



## 2020/21 Global Salary Scale - 1st October 2020

Position	London		New York		Harare		Other Zim		Freetown		Other SL		Lusaka		Other Zam	
	Gross Annual Salary (£)		Gross Annual Salary (\$)		Gross Annual Salary (\$)		Gross Annual Salary (\$)		Gross Annual Salary (SLL)		Gross Annual Salary (SLL)		Gross Annual Salary (ZMW)		Gross Annual Salary (ZMW)	
	International	National	International	National	International	National	International	National	International	National	International	National	International	National	International	National
Chief Executive Officer	£99,050	X	\$184,867	X	\$93,259	X	\$85,635	X	SLL418,919,046	X	SLL357,891,501	X	ZMW768,500	X	ZMW717,371	X
Chief Operating Officer	£84,290	X	\$153,549	X	\$77,867	X	\$71,536	X	SLL349,832,158	X	SLL298,825,903	X	ZMW642,135	X	ZMW598,870	X
Senior Leadership Team Director	£74,179	X	\$135,515	X	\$68,897	X	\$63,316	X	SLL309,633,926	X	SLL264,476,353	X	ZMW568,389	X	ZMW529,650	X
Director	£63,053	X	\$114,066	X	\$63,322	\$62,894	\$57,825	\$57,531	SLL285,451,898	SLL261,547,966	SLL241,907,152	SLL224,767,783	ZMW518,811	ZMW503,395	ZMW483,619	ZMW476,901
Head Of	£48,576	X	\$84,490	X	\$58,253	\$44,026	\$52,627	\$40,272	SLL251,413,672	SLL204,885,730	SLL214,859,410	SLL170,363,688	ZMW472,715	ZMW352,377	ZMW440,566	ZMW333,830
Senior Manager	£43,001	X	\$78,668	X	\$41,290	\$37,736	\$37,932	\$34,519	SLL200,868,363	SLL174,859,658	SLL167,023,223	SLL145,338,815	ZMW341,753	ZMW302,037	ZMW318,004	ZMW286,140
Manager	£35,872	X	\$62,730	X	\$35,292	\$32,076	\$32,413	\$29,341	SLL171,431,038	SLL151,673,645	SLL142,489,035	SLL126,088,914	ZMW292,027	ZMW256,732	ZMW271,521	ZMW243,219
Senior Coordinator	£31,179	X	\$57,453	X	\$30,245	\$27,044	\$27,694	\$24,738	SLL148,699,652	SLL126,169,028	SLL123,616,582	SLL104,914,022	ZMW246,565	ZMW216,460	ZMW230,900	ZMW205,067
Coordinator	£26,809	X	\$50,460	X	\$25,206	\$22,013	\$23,152	\$20,136	SLL123,695,126	SLL91,541,788	SLL102,856,884	SLL87,415,863	ZMW207,916	ZMW176,188	ZMW193,246	ZMW166,915
Assistant Coordinator	£21,675	X	\$43,323	X	\$20,563	\$16,352	\$18,991	\$14,958	SLL89,234,365	SLL68,002,471	SLL85,701,826	SLL58,439,624	ZMW167,064	ZMW130,883	ZMW154,300	ZMW123,994
Officer	X	X	X	X	\$15,120	\$11,321	\$13,912	\$10,356	SLL65,626,686	SLL47,078,634	SLL57,131,627	SLL40,458,201	ZMW121,338	ZMW90,611	ZMW112,543	ZMW85,842
Receptionist or Driver	X	X	X	X	\$9,969	\$6,918	\$9,107	\$6,328	SLL43,509,792	SLL28,770,276	SLL37,820,131	SLL24,724,456	ZMW80,388	ZMW55,373	ZMW75,403	ZMW52,459

Position	Dar es Salaam		Other TZ		K'la / K'mja		Other Ug		Delhi		Other Ind		Kathmandu		Other Nepal	
	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)	
	International	National	International	National	International	National	International	National	International	National	International	National	International	National	International	National
Chief Executive Officer	TSh158,822,426	X	TSh134,471,010	X	UGX248,890,378	X	UGX233,832,724	X	₹4,186,926	X	₹3,884,229	X	Rs6,428,182	X	Rs6,033,743	X
Chief Operating Officer	TSh132,852,321	X	TSh112,500,680	X	UGX208,113,470	X	UGX195,513,068	X	₹3,502,328	X	₹3,248,756	X	Rs5,367,017	X	Rs5,036,095	X
Senior Leadership Team Director	TSh117,672,762	X	TSh99,649,411	X	UGX184,322,693	X	UGX173,157,993	X	₹3,099,486	X	₹2,874,708	X	Rs4,740,608	X	Rs4,447,743	X
Director	TSh107,571,012	TSh104,794,028	TSh91,106,320	TSh88,355,749	UGX168,448,569	UGX167,020,927	UGX158,239,849	UGX157,098,892	₹2,833,993	₹2,669,656	₹2,628,300	₹2,474,315	Rs4,329,298	Rs4,092,595	Rs4,061,261	Rs3,836,808
Head Of	TSh98,158,053	TSh73,355,820	TSh83,139,201	TSh61,849,024	UGX153,686,451	UGX116,914,649	UGX144,368,140	UGX109,969,224	₹2,584,764	₹2,141,434	₹2,396,909	₹1,988,009	Rs3,944,707	Rs3,133,058	Rs3,699,812	Rs2,945,942
Senior Manager	TSh71,255,946	TSh62,876,417	TSh60,406,468	TSh53,013,450	UGX111,328,239	UGX100,212,556	UGX104,556,898	UGX94,259,335	₹2,099,445	₹1,775,876	₹1,949,028	₹1,645,117	Rs3,071,625	Rs2,604,807	Rs2,888,178	Rs2,469,002
Manager	TSh60,951,810	TSh53,444,954	TSh51,660,263	TSh45,061,432	UGX95,280,696	UGX85,180,673	UGX89,482,608	UGX80,120,435	₹1,741,055	₹1,494,676	₹1,612,860	₹1,381,350	Rs2,553,732	Rs2,211,642	Rs2,420,590	Rs2,095,893
Senior Coordinator	TSh51,930,587	TSh45,061,432	TSh44,009,419	TSh37,992,972	UGX81,202,111	UGX71,818,999	UGX76,256,479	UGX67,552,524	₹1,465,369	₹1,185,356	₹1,354,264	₹1,093,100	Rs2,168,276	Rs1,781,747	Rs2,054,797	Rs1,698,967
Coordinator	TSh43,598,156	TSh36,677,910	TSh36,934,546	TSh30,924,512	UGX68,235,536	UGX58,457,325	UGX64,076,787	UGX54,984,612	₹1,162,113	₹934,379	₹1,071,666	₹866,010	Rs1,746,811	Rs1,432,408	Rs1,665,654	Rs1,342,883
Assistant Coordinator	TSh35,117,200	TSh27,246,447	TSh29,729,826	TSh22,972,495	UGX55,054,723	UGX43,425,441	UGX51,696,665	UGX40,845,712	₹907,924	₹694,110	₹841,915	₹643,322	Rs1,392,471	Rs1,064,075	Rs1,307,502	Rs997,570
Officer	TSh25,650,385	TSh18,862,925	TSh21,689,436	TSh15,904,035	UGX40,333,425	UGX30,063,767	UGX37,869,244	UGX28,277,801	₹658,722	₹480,538	₹611,281	₹445,377	Rs1,013,766	Rs736,667	Rs951,554	Rs690,625
Receptionist or Driver	TSh16,880,334	TSh11,527,343	TSh14,251,668	TSh9,719,132	UGX26,724,134	UGX18,372,302	UGX25,088,259	UGX17,280,878	₹434,790	₹293,662	₹403,539	₹272,175	Rs662,183	Rs450,185	Rs623,438	Rs422,049