

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 1, 1988

Reason: Annual wage negotiation with the Trade Union.

Lowest paid Black employee received a negotiated increase of 17.4%

whilst the C.O.L. increased by 12.4% (year on year to June 1988).

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?

The pay level for the lowest paid employees exceeds MLL by 54.3%

(MLL has increased by 22%)

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	6	IRO's (3) Protec Co-Ordinator Public Affairs Officer Consultant	R2 167	600%
1988	3	IRO's	R2 167	449%
	1	Public Affairs Officer	R2 874	662%
	1	Shift Supervisor	R2 746	633%
	1	Shift Supervisor	R2 719	626%
	1	Shift Supervisor	R2 958	681%
	1	Shift Supervisor	R2 800	645%

5.7 Average monthly wage or salary:

		Black Employees	Other Non-White Employees	White Employees
Salaried Employees	) 1987	R1 532	R1 680	R2 762
	) 1988	R1 795	R2 121	R3 299
Daily/Hourly Wage employees)	) 1987	R 909	R 971	R2 213
	) 1988	R1 065	R1 226	R2 644

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.