

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:

Six monthly review February and August of each year.

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?

We are constantly striving to meet the code in very difficult trading circumstances. We are not prepared to give a timetable since without improvement of the business environment we cannot do better than we do now.

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	7	Senior Section	R850	120%
1988	8	Leaders	R950	180% 195%

5.7 Average monthly wage or salary:

	Black Employees	Other Non-White Employees	White Employees
Salaried Employees) 1987	R 1.000	/	R26.000
Employees) 1988	R 2.000		R28.000
Daily/Hourly Wage employees) 1987	R20.000	/	
Wage employees) 1988	R22.000		

Does not accord with 5.6 on page 10

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.