

SALARY SCALE IN LYON (2019)
DATE OF ENTRY INTO FORCE: 1 JANUARY 2019
(in Euros)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 7,365 | 6,476 | 4,988 | 4,479 | 3,638 | 3,004 | 2,625 | 2,353 | 2,251 | 2,076 |
| 2 | 7,774 | 6,836 | 5,265 | 4,726 | 3,839 | 3,169 | 2,771 | 2,483 | 2,377 | 2,191 |
| 3 | 8,183 | 7,197 | 5,543 | 4,975 | 4,044 | 3,340 | 2,917 | 2,616 | 2,503 | 2,307 |
| 4 | 8,593 | 7,555 | 5,817 | 5,226 | 4,246 | 3,506 | 3,061 | 2,743 | 2,628 | 2,424 |
| 5 | 9,000 | 7,916 | 6,095 | 5,474 | 4,447 | 3,674 | 3,208 | 2,875 | 2,752 | 2,538 |
| 6 | 9,410 | 8,276 | 6,371 | 5,724 | 4,650 | 3,838 | 3,353 | 3,004 | 2,877 | 2,654 |
| 7 | 9,819 | 8,636 | 6,650 | 5,970 | 4,853 | 4,007 | 3,500 | 3,135 | 3,002 | 2,769 |
| 8 | 10,242 | 9,005 | 6,935 | 6,226 | 5,063 | 4,179 | 3,650 | 3,270 | 3,131 | 2,888 |
| 9 | 10,683 | 9,394 | 7,234 | 6,495 | 5,279 | 4,359 | 3,807 | 3,411 | 3,264 | 3,011 |
| 10 | 11,142 | 9,798 | 7,544 | 6,774 | 5,505 | 4,546 | 3,969 | 3,559 | 3,405 | 3,140 |
| 11 | 11,621 | 10,219 | 7,869 | 7,064 | 5,742 | 4,742 | 4,141 | 3,711 | 3,555 | 3,276 |
| 12 | 12,122 | 10,658 | 8,207 | 7,370 | 5,990 | 4,944 | 4,320 | 3,873 | 3,705 | 3,415 |
| 13 | 12,642 | 11,115 | 8,559 | 7,684 | 6,246 | 5,157 | 4,504 | 4,037 | 3,865 | 3,564 |
| 14 | 13,185 | 11,596 | 8,928 | 8,015 | 6,513 | 5,378 | 4,698 | 4,210 | 4,031 | 3,716 |

SALARY SCALE IN SINGAPORE (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Singapore dollars)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 15,408 | 13,548 | 10,435 | 9,370 | 7,611 | 6,284 | 5,492 | 4,922 | 4,709 | 4,343 |
| 2 | 16,263 | 14,301 | 11,014 | 9,887 | 8,031 | 6,630 | 5,797 | 5,194 | 4,973 | 4,584 |
| 3 | 17,119 | 15,056 | 11,596 | 10,408 | 8,460 | 6,987 | 6,102 | 5,473 | 5,236 | 4,826 |
| 4 | 17,977 | 15,805 | 12,169 | 10,933 | 8,883 | 7,335 | 6,404 | 5,738 | 5,498 | 5,071 |
| 5 | 18,828 | 16,560 | 12,751 | 11,452 | 9,303 | 7,686 | 6,711 | 6,015 | 5,757 | 5,309 |
| 6 | 19,686 | 17,313 | 13,328 | 11,975 | 9,728 | 8,029 | 7,014 | 6,284 | 6,019 | 5,552 |
| 7 | 20,541 | 18,067 | 13,912 | 12,489 | 10,152 | 8,383 | 7,322 | 6,558 | 6,280 | 5,793 |
| 8 | 21,426 | 18,838 | 14,508 | 13,025 | 10,592 | 8,742 | 7,636 | 6,841 | 6,550 | 6,042 |
| 9 | 22,349 | 19,652 | 15,134 | 13,588 | 11,044 | 9,119 | 7,964 | 7,136 | 6,828 | 6,299 |
| 10 | 23,309 | 20,497 | 15,782 | 14,171 | 11,516 | 9,510 | 8,303 | 7,445 | 7,123 | 6,569 |
| 11 | 24,311 | 21,378 | 16,462 | 14,778 | 12,012 | 9,920 | 8,663 | 7,763 | 7,437 | 6,853 |
| 12 | 25,359 | 22,297 | 17,169 | 15,418 | 12,531 | 10,343 | 9,037 | 8,102 | 7,751 | 7,144 |
| 13 | 26,447 | 23,253 | 17,905 | 16,075 | 13,067 | 10,788 | 9,422 | 8,445 | 8,086 | 7,456 |
| 14 | 27,583 | 24,259 | 18,677 | 16,767 | 13,625 | 11,251 | 9,828 | 8,807 | 8,433 | 7,774 |

SALARY SCALE IN BANGKOK (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Thai Baht)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 261,605 | 230,028 | 177,174 | 159,094 | 129,222 | 106,702 | 93,240 | 83,579 | 79,956 | 73,740 |
| 2 | 276,132 | 242,815 | 187,013 | 167,868 | 136,361 | 112,563 | 98,426 | 88,196 | 84,431 | 77,824 |
| 3 | 290,660 | 255,637 | 196,887 | 176,712 | 143,643 | 118,637 | 103,612 | 92,920 | 88,907 | 81,945 |
| 4 | 305,223 | 268,354 | 206,620 | 185,628 | 150,818 | 124,533 | 108,727 | 97,431 | 93,347 | 86,100 |
| 5 | 319,680 | 281,176 | 216,494 | 194,436 | 157,957 | 130,500 | 113,948 | 102,120 | 97,751 | 90,150 |
| 6 | 334,243 | 293,964 | 226,298 | 203,316 | 165,168 | 136,326 | 119,099 | 106,702 | 102,191 | 94,270 |
| 7 | 348,771 | 306,751 | 236,208 | 212,054 | 172,379 | 142,329 | 124,320 | 111,355 | 106,631 | 98,355 |
| 8 | 363,796 | 319,858 | 246,331 | 221,148 | 179,838 | 148,438 | 129,648 | 116,150 | 111,213 | 102,582 |
| 9 | 379,460 | 333,675 | 256,952 | 230,702 | 187,510 | 154,832 | 135,225 | 121,159 | 115,937 | 106,951 |
| 10 | 395,764 | 348,025 | 267,963 | 240,612 | 195,538 | 161,474 | 140,979 | 126,416 | 120,946 | 111,533 |
| 11 | 412,778 | 362,979 | 279,507 | 250,913 | 203,956 | 168,436 | 147,088 | 131,815 | 126,274 | 116,364 |
| 12 | 430,573 | 378,572 | 291,513 | 261,782 | 212,765 | 175,611 | 153,446 | 137,569 | 131,602 | 121,301 |
| 13 | 449,044 | 394,805 | 304,016 | 272,936 | 221,858 | 183,177 | 159,982 | 143,394 | 137,285 | 126,593 |
| 14 | 468,331 | 411,890 | 317,123 | 284,693 | 231,342 | 191,027 | 166,873 | 149,539 | 143,181 | 131,992 |

SALARY SCALE IN BRUSSELS (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Euros)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 7,380 | 6,489 | 4,998 | 4,488 | 3,645 | 3,010 | 2,630 | 2,358 | 2,256 | 2,080 |
| 2 | 7,790 | 6,850 | 5,276 | 4,735 | 3,847 | 3,175 | 2,777 | 2,488 | 2,382 | 2,195 |
| 3 | 8,199 | 7,211 | 5,554 | 4,985 | 4,052 | 3,347 | 2,923 | 2,621 | 2,508 | 2,312 |
| 4 | 8,610 | 7,570 | 5,829 | 5,236 | 4,254 | 3,513 | 3,067 | 2,748 | 2,633 | 2,429 |
| 5 | 9,018 | 7,932 | 6,107 | 5,485 | 4,456 | 3,681 | 3,214 | 2,881 | 2,758 | 2,543 |
| 6 | 9,429 | 8,293 | 6,384 | 5,735 | 4,659 | 3,846 | 3,360 | 3,010 | 2,883 | 2,659 |
| 7 | 9,839 | 8,653 | 6,663 | 5,982 | 4,863 | 4,015 | 3,507 | 3,141 | 3,008 | 2,775 |
| 8 | 10,262 | 9,023 | 6,949 | 6,238 | 5,073 | 4,187 | 3,657 | 3,277 | 3,137 | 2,894 |
| 9 | 10,704 | 9,413 | 7,248 | 6,508 | 5,290 | 4,368 | 3,815 | 3,418 | 3,271 | 3,017 |
| 10 | 11,164 | 9,818 | 7,559 | 6,788 | 5,516 | 4,555 | 3,977 | 3,566 | 3,412 | 3,146 |
| 11 | 11,644 | 10,239 | 7,885 | 7,078 | 5,753 | 4,751 | 4,149 | 3,718 | 3,562 | 3,283 |
| 12 | 12,146 | 10,679 | 8,223 | 7,385 | 6,002 | 4,954 | 4,329 | 3,881 | 3,712 | 3,422 |
| 13 | 12,667 | 11,137 | 8,576 | 7,699 | 6,258 | 5,167 | 4,513 | 4,045 | 3,873 | 3,571 |
| 14 | 13,211 | 11,619 | 8,946 | 8,031 | 6,526 | 5,389 | 4,707 | 4,218 | 4,039 | 3,723 |

SALARY SCALE IN THE HAGUE (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Euros)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 7,976 | 7,014 | 5,402 | 4,851 | 3,940 | 3,253 | 2,843 | 2,548 | 2,438 | 2,248 |
| 2 | 8,419 | 7,403 | 5,702 | 5,118 | 4,158 | 3,432 | 3,001 | 2,689 | 2,574 | 2,373 |
| 3 | 8,862 | 7,794 | 6,003 | 5,388 | 4,380 | 3,617 | 3,159 | 2,833 | 2,711 | 2,498 |
| 4 | 9,306 | 8,182 | 6,300 | 5,660 | 4,598 | 3,797 | 3,315 | 2,971 | 2,846 | 2,625 |
| 5 | 9,747 | 8,573 | 6,601 | 5,928 | 4,816 | 3,979 | 3,474 | 3,114 | 2,980 | 2,749 |
| 6 | 10,191 | 8,963 | 6,900 | 6,199 | 5,036 | 4,157 | 3,631 | 3,253 | 3,116 | 2,874 |
| 7 | 10,634 | 9,353 | 7,202 | 6,466 | 5,256 | 4,340 | 3,791 | 3,395 | 3,251 | 2,999 |
| 8 | 11,092 | 9,752 | 7,511 | 6,743 | 5,483 | 4,526 | 3,953 | 3,541 | 3,391 | 3,128 |
| 9 | 11,570 | 10,174 | 7,834 | 7,034 | 5,717 | 4,721 | 4,123 | 3,694 | 3,535 | 3,261 |
| 10 | 12,067 | 10,611 | 8,170 | 7,336 | 5,962 | 4,923 | 4,298 | 3,854 | 3,688 | 3,401 |
| 11 | 12,586 | 11,067 | 8,522 | 7,650 | 6,219 | 5,136 | 4,485 | 4,019 | 3,850 | 3,548 |
| 12 | 13,128 | 11,543 | 8,888 | 7,982 | 6,487 | 5,354 | 4,679 | 4,194 | 4,013 | 3,698 |
| 13 | 13,691 | 12,038 | 9,269 | 8,322 | 6,764 | 5,585 | 4,878 | 4,372 | 4,186 | 3,860 |
| 14 | 14,279 | 12,558 | 9,669 | 8,680 | 7,054 | 5,824 | 5,088 | 4,559 | 4,366 | 4,024 |

SALARY SCALE IN VIENNA (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Euros)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 7,785 | 6,845 | 5,272 | 4,734 | 3,845 | 3,175 | 2,775 | 2,487 | 2,379 | 2,194 |
| 2 | 8,217 | 7,226 | 5,565 | 4,995 | 4,058 | 3,350 | 2,929 | 2,625 | 2,512 | 2,316 |
| 3 | 8,649 | 7,607 | 5,859 | 5,259 | 4,275 | 3,530 | 3,083 | 2,765 | 2,646 | 2,438 |
| 4 | 9,083 | 7,986 | 6,149 | 5,524 | 4,488 | 3,706 | 3,235 | 2,899 | 2,778 | 2,562 |
| 5 | 9,513 | 8,367 | 6,442 | 5,786 | 4,700 | 3,883 | 3,391 | 3,039 | 2,909 | 2,683 |
| 6 | 9,946 | 8,748 | 6,734 | 6,050 | 4,915 | 4,057 | 3,544 | 3,175 | 3,041 | 2,805 |
| 7 | 10,379 | 9,128 | 7,029 | 6,310 | 5,130 | 4,235 | 3,700 | 3,314 | 3,173 | 2,927 |
| 8 | 10,826 | 9,518 | 7,330 | 6,581 | 5,352 | 4,417 | 3,858 | 3,456 | 3,309 | 3,053 |
| 9 | 11,292 | 9,929 | 7,646 | 6,865 | 5,580 | 4,607 | 4,024 | 3,605 | 3,450 | 3,183 |
| 10 | 11,777 | 10,356 | 7,974 | 7,160 | 5,819 | 4,805 | 4,195 | 3,762 | 3,599 | 3,319 |
| 11 | 12,283 | 10,801 | 8,318 | 7,467 | 6,069 | 5,012 | 4,377 | 3,923 | 3,758 | 3,463 |
| 12 | 12,813 | 11,266 | 8,675 | 7,790 | 6,331 | 5,226 | 4,566 | 4,094 | 3,916 | 3,610 |
| 13 | 13,363 | 11,749 | 9,047 | 8,122 | 6,602 | 5,451 | 4,761 | 4,267 | 4,085 | 3,767 |
| 14 | 13,937 | 12,257 | 9,437 | 8,472 | 6,884 | 5,685 | 4,966 | 4,450 | 4,261 | 3,928 |

SALARY SCALE IN NEW YORK (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in US Dollars)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 9,575 | 8,419 | 6,484 | 5,823 | 4,729 | 3,905 | 3,413 | 3,059 | 2,926 | 2,699 |
| 2 | 10,106 | 8,887 | 6,845 | 6,144 | 4,991 | 4,120 | 3,602 | 3,228 | 3,090 | 2,848 |
| 3 | 10,638 | 9,356 | 7,206 | 6,468 | 5,257 | 4,342 | 3,792 | 3,401 | 3,254 | 2,999 |
| 4 | 11,171 | 9,822 | 7,562 | 6,794 | 5,520 | 4,558 | 3,979 | 3,566 | 3,416 | 3,151 |
| 5 | 11,700 | 10,291 | 7,924 | 7,116 | 5,781 | 4,776 | 4,170 | 3,738 | 3,578 | 3,299 |
| 6 | 12,233 | 10,759 | 8,282 | 7,441 | 6,045 | 4,989 | 4,359 | 3,905 | 3,740 | 3,450 |
| 7 | 12,765 | 11,227 | 8,645 | 7,761 | 6,309 | 5,209 | 4,550 | 4,076 | 3,903 | 3,600 |
| 8 | 13,315 | 11,707 | 9,016 | 8,094 | 6,582 | 5,433 | 4,745 | 4,251 | 4,070 | 3,754 |
| 9 | 13,888 | 12,212 | 9,404 | 8,444 | 6,863 | 5,667 | 4,949 | 4,434 | 4,243 | 3,914 |
| 10 | 14,485 | 12,737 | 9,807 | 8,806 | 7,157 | 5,910 | 5,160 | 4,627 | 4,427 | 4,082 |
| 11 | 15,107 | 13,285 | 10,230 | 9,183 | 7,465 | 6,165 | 5,383 | 4,824 | 4,622 | 4,259 |
| 12 | 15,759 | 13,855 | 10,669 | 9,581 | 7,787 | 6,427 | 5,616 | 5,035 | 4,817 | 4,440 |
| 13 | 16,435 | 14,450 | 11,127 | 9,989 | 8,120 | 6,704 | 5,855 | 5,248 | 5,025 | 4,633 |
| 14 | 17,141 | 15,075 | 11,606 | 10,420 | 8,467 | 6,991 | 6,107 | 5,473 | 5,240 | 4,831 |

SALARY SCALE IN SAN SALVADOR (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in US Dollars)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 5,846 | 5,140 | 3,959 | 3,555 | 2,887 | 2,384 | 2,083 | 1,868 | 1,787 | 1,648 |
| 2 | 6,170 | 5,426 | 4,179 | 3,751 | 3,047 | 2,515 | 2,199 | 1,971 | 1,887 | 1,739 |
| 3 | 6,495 | 5,712 | 4,399 | 3,949 | 3,210 | 2,651 | 2,315 | 2,076 | 1,987 | 1,831 |
| 4 | 6,820 | 5,996 | 4,617 | 4,148 | 3,370 | 2,783 | 2,430 | 2,177 | 2,086 | 1,924 |
| 5 | 7,143 | 6,283 | 4,838 | 4,345 | 3,530 | 2,916 | 2,546 | 2,282 | 2,184 | 2,014 |
| 6 | 7,469 | 6,569 | 5,057 | 4,543 | 3,691 | 3,046 | 2,661 | 2,384 | 2,283 | 2,106 |
| 7 | 7,793 | 6,854 | 5,278 | 4,738 | 3,852 | 3,180 | 2,778 | 2,488 | 2,383 | 2,198 |
| 8 | 8,129 | 7,147 | 5,504 | 4,942 | 4,019 | 3,317 | 2,897 | 2,595 | 2,485 | 2,292 |
| 9 | 8,479 | 7,456 | 5,742 | 5,155 | 4,190 | 3,460 | 3,022 | 2,707 | 2,591 | 2,390 |
| 10 | 8,843 | 7,777 | 5,988 | 5,377 | 4,369 | 3,608 | 3,150 | 2,825 | 2,703 | 2,492 |
| 11 | 9,224 | 8,111 | 6,246 | 5,607 | 4,557 | 3,764 | 3,287 | 2,945 | 2,822 | 2,600 |
| 12 | 9,621 | 8,459 | 6,514 | 5,850 | 4,754 | 3,924 | 3,429 | 3,074 | 2,941 | 2,710 |
| 13 | 10,034 | 8,822 | 6,793 | 6,099 | 4,957 | 4,093 | 3,575 | 3,204 | 3,068 | 2,829 |
| 14 | 10,465 | 9,204 | 7,086 | 6,362 | 5,169 | 4,269 | 3,729 | 3,341 | 3,199 | 2,949 |

SALARY SCALE IN BUENOS AIRES (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Argentine Pesos)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 156,991 | 138,041 | 106,323 | 95,473 | 77,546 | 64,033 | 55,954 | 50,156 | 47,982 | 44,252 |
| 2 | 165,710 | 145,714 | 112,228 | 100,737 | 81,831 | 67,550 | 59,065 | 52,926 | 50,668 | 46,702 |
| 3 | 174,427 | 153,410 | 118,153 | 106,047 | 86,201 | 71,195 | 62,179 | 55,761 | 53,353 | 49,176 |
| 4 | 183,166 | 161,040 | 123,994 | 111,396 | 90,507 | 74,732 | 65,246 | 58,469 | 56,018 | 51,669 |
| 5 | 191,841 | 168,736 | 129,919 | 116,682 | 94,791 | 78,314 | 68,380 | 61,283 | 58,662 | 54,099 |
| 6 | 200,581 | 176,409 | 135,802 | 122,012 | 99,118 | 81,810 | 71,472 | 64,033 | 61,325 | 56,573 |
| 7 | 209,301 | 184,083 | 141,750 | 127,254 | 103,445 | 85,413 | 74,605 | 66,825 | 63,989 | 59,024 |
| 8 | 218,316 | 191,948 | 147,825 | 132,711 | 107,921 | 89,079 | 77,803 | 69,703 | 66,740 | 61,560 |
| 9 | 227,716 | 200,241 | 154,199 | 138,446 | 112,527 | 92,916 | 81,150 | 72,708 | 69,576 | 64,181 |
| 10 | 237,500 | 208,851 | 160,807 | 144,393 | 117,343 | 96,901 | 84,603 | 75,863 | 72,580 | 66,932 |
| 11 | 247,709 | 217,826 | 167,733 | 150,575 | 122,395 | 101,080 | 88,269 | 79,102 | 75,777 | 69,829 |
| 12 | 258,390 | 227,182 | 174,939 | 157,097 | 127,682 | 105,385 | 92,084 | 82,555 | 78,976 | 72,793 |
| 13 | 269,474 | 236,925 | 182,442 | 163,790 | 133,138 | 109,925 | 96,007 | 86,052 | 82,386 | 75,970 |
| 14 | 281,047 | 247,177 | 190,306 | 170,846 | 138,829 | 114,636 | 100,141 | 89,740 | 85,923 | 79,209 |

SALARY SCALE IN ABIDJAN (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Western African CFA franc)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | 4,601,652 | 4,046,205 | 3,116,502 | 2,798,479 | 2,273,022 | 1,876,899 | 1,640,100 | 1,470,154 | 1,406,425 | 1,297,085 |
| 2 | 4,857,195 | 4,271,133 | 3,289,572 | 2,952,805 | 2,398,607 | 1,979,991 | 1,731,321 | 1,551,378 | 1,485,150 | 1,368,937 |
| 3 | 5,112,738 | 4,496,686 | 3,463,266 | 3,108,380 | 2,526,691 | 2,086,832 | 1,822,542 | 1,634,477 | 1,563,874 | 1,441,414 |
| 4 | 5,368,906 | 4,720,364 | 3,634,462 | 3,265,205 | 2,652,901 | 2,190,549 | 1,912,513 | 1,713,826 | 1,641,974 | 1,514,515 |
| 5 | 5,623,200 | 4,945,917 | 3,808,156 | 3,420,155 | 2,778,486 | 2,295,515 | 2,004,358 | 1,796,300 | 1,719,450 | 1,585,742 |
| 6 | 5,879,368 | 5,170,845 | 3,980,601 | 3,576,355 | 2,905,320 | 2,397,982 | 2,094,954 | 1,876,899 | 1,797,550 | 1,658,219 |
| 7 | 6,134,911 | 5,395,773 | 4,154,920 | 3,730,056 | 3,032,154 | 2,503,574 | 2,186,800 | 1,958,748 | 1,875,650 | 1,730,071 |
| 8 | 6,399,202 | 5,626,324 | 4,332,988 | 3,890,005 | 3,163,362 | 2,611,039 | 2,280,520 | 2,043,096 | 1,956,249 | 1,804,422 |
| 9 | 6,674,738 | 5,869,371 | 4,519,803 | 4,058,076 | 3,298,319 | 2,723,503 | 2,378,614 | 2,131,193 | 2,039,347 | 1,881,273 |
| 10 | 6,961,522 | 6,121,790 | 4,713,491 | 4,232,395 | 3,439,524 | 2,840,341 | 2,479,831 | 2,223,663 | 2,127,444 | 1,961,872 |
| 11 | 7,260,801 | 6,384,831 | 4,916,551 | 4,413,587 | 3,587,602 | 2,962,802 | 2,587,297 | 2,318,633 | 2,221,164 | 2,046,845 |
| 12 | 7,573,826 | 6,659,118 | 5,127,734 | 4,604,776 | 3,742,552 | 3,089,011 | 2,699,136 | 2,419,850 | 2,314,884 | 2,133,692 |
| 13 | 7,898,722 | 6,944,652 | 5,347,663 | 4,800,963 | 3,902,501 | 3,222,094 | 2,814,099 | 2,522,318 | 2,414,852 | 2,226,787 |
| 14 | 8,237,988 | 7,245,181 | 5,578,214 | 5,007,772 | 4,069,322 | 3,360,174 | 2,935,310 | 2,630,408 | 2,518,569 | 2,321,757 |

SALARY SCALE IN YAOUNDE (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Central African CFA franc)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | 3,649,358 | 3,208,858 | 2,471,554 | 2,219,345 | 1,802,629 | 1,488,482 | 1,300,688 | 1,165,912 | 1,115,371 | 1,028,658 |
| 2 | 3,852,017 | 3,387,238 | 2,608,808 | 2,341,733 | 1,902,225 | 1,570,240 | 1,373,031 | 1,230,327 | 1,177,804 | 1,085,641 |
| 3 | 4,054,677 | 3,566,114 | 2,746,557 | 2,465,113 | 2,003,802 | 1,654,970 | 1,445,374 | 1,296,228 | 1,240,237 | 1,143,119 |
| 4 | 4,257,832 | 3,743,503 | 2,882,324 | 2,589,483 | 2,103,893 | 1,737,223 | 1,516,726 | 1,359,157 | 1,302,174 | 1,201,092 |
| 5 | 4,459,500 | 3,922,378 | 3,020,073 | 2,712,367 | 2,203,489 | 1,820,467 | 1,589,564 | 1,424,563 | 1,363,616 | 1,257,579 |
| 6 | 4,662,655 | 4,100,758 | 3,156,831 | 2,836,242 | 2,304,075 | 1,901,729 | 1,661,412 | 1,488,482 | 1,425,554 | 1,315,057 |
| 7 | 4,865,315 | 4,279,138 | 3,295,075 | 2,958,135 | 2,404,662 | 1,985,469 | 1,734,250 | 1,553,393 | 1,487,491 | 1,372,040 |
| 8 | 5,074,911 | 4,461,978 | 3,436,293 | 3,084,983 | 2,508,717 | 2,070,695 | 1,808,575 | 1,620,285 | 1,551,411 | 1,431,004 |
| 9 | 5,293,427 | 4,654,727 | 3,584,447 | 3,218,273 | 2,615,745 | 2,159,885 | 1,886,369 | 1,690,151 | 1,617,312 | 1,491,951 |
| 10 | 5,520,861 | 4,854,909 | 3,738,052 | 3,356,517 | 2,727,728 | 2,252,543 | 1,966,640 | 1,763,485 | 1,687,178 | 1,555,870 |
| 11 | 5,758,206 | 5,063,515 | 3,899,090 | 3,500,212 | 2,845,161 | 2,349,661 | 2,051,866 | 1,838,801 | 1,761,503 | 1,623,258 |
| 12 | 6,006,451 | 5,281,039 | 4,066,569 | 3,651,835 | 2,968,045 | 2,449,752 | 2,140,560 | 1,919,072 | 1,835,828 | 1,692,133 |
| 13 | 6,264,111 | 5,507,483 | 4,240,985 | 3,807,422 | 3,094,893 | 2,555,294 | 2,231,732 | 2,000,334 | 1,915,108 | 1,765,962 |
| 14 | 6,533,168 | 5,745,818 | 4,423,824 | 3,971,433 | 3,227,192 | 2,664,799 | 2,327,859 | 2,086,055 | 1,997,361 | 1,841,278 |

SALARY SCALE IN ADDIS ABABA (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Ethiopian Birr)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 171,531 | 150,826 | 116,171 | 104,316 | 84,729 | 69,963 | 61,136 | 54,801 | 52,426 | 48,350 |
| 2 | 181,056 | 159,210 | 122,622 | 110,069 | 89,410 | 73,806 | 64,537 | 57,829 | 55,360 | 51,028 |
| 3 | 190,582 | 167,618 | 129,096 | 115,868 | 94,185 | 77,789 | 67,937 | 60,927 | 58,295 | 53,730 |
| 4 | 200,131 | 175,956 | 135,478 | 121,714 | 98,889 | 81,655 | 71,291 | 63,884 | 61,206 | 56,455 |
| 5 | 209,610 | 184,364 | 141,953 | 127,489 | 103,571 | 85,567 | 74,714 | 66,959 | 64,094 | 59,110 |
| 6 | 219,159 | 192,748 | 148,381 | 133,312 | 108,299 | 89,387 | 78,091 | 69,963 | 67,005 | 61,812 |
| 7 | 228,685 | 201,132 | 154,879 | 139,041 | 113,026 | 93,323 | 81,515 | 73,014 | 69,917 | 64,490 |
| 8 | 238,536 | 209,726 | 161,516 | 145,004 | 117,917 | 97,329 | 85,009 | 76,158 | 72,921 | 67,262 |
| 9 | 248,807 | 218,786 | 168,480 | 151,269 | 122,948 | 101,521 | 88,665 | 79,442 | 76,019 | 70,126 |
| 10 | 259,497 | 228,195 | 175,700 | 157,766 | 128,211 | 105,876 | 92,438 | 82,889 | 79,302 | 73,131 |
| 11 | 270,653 | 238,001 | 183,269 | 164,521 | 133,731 | 110,441 | 96,444 | 86,429 | 82,796 | 76,298 |
| 12 | 282,321 | 248,225 | 191,141 | 171,647 | 139,507 | 115,146 | 100,613 | 90,202 | 86,289 | 79,535 |
| 13 | 294,432 | 258,868 | 199,339 | 178,960 | 145,469 | 120,107 | 104,898 | 94,022 | 90,016 | 83,006 |
| 14 | 307,079 | 270,071 | 207,933 | 186,669 | 151,688 | 125,254 | 109,416 | 98,051 | 93,882 | 86,546 |

SALARY SCALE IN NAIROBI (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in Kenyan Shilling)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 688,112 | 605,053 | 466,029 | 418,473 | 339,898 | 280,664 | 245,254 | 219,841 | 210,311 | 193,961 |
| 2 | 726,325 | 638,687 | 491,909 | 441,550 | 358,678 | 296,080 | 258,895 | 231,987 | 222,083 | 204,705 |
| 3 | 764,538 | 672,416 | 517,882 | 464,814 | 377,831 | 312,056 | 272,535 | 244,413 | 233,855 | 215,543 |
| 4 | 802,844 | 705,864 | 543,482 | 488,265 | 396,704 | 327,566 | 285,989 | 256,278 | 245,534 | 226,474 |
| 5 | 840,870 | 739,592 | 569,456 | 511,436 | 415,483 | 343,262 | 299,723 | 268,611 | 257,119 | 237,125 |
| 6 | 879,176 | 773,227 | 595,243 | 534,793 | 434,450 | 358,584 | 313,271 | 280,664 | 268,798 | 247,963 |
| 7 | 917,389 | 806,861 | 621,310 | 557,777 | 453,416 | 374,374 | 327,005 | 292,903 | 280,477 | 258,708 |
| 8 | 956,910 | 841,337 | 647,937 | 581,695 | 473,036 | 390,444 | 341,020 | 305,516 | 292,529 | 269,826 |
| 9 | 998,113 | 877,681 | 675,873 | 606,828 | 493,217 | 407,261 | 355,688 | 318,690 | 304,956 | 281,318 |
| 10 | 1,040,997 | 915,427 | 704,836 | 632,895 | 514,332 | 424,733 | 370,824 | 332,517 | 318,129 | 293,370 |
| 11 | 1,085,750 | 954,761 | 735,201 | 659,990 | 536,475 | 443,045 | 386,894 | 346,719 | 332,144 | 306,077 |
| 12 | 1,132,558 | 995,777 | 766,780 | 688,579 | 559,646 | 461,918 | 403,618 | 361,854 | 346,158 | 319,063 |
| 13 | 1,181,142 | 1,038,474 | 799,667 | 717,916 | 583,564 | 481,819 | 420,809 | 377,177 | 361,107 | 332,985 |
| 14 | 1,231,875 | 1,083,414 | 834,143 | 748,841 | 608,510 | 502,467 | 438,934 | 393,340 | 376,616 | 347,186 |

SALARY SCALE IN HARARE (2019)
DATE OF ENTRY INTO FORCE: 1 JUNE 2019
(in US Dollars)

| Grade Step | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 1 | 6,531 | 5,742 | 4,423 | 3,972 | 3,226 | 2,664 | 2,328 | 2,086 | 1,996 | 1,841 |
| 2 | 6,893 | 6,061 | 4,668 | 4,191 | 3,404 | 2,810 | 2,457 | 2,202 | 2,108 | 1,943 |
| 3 | 7,256 | 6,382 | 4,915 | 4,411 | 3,586 | 2,962 | 2,587 | 2,320 | 2,219 | 2,046 |
| 4 | 7,619 | 6,699 | 5,158 | 4,634 | 3,765 | 3,109 | 2,714 | 2,432 | 2,330 | 2,149 |
| 5 | 7,980 | 7,019 | 5,404 | 4,854 | 3,943 | 3,258 | 2,845 | 2,549 | 2,440 | 2,250 |
| 6 | 8,344 | 7,338 | 5,649 | 5,075 | 4,123 | 3,403 | 2,973 | 2,664 | 2,551 | 2,353 |
| 7 | 8,707 | 7,658 | 5,897 | 5,294 | 4,303 | 3,553 | 3,103 | 2,780 | 2,662 | 2,455 |
| 8 | 9,082 | 7,985 | 6,149 | 5,521 | 4,489 | 3,706 | 3,236 | 2,900 | 2,776 | 2,561 |
| 9 | 9,473 | 8,330 | 6,414 | 5,759 | 4,681 | 3,865 | 3,376 | 3,025 | 2,894 | 2,670 |
| 10 | 9,880 | 8,688 | 6,689 | 6,007 | 4,881 | 4,031 | 3,519 | 3,156 | 3,019 | 2,784 |
| 11 | 10,304 | 9,061 | 6,977 | 6,264 | 5,091 | 4,205 | 3,672 | 3,291 | 3,152 | 2,905 |
| 12 | 10,749 | 9,450 | 7,277 | 6,535 | 5,311 | 4,384 | 3,831 | 3,434 | 3,285 | 3,028 |
| 13 | 11,210 | 9,856 | 7,589 | 6,813 | 5,538 | 4,573 | 3,994 | 3,580 | 3,427 | 3,160 |
| 14 | 11,691 | 10,282 | 7,916 | 7,107 | 5,775 | 4,769 | 4,166 | 3,733 | 3,574 | 3,295 |

