

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:

Every 6 months for all staff regardless of colour cost of living and merit.

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?

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
1	Driver	R900-00	144.23%

1985

1986

5.7 Average monthly wage or salary:

	Black Employees	Other Non-White Employees	White Employees
Salaried Employees) 1987	-	-	1,860 p.m.
) 1988	-	-	2,010 p.m.
Daily/Hourly Wage employees) 1987	560. per month	-	
) 1988	639. per month	-	

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.

3
4
5
6