

**2017/18 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	£89,299	\$152,374	R1,504,858	R1,146,084	\$72,226	\$67,054	SLL393,648,851	SLL331,940,818	ZMW644,297
Int'l Chief Operating Officer	£74,187	\$126,676	R1,274,588	R970,713	\$61,272	\$56,972	SLL332,855,047	SLL280,613,982	ZMW547,101
SMT Director	£65,066	\$111,577	R1,131,359	R861,631	\$54,488	\$50,722	SLL295,955,701	SLL249,491,025	ZMW486,952
Int'l Director	£56,771	\$98,423	R1,043,883	R795,010	\$51,598	\$46,906	SLL274,367,453	SLL231,232,332	ZMW448,964
Int'l Head Of / National Director	£45,656	\$81,209	R954,499	R726,936	\$48,972	\$42,820	SLL231,145,085	SLL195,042,663	ZMW411,355
Int'l Senior Manager / National Head Of	£41,036	\$75,613	R726,982	R553,662	\$35,817	\$33,254	SLL193,068,399	SLL160,537,508	ZMW320,505
Int'l Manager / National Senior Manager	£33,628	\$61,169	R615,939	R469,092	\$30,404	\$28,201	SLL164,774,162	SLL136,956,012	ZMW272,008
Int'l Senior Coordinator / National Manager	£29,400	\$55,222	R533,927	R406,633	\$26,582	\$24,401	SLL142,925,463	SLL118,816,400	ZMW226,232
Int'l Coordinator / National Senior Coordinator	£25,071	\$48,500	R432,410	R329,319	\$21,528	\$19,979	SLL118,891,893	SLL98,862,826	ZMW190,828
Int'l Assistant Coordinator / National Coordinator	£20,361	\$41,641	R332,840	R253,487	\$17,664	\$16,701	SLL84,619,518	SLL82,373,920	ZMW148,815
Int'l Officer / National Assistant Coordinator	X	X	R235,127	R179,070	\$12,656	\$11,821	SLL60,875,115	SLL54,515,634	ZMW102,247
Int'l Receptionist or Driver / National Officer	X	X	R137,796	R104,944	\$7,265	\$6,609	SLL36,372,107	SLL32,543,992	ZMW59,940
National Receptionist or Driver	X	X	R85,892	R65,414	\$5,159	\$4,066	SLL26,181,372	SLL21,654,241	ZMW39,800

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	ZMW578,340	TSh130,646,985	TSh111,839,058	UGX195,502,072	UGX183,071,827	₹3,750,913	₹3,487,448	Rs5,778,981	Rs5,439,764
Int'l Chief Operating Officer	ZMW489,903	TSh111,421,326	TSh95,407,286	UGX166,703,069	UGX156,088,240	₹3,192,127	₹2,966,645	Rs4,887,339	Rs4,595,430
SMT Director	ZMW434,852	TSh99,416,738	TSh85,127,319	UGX148,777,435	UGX139,294,661	₹2,837,890	₹2,636,281	Rs4,317,742	Rs4,058,152
Int'l Director	ZMW401,674	TSh92,166,173	TSh78,936,313	UGX137,899,666	UGX129,101,983	₹2,628,736	₹2,441,407	Rs3,984,185	Rs3,742,805
Int'l Head Of / National Director	ZMW367,898	TSh84,886,102	TSh72,706,105	UGX127,017,498	UGX118,906,635	₹2,414,979	₹2,242,096	Rs3,648,932	Rs3,425,821
Int'l Senior Manager / National Head Of	ZMW286,352	TSh67,056,198	TSh57,521,355	UGX100,155,419	UGX93,732,244	₹2,017,921	₹1,873,345	Rs2,952,350	Rs2,776,026
Int'l Manager / National Senior Manager	ZMW242,282	TSh57,102,596	TSh48,953,889	UGX85,416,975	UGX79,929,153	₹1,673,448	₹1,550,230	Rs2,454,568	Rs2,326,596
Int'l Senior Coordinator / National Manager	ZMW206,261	TSh48,901,854	TSh41,905,393	UGX73,244,987	UGX68,528,568	₹1,408,466	₹1,301,677	Rs2,084,079	Rs1,975,007
Int'l Coordinator / National Senior Coordinator	ZMW169,604	TSh40,671,605	TSh34,817,695	UGX61,068,611	UGX57,125,313	₹1,116,987	₹1,030,052	Rs1,678,980	Rs1,600,975
Int'l Assistant Coordinator / National Coordinator	ZMW129,069	TSh31,995,779	TSh27,340,454	UGX48,249,519	UGX45,120,770	₹855,013	₹793,723	Rs1,312,597	Rs1,236,740
Int'l Officer / National Assistant Coordinator	ZMW89,642	TSh22,458,259	TSh19,123,319	UGX34,149,393	UGX31,916,308	₹587,946	₹547,198	Rs913,150	Rs859,521
Int'l Receptionist or Driver / National Officer	ZMW54,524	TSh12,915,152	TSh10,946,935	UGX20,044,868	UGX18,709,177	₹343,294	₹319,862	Rs513,213	Rs489,062
National Receptionist or Driver	ZMW37,285	TSh9,253,599	TSh7,873,509	UGX12,363,085	UGX11,512,305	₹218,184	₹203,344	Rs336,752	Rs311,207