

## 2016/17 Global Salary Scale

Position	London Gross Annual Salary (£)	New York Gross Annual Salary (\$)	Jo'burg Gross Annual Salary (ZAR)	Other SA Gross Annual Salary (ZAR)	Harare Gross Annual Salary (\$)	Other Zim Gross Annual Salary (\$)	Freetown Gross Annual Salary (SLL)	Other SL Gross Annual Salary (SLL)	Lusaka Gross Annual Salary (ZMW)
Int'l Chief Executive Officer	£79,548	\$136,127	R1,391,121	R1,059,463	\$61,709	\$57,763	SLL381,013,753	SLL318,965,476	ZMW582,195
Int'l Chief Operating Officer	£66,104	\$113,239	R1,188,518	R905,163	\$52,975	\$49,691	SLL324,366,491	SLL271,508,022	ZMW499,585
SMT Director	£57,776	\$99,608	R1,057,217	R805,166	\$47,284	\$44,426	SLL289,116,589	SLL241,998,360	ZMW446,233
Int'l Director	£51,744	\$90,602	R981,606	R747,580	\$45,737	\$41,447	SLL269,922,349	SLL225,894,922	ZMW414,040
Int'l Head Of / National Director	£44,109	\$79,839	R899,722	R685,219	\$44,331	\$37,917	SLL221,010,792	SLL185,134,289	ZMW380,674
Int'l Senior Manager / National Head Of	£40,344	\$74,131	R708,249	R539,395	\$33,081	\$30,915	SLL189,282,744	SLL157,389,714	ZMW309,881
Int'l Manager / National Senior Manager	£32,623	\$59,970	R597,486	R455,039	\$27,959	\$26,095	SLL161,543,296	SLL134,270,600	ZMW261,999
Int'l Senior Coordinator / National Manager	£28,901	\$54,140	R521,701	R397,322	\$24,750	\$22,755	SLL140,123,003	SLL116,486,666	ZMW216,066
Int'l Coordinator / National Senior Coordinator	£24,327	\$47,549	R416,181	R316,959	\$19,689	\$18,392	SLL116,560,680	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 Gross Annual Salary (ZMW)	Dar es Salaam Gross Annual Salary (Tsh)	Other TZ Gross Annual Salary (Tsh)	K'la / K'mja Gross Annual Salary (Ugx)	Other Ug Gross Annual Salary (Ugx)	Delhi Gross Annual Salary (InR)	Other Ind Gross Annual Salary (InR)	Kathmandu Gross Annual Salary (NpR)	Other Nepal Gross Annual Salary (NpR)
Int'l Chief Executive Officer	ZMW500,081	TSh116,559,265	TSh100,523,082	UGX168,807,920	UGX157,691,378	₹3,532,907	₹3,289,057	Rs5,454,380	Rs5,142,774
Int'l Chief Operating Officer	ZMW428,160	TSh100,705,829	TSh86,860,590	UGX145,997,868	UGX136,375,826	₹3,037,026	₹2,825,590	Rs4,647,500	Rs4,375,097
SMT Director	ZMW381,041	TSh90,288,726	TSh77,866,273	UGX131,004,807	UGX122,362,995	₹2,707,093	₹2,517,067	Rs4,106,310	Rs3,863,357
Int'l Director	ZMW354,873	TSh84,463,754	TSh72,851,309	UGX122,625,215	UGX114,533,050	₹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	UGX113,683,022	UGX106,175,883	₹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