RESTLESS DEVELOPMENT
POWERED BY YOUNG PEOPLE

2026/27 Global Salary Scale (Year 4)

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	₹4,862,911	10%	Rs6,148,531	10%	SLL491,313	10%	TSh192,639,255	10%	UGX309,152,471	10%	£99,754	8%	ZMW1,053,546	10%	$110,155	10%
	1	₹4,816,335	10%	Rs6,089,667	10%	SLL485,555	10%	TSh191,619,264	10%	UGX306,181,013	10%	£99,050	8%	ZMW1,043,324	10%	$109,109	10%
	0	₹4,769,760	10%	Rs6,030,803	10%	SLL479,798	10%	TSh190,599,273	10%	UGX303,209,555	10%	£98,345	8%	ZMW1,033,102	10%	$108,063	10%
Senior Director	2	₹4,308,487	10%	Rs5,521,327	10%	SLL441,414	10%	TSh166,399,331	10%	UGX273,966,713	10%	£87,743	8%	ZMW946,104	10%	$97,560	10%
	1	₹4,261,912	10%	Rs5,462,463	10%	SLL435,656	10%	TSh165,379,339	10%	UGX270,995,254	10%	£87,038	8%	ZMW935,882	10%	$96,514	10%
	0	₹4,215,336	10%	Rs5,403,599	10%	SLL429,899	10%	TSh164,359,348	10%	UGX268,023,796	10%	£86,334	8%	ZMW925,659	10%	$95,468	10%
Director	2	₹3,785,518	10%	Rs4,942,370	10%	SLL395,353	10%	TSh139,879,401	10%	UGX240,784,742	10%	£75,621	8%	ZMW846,926	10%	$85,659	10%
	1	₹3,738,942	10%	Rs4,883,506	10%	SLL389,596	10%	TSh138,859,409	10%	UGX237,813,284	10%	£74,917	8%	ZMW836,704	10%	$84,613	10%
	0	₹3,692,367	10%	Rs4,824,642	10%	SLL383,838	10%	TSh137,839,418	10%	UGX234,841,826	10%	£74,212	8%	ZMW826,482	10%	$83,567	10%
Head	2	₹3,087,985	9%	Rs4,045,145	9%	SLL318,586	10%	TSh120,159,517	9%	UGX196,520,694	9%	£60,658	8%	ZMW671,630	9%	$70,236	9%
	1	₹3,041,410	9%	Rs3,986,281	9%	SLL312,828	10%	TSh119,139,526	9%	UGX193,549,236	9%	£59,953	8%	ZMW661,408	9%	$69,190	9%
	0	₹2,994,834	9%	Rs3,924,271	9%	SLL307,070	10%	TSh118,119,534	9%	UGX190,577,777	9%	£59,248	8%	ZMW651,185	9%	$68,144	9%
Senior Manager	2	₹2,371,177	9%	Rs3,022,197	9%	SLL241,818	10%	TSh92,339,633	8%	UGX150,761,250	9%	£53,327	8%	ZMW505,333	9%	$53,690	9%
	1	₹2,324,601	9%	Rs2,963,333	9%	SLL236,060	10%	TSh91,319,642	8%	UGX147,789,791	9%	£52,623	8%	ZMW495,111	9%	$52,644	9%
	0	₹2,278,025	9%	Rs2,904,469	9%	SLL230,303	10%	TSh90,299,651	8%	UGX144,818,333	9%	£51,918	8%	ZMW484,889	9%	$51,598	9%
Manager	2	₹1,989,672	9%	Rs2,538,119	9%	SLL203,434	10%	TSh77,139,692	8%	UGX126,489,527	9%	£45,929	8%	ZMW426,185	9%	$45,057	9%
	1	₹1,943,097	9%	Rs2,479,255	9%	SLL197,677	10%	TSh76,119,700	8%	UGX123,518,069	9%	£45,224	8%	ZMW415,963	9%	$44,011	9%
	0	₹1,896,521	9%	Rs2,420,391	9%	SLL191,919	10%	TSh75,099,709	8%	UGX120,546,611	9%	£44,520	8%	ZMW405,741	9%	$42,965	9%
Senior Coordinator	2	₹1,624,768	9%	Rs2,054,041	9%	SLL165,050	10%	TSh63,439,750	6%	UGX103,061,805	9%	£39,277	8%	ZMW346,537	9%	$36,704	9%
	1	₹1,578,193	9%	Rs1,995,177	9%	SLL159,293	10%	TSh62,419,758	6%	UGX100,090,347	9%	£38,572	8%	ZMW336,315	9%	$35,658	9%
	0	₹1,531,617	9%	Rs1,936,312	9%	SLL153,535	10%	TSh61,399,767	6%	UGX97,118,889	9%	£37,868	8%	ZMW326,093	9%	$34,612	9%
Coordinator	2	₹1,254,254	9%	Rs1,828,243	9%	SLL126,667	10%	TSh50,729,808	6%	UGX79,735,883	9%	£36,735	8%	ZMW268,181	9%	$28,420	9%
	1	₹1,207,679	9%	Rs1,806,744	9%	SLL120,909	10%	TSh49,709,817	6%	UGX76,764,425	9%	£35,622	8%	ZMW257,959	9%	$27,860	9%
	0	₹1,161,103	9%	Rs1,785,245	9%	SLL115,151	10%	TSh48,689,825	6%	UGX73,792,966	9%	£34,509	8%	ZMW247,736	9%	$27,528	9%
Assistant Coordinator	2	₹1,056,288	9%	Rs1,327,924	9%	SLL107,475	10%	TSh41,839,837	6%	UGX67,158,687	9%	£33,395	8%	ZMW226,415	9%	$23,927	9%
	1	₹1,009,712	9%	Rs1,269,059	9%	SLL101,717	10%	TSh40,819,846	6%	UGX64,187,229	9%	£32,282	8%	ZMW216,193	9%	$22,881	9%
	0	₹963,136	9%	Rs1,210,195	9%	SLL95,960	10%	TSh39,799,855	6%	UGX61,215,770	9%	£31,169	8%	ZMW205,970	9%	$22,315	9%
Officer	2	₹852,982	9%	Rs1,115,397	9%	SLL88,283	10%	TSh32,289,866	6%	UGX54,247,449	9%			ZMW184,341	9%	$19,308	9%
	1	₹806,406	9%	Rs1,090,642	9%	SLL82,525	10%	TSh31,269,875	6%	UGX51,275,991	9%			ZMW174,119	9%	$18,262	9%
	0	₹759,830	9%	Rs1,077,669	9%	SLL76,768	10%	TSh30,249,884	6%	UGX48,304,533	9%			ZMW163,896	9%	$17,216	9%
Receptionist / Driver	2	₹655,015	9%	Rs853,702	9%	SLL69,091	10%	TSh23,557,650	6%	UGX41,670,253	9%			ZMW142,267	9%	$14,816	9%
	1	₹608,440	9%	Rs794,838	9%	SLL63,333	10%	TSh22,537,659	6%	UGX38,698,795	9%			ZMW132,044	9%	$13,770	9%
	0	₹561,864	9%	Rs735,801	9%	SLL57,576	10%	TSh21,517,668	6%	UGX35,727,337	9%			ZMW121,822	9%	$12,724	9%

** Due to affordability India and Nepal expect to adopt the Year 4 scale in April 2027. The compensation breakdown in India may vary (basic salary and benefits) whilst the total package is unaffected*

*** In response to high and consistent inflation, Sierra Leone has already adopted the year 5 scale. The current scale will be reviewed against the local market during 26/27*

***** Due to affordability Tanzania expects to adopt the Year 2 scale in January 2027*

***** Due to affordability the UK are adopting the Year 3 scale*