

2016/17 Global Salary Scale

| Position | London | New York | Jo'burg | Other SA | Harare | Other Zim | Freetown | Other SL | Lusaka |
|--|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| | Gross Annual Salary (£) | Gross Annual Salary (\$) | Gross Annual Salary (ZAR) | Gross Annual Salary (ZAR) | Gross Annual Salary (\$) | Gross Annual Salary (\$) | Gross Annual Salary (SLL) | Gross Annual Salary (SLL) | Gross Annual Salary (ZMW) |
| Int'l Chief Executive Officer | £79,548 | \$136,127 | R1,391,121 | R1,059,463 | \$61,709 | \$57,763 | SLL381,013,75 | SLL318,965,47 | ZMW582,195 |
| Int'l Chief Operating Officer | £66,104 | \$113,239 | R1,188,518 | R905,163 | \$52,975 | \$49,691 | SLL324,366,49 | SLL271,508,02 | ZMW499,585 |
| SMT Director | £57,776 | \$99,608 | R1,057,217 | R805,166 | \$47,284 | \$44,426 | SLL289,116,58 | SLL241,998,36 | ZMW446,233 |
| Int'l Director | £51,744 | \$90,602 | R981,606 | R747,580 | \$45,737 | \$41,447 | SLL269,922,34 | SLL225,894,92 | ZMW414,040 |
| Int'l Head Of / National Director | £44,109 | \$79,839 | R899,722 | R685,219 | \$44,331 | \$37,917 | SLL221,010,79 | SLL185,134,28 | ZMW380,674 |
| Int'l Senior Manager / National Head Of | £40,344 | \$74,131 | R708,249 | R539,395 | \$33,081 | \$30,915 | SLL189,282,74 | SLL157,389,71 | ZMW309,881 |
| Int'l Manager / National Senior Manager | £32,623 | \$59,970 | R597,486 | R455,039 | \$27,959 | \$26,095 | SLL161,543,29 | SLL134,270,60 | ZMW261,999 |
| Int'l Senior Coordinator / National Manager | £28,901 | \$54,140 | R521,701 | R397,322 | \$24,750 | \$22,755 | SLL140,123,00 | SLL116,486,66 | ZMW216,066 |
| Int'l Coordinator / National Senior Coordinator | £24,327 | \$47,549 | R416,181 | R316,959 | \$19,689 | \$18,392 | SLL116,560,68 | SLL96,924,339 | ZMW182,285 |
| Int'l Assistant Coordinator / National Coordinator | £19,963 | \$40,824 | R313,256 | R238,573 | \$16,214 | \$15,556 | SLL82,312,095 | SLL80,758,745 | ZMW139,690 |
| Int'l Officer / National Assistant Coordinator | X | X | R216,537 | R164,913 | \$11,423 | \$10,776 | SLL58,499,329 | SLL53,207,638 | ZMW92,702 |
| Int'l Receptionist or Driver / National Officer | X | X | R116,598 | R88,800 | \$5,913 | \$5,361 | SLL32,803,265 | SLL29,905,923 | ZMW49,717 |
| National Receptionist or Driver | X | X | R73,498 | R55,976 | \$4,572 | \$3,312 | SLL25,318,403 | SLL20,630,836 | ZMW34,609 |
| Position | Other Zam | Dar es Salaam | Other TZ | K'ia / K'mja | Other Ug | Delhi | Other Ind | Kathmandu | Other Nepal |
| | Gross Annual Salary (ZMW) | Gross Annual Salary (Tsh) | Gross Annual Salary (Tsh) | Gross Annual Salary (Ugx) | Gross Annual Salary (Ugx) | Gross Annual Salary (INR) | Gross Annual Salary (INR) | Gross Annual Salary (NpR) | Gross Annual Salary (NpR) |
| Int'l Chief Executive Officer | ZMW500,081 | TSh116,559,26 | TSh100,523,08 | UGX168,807,92 | UGX157,691,37 | ₹3,532,907 | ₹3,289,057 | Rs5,454,380 | Rs5,142,774 |
| Int'l Chief Operating Officer | ZMW428,160 | TSh100,705,82 | TSh86,860,590 | UGX145,997,86 | UGX136,375,82 | ₹3,037,026 | ₹2,825,590 | Rs4,647,500 | Rs4,375,097 |
| SMT Director | ZMW381,041 | TSh90,288,726 | TSh77,866,273 | UGX131,004,80 | UGX122,362,99 | ₹2,707,093 | ₹2,517,067 | Rs4,106,310 | Rs3,863,357 |
| Int'l Director | ZMW354,873 | TSh84,463,754 | TSh72,851,309 | UGX122,625,21 | UGX114,533,05 | ₹2,526,108 | ₹2,347,961 | Rs3,811,628 | Rs3,583,577 |
| Int'l Head Of / National Director | ZMW326,265 | TSh78,250,127 | TSh67,489,557 | UGX113,683,02 | UGX106,175,88 | ₹2,330,087 | ₹2,164,689 | Rs3,501,044 | Rs3,288,825 |
| Int'l Senior Manager / National Head Of | ZMW266,816 | TSh64,956,324 | TSh56,078,798 | UGX94,569,009 | UGX88,319,917 | ₹1,978,354 | ₹1,836,613 | Rs2,894,461 | Rs2,721,595 |
| Int'l Manager / National Senior Manager | ZMW224,484 | TSh55,177,989 | TSh47,600,702 | UGX80,485,115 | UGX75,152,425 | ₹1,640,635 | ₹1,519,834 | Rs2,406,439 | Rs2,280,976 |
| Int'l Senior Coordinator / National Manager | ZMW191,239 | TSh47,387,487 | TSh40,853,380 | UGX69,266,425 | UGX64,664,612 | ₹1,380,849 | ₹1,276,154 | Rs2,043,215 | Rs1,936,281 |
| Int'l Coordinator / National Senior Coordinator | ZMW155,504 | TSh39,208,329 | TSh33,759,269 | UGX57,485,148 | UGX53,649,576 | ₹1,095,085 | ₹1,009,855 | Rs1,652,035 | Rs1,569,583 |
| Int'l Assistant Coordinator / National Coordinator | ZMW114,599 | TSh30,435,069 | TSh26,145,768 | UGX44,846,917 | UGX41,832,822 | ₹828,557 | ₹769,628 | Rs1,272,660 | Rs1,201,359 |
| Int'l Officer / National Assistant Coordinator | ZMW76,814 | TSh20,862,197 | TSh17,840,260 | UGX31,057,377 | UGX28,939,840 | ₹552,557 | ₹515,157 | Rs862,841 | Rs813,504 |
| Int'l Receptionist or Driver / National Officer | ZMW43,131 | TSh10,932,562 | TSh9,294,568 | UGX16,705,235 | UGX15,519,635 | ₹297,546 | ₹278,024 | Rs438,729 | Rs421,874 |
| National Receptionist or Driver | ZMW31,644 | TSh8,495,684 | TSh7,258,301 | UGX10,360,012 | UGX9,589,448 | ₹193,024 | ₹180,401 | Rs298,941 | Rs274,260 |