

5.4 When was the latest revision of the salary or wages of the lowest-paid black employees undertaken? Reason for that revision and its relation to change in the cost of living: July 1988. This was the annual salary revision required under the regulations for locally-engaged employees. An annual survey is undertaken of comparable salaries paid by other diplomatic missions and similar organizations in the private sector. It resulted in a 27% salary increase for all locally engaged employees.

5.5 What is the company policy, including timetable (a) for achieving, if that is not already the case, the pay levels recommended in the Code; and (b) for improving the overall level of average remuneration?

As a matter of policy, the Department of External Affairs accepts responsibility for achieving the minimum salary levels recommended in the Code of Conduct. The Mission adheres to the MLI, plus 50% minimum standard.

5.6 Highest wage or salary paid to black employees:

	Number receiving highest pay	Position(s)	Monthly wage or salary	Percentage by which pay exceeds MLL or HSL
1987	1	receptionist	R1,521	349%
1988	1	receptionist	R1,957	4107% 407% 40%
	1	visa clerk	1,957	4107% 407% 40%

(SEE NOTE BELOW 5.7)

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LES SALARY SCALE - PRETORIA/CAPE TOWN

EFFECTIVE: JULY 1, 1988

1% (MARCH 89)

Step	1	2	3	4	5	6	7	8	9	10	Increment
VEL	43200	45084	46968	48852	50736	52620	54504	56388	58272	60156	1884
	33144	34560	35976	37392	38808	40224	41640	43056	44472	45888	1416
	23772	24828	25884	26940	27996	29052	30108	31164	32220	33276	1056
	20940	21828	22716	23604	24492	25380	26268	27156	28044	28932	888
	16680	17436	18192	18948	19704	20460	21216	21972	22728	23484	756
	14868	15480	16092	16704	17316	17928	18540	19152	19764	20376	612
OP CHAUFFEUR	16248	16908	17568	18228	18888	19548	20208	20868	21528	22188	660
RIVERS/ MESSENGERS	13608	14244	14880	15516	16152	16788	17424	18060	18696	19332	636

Senior Servant & Cook - R11 928  
Gardeners - R11 316

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