



## 2021/22 Global Salary Scale

Position	London Gross Annual Salary (£)	New York Gross Annual Salary (\$)	Harare Gross Annual Salary (\$)	Other Zim Gross Annual Salary (\$)	Freetown Gross Annual Salary (SLL)	Other SL Gross Annual Salary (SLL)	Zambia Gross Annual Salary (ZMW)
Chief Executive Officer	£101,488	\$188,565	\$106,570	\$97,512	SLL447,445,850	SLL384,508,116	ZMW856,038
Chief Operating Officer	£86,311	\$156,620	\$88,486	\$80,964	SLL371,515,645	SLL319,258,254	ZMW710,771
Restless Leadership Team Director	£76,002	\$138,225	\$78,152	\$71,509	SLL328,126,956	SLL281,972,619	ZMW627,761
Director	£64,310	\$116,347	\$64,588	\$59,098	SLL271,179,303	SLL233,035,222	ZMW518,811
Head Of	£49,951	\$86,180	\$59,418	\$54,368	SLL225,374,303	SLL193,673,153	ZMW472,715
Senior Manager	£44,146	\$80,241	\$42,115	\$38,536	SLL192,345,624	SLL165,290,289	ZMW341,753
Manager	£37,111	\$63,985	\$35,998	\$32,938	SLL166,841,009	SLL143,373,153	ZMW292,027
Senior Coordinator	£32,370	\$58,602	\$30,849	\$28,227	SLL138,785,931	SLL119,264,302	ZMW246,565
Coordinator	£27,803	\$51,469	\$25,710	\$23,524	SLL105,273,056	SLL90,465,348	ZMW207,916
Assistant Coordinator	£22,582	\$44,190	\$20,974	\$19,192	SLL78,202,842	SLL67,202,830	ZMW167,064
Officer	X	X	\$15,423	\$14,112	SLL54,140,429	SLL46,525,036	ZMW121,338
Receptionist or Driver	X	X	\$10,168	\$9,304	SLL33,085,818	SLL28,431,967	ZMW80,388

Position	Dar / Dom 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)
Chief Executive Officer	TSh184,591,856	TSh180,972,010	UGX277,940,139	UGX261,427,715	₹4,442,284	₹4,117,109	Rs6,857,608	Rs6,429,008
Chief Operating Officer	TSh153,267,177	TSh150,261,608	UGX230,774,539	UGX217,064,224	₹3,688,442	₹3,418,448	Rs5,693,893	Rs5,338,025
Restless Leadership Team Director	TSh135,367,361	TSh132,712,807	UGX203,822,768	UGX191,713,658	₹3,257,675	₹3,019,213	Rs5,028,913	Rs4,714,606
Director	TSh111,873,852	TSh109,680,006	UGX168,448,569	UGX158,441,039	₹2,692,293	₹2,495,217	Rs4,156,126	Rs3,896,368
Head Of	TSh102,084,375	TSh100,082,500	UGX153,686,451	UGX144,555,939	₹2,455,525	₹2,275,781	Rs3,786,919	Rs3,550,237
Senior Manager	TSh74,106,184	TSh72,652,961	UGX111,328,239	UGX104,714,228	₹1,994,473	₹1,848,478	Rs2,948,760	Rs2,764,463
Manager	TSh63,389,882	TSh62,146,807	UGX95,280,696	UGX89,620,070	₹1,654,003	₹1,532,930	Rs2,451,583	Rs2,298,359
Senior Coordinator	TSh54,007,811	TSh52,948,718	UGX81,202,111	UGX76,377,894	₹1,392,100	₹1,290,198	Rs2,081,545	Rs1,951,449
Coordinator	TSh45,342,083	TSh44,452,924	UGX68,235,536	UGX64,181,663	₹1,104,008	₹1,023,194	Rs1,676,939	Rs1,572,130
Assistant Coordinator	TSh36,521,888	TSh35,805,693	UGX55,054,723	UGX51,783,922	₹862,528	₹799,391	Rs1,336,772	Rs1,253,224
Officer	TSh26,676,400	TSh26,153,276	UGX40,333,425	UGX37,937,216	₹625,786	₹579,979	Rs973,216	Rs912,390
Receptionist or Driver	TSh17,555,548	TSh17,211,283	UGX26,724,134	UGX25,136,453	₹413,051	₹382,815	Rs635,695	Rs595,964