

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:

	March 1988	Annual Reviews	Exceeded CPI

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 believe we operate at the required levels

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	1	Shift Leader	R1 600	254%
1988	1	Programmer	R1 950	

5.7 Average monthly wage or salary:

		Black Employees	Other Non-White Employees	White Employees
Salaried Employees	) 1987	880	2216	2655
	) 1988	830,33	1768,79	2820,20
Daily/Hourly Wage employees)	) 1987	-	-	-
	) 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.

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