



2024/25 Global Salary Scale

Position	Band	India*		Nepal		Sierra Leone		Tanzania**		Uganda		UK***		USA		Zambia		Zimbabwe	
		IndR	Housing	NepR	Housing	SLL	Housing	Tsh	Housing	Ugx	Housing	£	Pension	US\$	Pension	ZMW	Housing	US\$	Housing
Chief Executive Officer	2	₹4,652,598	10%	Rs5,887,925	10%	SLL456,925	10%	TSh192,639,255	10%	UGX293,546,305	10%	£99,520	7%	\$157,975	6%	ZMW979,898	10%	\$107,327	10%
	1	₹4,629,310	10%	Rs5,858,493	10%	SLL454,622	10%	TSh191,619,264	10%	UGX292,060,576	10%	£99,050	7%	\$157,195	6%	ZMW974,787	10%	\$106,804	10%
	0	₹4,606,022	10%	Rs5,829,061	10%	SLL452,319	10%	TSh190,599,273	10%	UGX290,574,847	10%	£98,580	7%	\$156,415	6%	ZMW969,676	10%	\$106,282	10%
Senior Director	2	₹3,998,465	10%	Rs5,281,703	10%	SLL394,365	10%	TSh166,399,331	10%	UGX252,370,626	10%	£86,592	7%	\$141,708	6%	ZMW879,052	10%	\$92,205	10%
	1	₹3,975,177	10%	Rs5,252,271	10%	SLL392,062	10%	TSh165,379,339	10%	UGX250,884,897	10%	£86,122	7%	\$140,928	6%	ZMW873,941	10%	\$91,682	10%
	0	₹3,951,889	10%	Rs5,222,839	10%	SLL389,759	10%	TSh164,359,348	10%	UGX249,399,167	10%	£85,652	7%	\$140,148	6%	ZMW868,830	10%	\$91,159	10%
Director	2	₹3,361,069	10%	Rs4,722,113	10%	SLL330,763	10%	TSh139,879,401	10%	UGX212,253,881	10%	£73,108	7%	\$126,692	6%	ZMW785,963	10%	\$77,421	10%
	1	₹3,337,782	10%	Rs4,692,681	10%	SLL328,460	10%	TSh138,859,409	10%	UGX210,768,152	10%	£72,638	7%	\$125,912	6%	ZMW780,852	10%	\$76,898	10%
	0	₹3,314,494	10%	Rs4,663,249	10%	SLL326,157	10%	TSh137,839,418	10%	UGX209,282,423	10%	£72,168	7%	\$125,132	6%	ZMW775,741	10%	\$76,375	10%
Head	2	₹2,820,993	9%	Rs3,992,573	9%	SLL277,434	9%	TSh120,159,517	9%	UGX178,510,347	9%	£58,492	6%	\$101,330	6%	ZMW600,815	9%	\$66,018	9%
	1	₹2,797,705	9%	Rs3,963,141	9%	SLL275,131	9%	TSh119,139,526	9%	UGX177,024,618	9%	£58,022	6%	\$100,550	6%	ZMW595,704	9%	\$65,495	9%
	0	₹2,774,417	9%	Rs3,924,271	9%	SLL272,828	9%	TSh118,119,534	9%	UGX175,538,889	9%	£57,553	6%	\$99,770	6%	ZMW590,593	9%	\$64,972	9%
Senior Manager	2	₹2,223,088	8%	Rs2,885,864	8%	SLL219,727	8%	TSh92,339,633	8%	UGX140,280,625	8%	£51,412	6%	\$88,840	6%	ZMW442,667	8%	\$51,245	8%
	1	₹2,199,801	8%	Rs2,856,432	8%	SLL217,424	8%	TSh91,319,642	8%	UGX138,794,896	8%	£50,942	6%	\$88,060	6%	ZMW437,556	8%	\$50,722	8%
	0	₹2,176,513	8%	Rs2,827,000	8%	SLL215,121	8%	TSh90,299,651	8%	UGX137,309,166	8%	£50,472	6%	\$87,280	6%	ZMW432,444	8%	\$50,199	8%
Manager	2	₹1,854,836	8%	Rs2,414,697	8%	SLL185,474	8%	TSh77,139,692	8%	UGX116,989,764	8%	£44,229	6%	\$76,320	6%	ZMW375,593	8%	\$42,779	8%
	1	₹1,831,548	8%	Rs2,385,265	8%	SLL183,171	8%	TSh76,119,700	8%	UGX115,504,035	8%	£43,759	6%	\$75,540	6%	ZMW370,482	8%	\$42,256	8%
	0	₹1,808,261	8%	Rs2,355,833	8%	SLL180,868	8%	TSh75,099,709	8%	UGX114,018,305	8%	£43,289	6%	\$74,760	6%	ZMW365,370	8%	\$41,733	8%
Senior Coordinator	2	₹1,536,384	6%	Rs1,943,530	6%	SLL152,660	6%	TSh63,439,750	6%	UGX96,230,903	6%	£38,166	6%	\$65,960	6%	ZMW307,019	6%	\$35,152	6%
	1	₹1,513,096	6%	Rs1,914,098	6%	SLL150,357	6%	TSh62,419,758	6%	UGX94,745,173	6%	£37,696	6%	\$65,180	6%	ZMW301,907	6%	\$34,629	6%
	0	₹1,489,808	6%	Rs1,884,666	6%	SLL148,054	6%	TSh61,399,767	6%	UGX93,259,444	6%	£37,226	6%	\$64,400	6%	ZMW296,796	6%	\$34,106	6%
Coordinator	2	₹1,201,103	6%	Rs1,794,030	6%	SLL118,146	6%	TSh50,729,808	6%	UGX75,777,441	6%	£31,939	6%	\$51,612	6%	ZMW242,320	6%	\$27,732	6%
	1	₹1,177,815	6%	Rs1,783,280	6%	SLL115,843	6%	TSh49,709,817	6%	UGX74,291,712	6%	£31,469	6%	\$50,832	6%	ZMW237,209	6%	\$27,452	6%
	0	₹1,154,528	6%	Rs1,772,530	6%	SLL113,540	6%	TSh48,689,825	6%	UGX72,805,983	6%	£31,000	6%	\$50,052	6%	ZMW232,098	6%	\$27,286	6%
Assistant Coordinator	2	₹995,333	6%	Rs1,236,781	6%	SLL97,915	6%	TSh41,839,837	6%	UGX62,808,006	6%	£27,083	6%	\$45,356	6%	ZMW202,207	6%	\$22,970	6%
	1	₹972,046	6%	Rs1,207,349	6%	SLL95,612	6%	TSh40,819,846	6%	UGX61,322,277	6%	£26,613	6%	\$44,576	6%	ZMW197,096	6%	\$22,447	6%
	0	₹948,758	6%	Rs1,177,917	6%	SLL93,309	6%	TSh39,799,855	6%	UGX59,836,548	6%	£26,143	6%	\$43,796	6%	ZMW191,985	6%	\$22,164	6%
Officer	2	₹773,546	6%	Rs1,089,736	6%	SLL76,114	6%	TSh32,289,866	6%	UGX48,836,445	6%					ZMW161,170	6%	\$17,830	6%
	1	₹750,258	6%	Rs1,077,359	6%	SLL73,811	6%	TSh31,269,875	6%	UGX47,350,716	6%					ZMW156,059	6%	\$17,307	6%
	0	₹726,970	6%	Rs1,070,872	6%	SLL71,508	6%	TSh30,249,884	6%	UGX45,864,987	6%					ZMW150,948	6%	\$16,784	6%
Receptionist / Driver	2	₹567,777	6%	Rs795,185	6%	SLL55,884	6%	TSh23,557,650	6%	UGX35,867,010	6%					ZMW120,133	6%	\$13,068	6%
	1	₹544,489	6%	Rs765,753	6%	SLL53,581	6%	TSh22,537,659	6%	UGX34,381,281	6%					ZMW115,022	6%	\$12,545	6%
	0	₹521,201	6%	Rs735,801	6%	SLL51,278	6%	TSh21,517,668	6%	UGX32,895,552	6%					ZMW109,911	6%	\$12,022	6%

* The compensation breakdown in India may vary (basic salary and benefits) whilst the total package is unaffected

** Salary alignment in Tanzania is taking a phased approach

*** Salary alignment in the UK has been delayed until April 2025