

## 2025/26 Global Salary Scale (Year 3)

Position	Band	India*		Nepal **		Sierra Leone ***		Tanzania****		Uganda		UK*****		Zambia		Zimbabwe*****	
		IndR	Housing	NepR	Housing	SLL	Housing	Tsh	Housing	Ugx	Housing	£	Pension	ZMW	Housing	US\$	Housing
Chief Executive Officer	2	₹4,757,754	10%	Rs6,018,228	10%	SLL479,850	10%	TSh184,319,628	10%	UGX301,349,388	10%	£99,520	7%	ZMW1,016,722	10%	\$107,327	10%
	1	₹4,722,823	10%	Rs5,974,080	10%	SLL475,244	10%	TSh183,809,632	10%	UGX299,120,795	10%	£99,050	7%	ZMW1,009,056	10%	\$106,804	10%
	0	₹4,687,891	10%	Rs5,929,932	10%	SLL470,638	10%	TSh183,299,636	10%	UGX296,892,201	10%	£98,580	7%	ZMW1,001,389	10%	\$106,282	10%
Senior Director	2	₹4,153,476	10%	Rs5,401,515	10%	SLL425,731	10%	TSh156,699,665	10%	UGX263,168,669	10%	£86,592	7%	ZMW912,578	10%	\$92,205	10%
	1	₹4,118,544	10%	Rs5,357,367	10%	SLL421,125	10%	TSh156,189,670	10%	UGX260,940,075	10%	£86,122	7%	ZMW904,911	10%	\$91,682	10%
	0	₹4,083,612	10%	Rs5,313,219	10%	SLL416,519	10%	TSh155,679,674	10%	UGX258,711,482	10%	£85,652	7%	ZMW897,245	10%	\$91,159	10%
Director	2	₹3,573,294	10%	Rs4,832,242	10%	SLL373,823	10%	TSh128,139,700	10%	UGX226,519,312	10%	£73,108	7%	ZMW816,445	10%	\$77,421	10%
	1	₹3,538,362	10%	Rs4,788,093	10%	SLL369,217	10%	TSh127,629,705	10%	UGX224,290,718	10%	£72,638	7%	ZMW808,778	10%	\$76,898	10%
	0	₹3,503,430	10%	Rs4,743,945	10%	SLL364,611	10%	TSh127,119,709	10%	UGX222,062,124	10%	£72,168	7%	ZMW801,111	10%	\$76,375	10%
Head	2	₹2,954,489	9%	Rs4,018,859	9%	SLL304,868	9%	TSh113,179,758	8%	UGX187,515,520	9%	£58,492	6%	ZMW636,222	9%	\$66,018	9%
	1	₹2,919,557	9%	Rs3,974,711	9%	SLL300,262	9%	TSh112,669,763	8%	UGX185,286,927	9%	£58,022	6%	ZMW628,556	9%	\$65,495	9%
	0	₹2,884,625	9%	Rs3,924,271	9%	SLL295,656	9%	TSh112,159,767	8%	UGX183,058,333	9%	£57,553	6%	ZMW620,889	9%	\$64,972	9%
Senior Manager	2	₹2,297,133	9%	Rs2,954,031	9%	SLL234,454	9%	TSh87,419,817	7%	UGX145,520,937	9%	£51,412	6%	ZMW474,000	9%	\$51,245	8%
	1	₹2,262,201	9%	Rs2,909,882	9%	SLL229,848	9%	TSh86,909,821	7%	UGX143,292,343	9%	£50,942	6%	ZMW466,333	9%	\$50,722	8%
	0	₹2,227,269	9%	Rs2,865,734	9%	SLL225,242	9%	TSh86,399,825	7%	UGX141,063,750	9%	£50,472	6%	ZMW458,667	9%	\$50,199	8%
Manager	2	₹1,922,254	9%	Rs2,476,408	9%	SLL197,447	9%	TSh72,819,846	7%	UGX121,739,646	9%	£44,229	6%	ZMW400,889	9%	\$42,779	8%
	1	₹1,887,323	9%	Rs2,432,260	9%	SLL192,841	9%	TSh72,309,850	7%	UGX119,511,052	9%	£43,759	6%	ZMW393,222	9%	\$42,256	8%
	0	₹1,852,391	9%	Rs2,388,112	9%	SLL188,235	9%	TSh71,799,855	7%	UGX117,282,458	9%	£43,289	6%	ZMW385,556	9%	\$41,733	8%
Senior Coordinator	2	₹1,580,576	8%	Rs1,998,785	8%	SLL160,920	9%	TSh60,219,875	5%	UGX99,646,354	8%	£38,166	6%	ZMW326,778	8%	\$35,152	6%
	1	₹1,545,644	8%	Rs1,954,637	8%	SLL156,314	9%	TSh59,709,879	5%	UGX97,417,760	8%	£37,696	6%	ZMW319,111	8%	\$34,629	6%
	0	₹1,510,713	8%	Rs1,910,489	8%	SLL151,708	9%	TSh59,199,884	5%	UGX95,189,166	8%	£37,226	6%	ZMW311,444	8%	\$34,106	6%
Coordinator	2	₹1,227,679	8%	Rs1,811,136	8%	SLL123,826	9%	TSh48,939,904	5%	UGX77,756,662	8%	£31,939	6%	ZMW255,251	8%	\$27,732	6%
	1	₹1,192,747	8%	Rs1,795,012	8%	SLL119,220	9%	TSh48,429,908	5%	UGX75,528,068	8%	£31,469	6%	ZMW247,584	8%	\$27,452	6%
	0	₹1,157,815	8%	Rs1,778,887	8%	SLL114,614	9%	TSh47,919,913	5%	UGX73,299,474	8%	£31,000	6%	ZMW239,917	8%	\$27,286	6%
Assistant Coordinator	2	₹1,025,811	8%	Rs1,282,352	8%	SLL104,288	9%	TSh39,919,919	5%	UGX64,983,347	8%	£27,083	6%	ZMW214,311	8%	\$22,970	6%
	1	₹990,879	8%	Rs1,238,204	8%	SLL99,682	9%	TSh39,409,923	5%	UGX62,754,753	8%	£26,613	6%	ZMW206,644	8%	\$22,447	6%
	0	₹955,947	8%	Rs1,194,056	8%	SLL95,076	9%	TSh38,899,927	5%	UGX60,526,159	8%	£26,143	6%	ZMW198,978	8%	\$22,164	6%
Officer	2	₹813,264	8%	Rs1,102,567	8%	SLL84,227	9%	TSh30,019,933	5%	UGX51,541,947	8%			ZMW172,756	8%	\$17,830	6%
	1	₹778,332	8%	Rs1,084,000	8%	SLL79,621	9%	TSh29,509,937	5%	UGX49,313,353	8%			ZMW165,089	8%	\$17,307	6%
	0	₹743,400	8%	Rs1,074,271	8%	SLL75,014	9%	TSh28,999,942	5%	UGX47,084,760	8%			ZMW157,422	8%	\$16,784	6%
Receptionist / Driver	2	₹611,396	8%	Rs824,443	8%	SLL64,688	9%	TSh21,210,288	5%	UGX38,768,632	8%			ZMW131,200	8%	\$13,068	6%
	1	₹576,464	8%	Rs780,295	8%	SLL60,082	9%	TSh20,700,292	5%	UGX36,540,038	8%			ZMW123,533	8%	\$12,545	6%
	0	₹541,532	8%	Rs735,801	8%	SLL55,476	9%	TSh20,190,296	5%	UGX34,311,444	8%			ZMW115,867	8%	\$12,022	6%

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

\*\* Adoption of Year 3 scale to be considered in April 2026 due to affordability

\*\*\* In response to high and consistent inflection, Sierra Leone is adopting the Year 4 scale

\*\*\*\* Due to affordability, Tanzania is adopting the Year 1 scale

\*\*\*\*\* Due to affordability, the UK is adopting the Year 2 scale