

11/27/30

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 1989. 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 12% 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 MLL 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
1988	1	Receptionist	R1,957	407%
	1	Visa Clerk	R1,957	407%
1989	1	Visa Clerk	R2,773	342%

(SEE NOTE BELOW 5.7)