wage employees)	1989			

A company using the special arrangement to which reference is made in section 5.3 should submit a supplemental statement explaining the circumstances and how its calculations with respect to average monthly pay are made.

5.8 As an alternative to sub-sections 5.6 and 5.7 you may wish to provide a complete salary and wage profile for the company as an attachment to this reporting format.

NOTE TO 5.6 and 5.7

The Embassy does not reserve positions on the basis of race nor are wages based on race. When positions are vacant they are open to all and staffed on the basis of merit. The figures provided in response to questions 5.6 and 5.7 are based on actual salaries paid to LES at the Embassy. These salaries flow from the attached (see page 11a) salary scale which applies to all LES at the Embassy in South Africa. There are two factors which determine an employee's placement in the scale: (1) the difficulty level of the job the employee is to perform, and (2) the employee's length of service with the Embassy. Comparable systems are employed throughout the Public Service of Canada.