

5.7 Average monthly wage or salary:

		Black Employees	Other Non-White Employees	White Employees
Salaried) 1987	R750		R900
Employees) 1988	R825		R1000
Daily/Hourly) 1987			
Wage employees)	1988			

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.

Differences in salaries are a reflection only of the different job being done.