

FROM: THE SECRETARY FOR HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT, P.O. BOX 30227, LILONGWE 3.

TO : ALL CONTROLLING OFFICERS AND HEADS OF DEPARTMENTS.

Copy: The Secretary to the President and Cabinet, Private Bag 301, Lilongwe 3.

: The Secretary to the Treasury, P. O. Box 30049, Lilongwe 3.

: The Accountant General, P. O. Box 30140, Lilongwe 3.

: The Auditor General, P. O. Box 30045, Lilongwe 3.

(DISTRIBUTION LIST 'C')

REVISION OF SALARIES IN THE CIVIL SERVICE

I am pleased to inform you that Government has approved the revision of salaries for employees in the Civil Service with effect from **1st April, 2024**. These salaries have been approved after thorough consultations with the Civil Servants Trade Union and the Teachers Union of Malawi.

The new salaries are shown in Appendices 1A, 2A and 3A of this circular, whilst Appendices 1B, 2B and 3B are conversion tables that show old salaries announced in my circular **Ref. No. HRM/RS/01 of 8th January, 2024**, which should be converted to the new corresponding salary points.

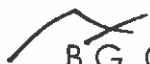
New entrants into the job grades shall be placed at the minimum salary points attached to each grade.

The incremental date for all officers remains 1st September.

Controlling officers are advised that the new salaries should be paid from the provision under Personal Emoluments. Where any over

expenditure is likely to be incurred, the Secretary to the Treasury should be consulted without delay.

Where any anomalies, omissions, or errors arising from the implementation of this circular become apparent, details should be reported to this office for appropriate action. Officers who have received orders of dismissal are not entitled to this salary increase.



B.G. Chilabade

SECRETARY FOR HUMAN RESOURCE
MANAGEMENT AND DEVELOPMENT



Att'd

APPENDIX 1A

MAIN CIVIL SERVICE

GRADE A Head of Public Service

K 44,862,300.00 + K1,345,884.00 = K 46,208,184.00 + K1,345,884.00 = K 47,554,068.00 + K1,345,884.00 =
K 48,899,952.00

GRADE B Deputy Head of Public Service

K 32,711,508.00 + K 1,635,552.00 = K 34,347,060.00 + K 1,635,552.00 = K 35,982,612.00 + K 1,635,552.00 =
K 37,618,164.00

GRADE C Head of Ministry

K 23,963,052.00 + K 1,248,468.00 = K 25,211,520.00 + K 1,248,468.00 = K 26,459,988.00 + K 1,248,468.00 =
K 27,708,456.00

GRADE D Heads of Department

K 19,535,112.00 + K 818,532.00 = K 20,353,644.00 + K 818,532.00 = K 21,172,176.00 + K 818,532.00 =
K 21,990,708.00

GRADE E (P3) Senior Deputy Head of Department

K 17,307,804 + K 519,228.00 = K 17,827,032.00 + K 519,228.00 = K 18,346,260.00 + K 519,228.00 = K 18,865,488.00

GRADE E (P4) Deputy Head of Department

K 14,498,568.00 + K 768,420.00 = K 15,266,988.00 + K 768,420.00 = K 16,035,408.00 + K 768,420.00 =
K 16,803,828.00

GRADE F Chief Officer

K 8,742,900.00 + K 751,008.00 = K 9,493,908.00 + K 751,008.00 = K10,244,916.00 + K 751,008.00 = K10995924.00
+ K 751,008.00 = K 11,746,932.00 + K 751,008.00 = K 12,497,940.00

GRADE G Principal Officer

K 7,398,648.00 + K 200,496.00 = K 7,599,144.00 + K 200,496.00 = K 7,799,640.00 + K 200,496.00 = K 8,000,136.00
+ K 200,496.00 = K 8,200,632.00 + K 200,496.00 = K 8,401,128.00

GRADE H Senior Officer

K 6,782,652.00 + K 108,504.00 = K 6,891,156.00 + K 108,504.00 = K 6,999,660.00 + K 108,504.00 = K 7,108,164.00 +
K 108,504.00 = K 7,216,668.00 + K 108,504.00 = K 7,325,172.00

GRADE I Officer and Chief Supervisor

K 5,503,980.00 + K 241,104.00 = K 5,745,084.00 + K 241,104.00 = K 5,986,188.00 + K 241,104.00 = K 6,227,292.00
+ K 241,104.00 = K 6,468,396.00 + K 241,104.00 = K 6,709,500.00

GRADE J Senior Supervisor

K 4,340,796.00 + K 139,356.00 = K 4,480,152.00 + K 139,356.00 = K 4,619,508.00 + K 139,356.00 = K 4,758,864.00 +
K 139,356.00 = K 4,898,220.00 + K 139,356.00 = K 5,037,576.00

GRADE K Supervisor



Authentic Copy
Page 3 of 20

$K 3,508,536.00 + K 126,312.00 = K 3,634,848.00 + K 126,312.00 = K 3,761,160.00 + K 126,312.00 = K 3,887,472.00 + K 126,312.00 = K 4,013,784.00 + K 126,312.00 = K 4,140,096.00$

GRADE L Senior Clerical/Technical Assistant

$K 3,157,008.00 + K 16,740.00 = K 3,173,748.00 + K 16,740.00 = K 3,190,488.00 + K 16,740.00 = K 3,207,228.00 + K 16,740.00 = K 3,223,968.00 + K 16,740.00 = K 3,240,708.00$

GRADE M Clerical/Technical Assistant and Tradesmen

$K 2,982,756.00 + K 14,940.00 = K 2,997,696.00 + K 14,940.00 = K 3,012,636.00 + K 14,940.00 = K 3,027,576.00 + K 14,940.00 = K 3,042,516.00 + K 14,940.00 = K 3,057,456.00 + K 14,940.00 = K 3,072,396.00$

GRADE N Senior Subordinate and Industrial Class

$K 2,890,656.00 + K 14,460.00 = K 2,905,116.00 + K 14,460.00 = K 2,919,576.00 + K 14,460.00 = K 2,934,036.00 + K 14,460.00 = K 2,948,496.00 + K 14,460.00 = K 2,962,956.00$

GRADE O Subordinate Class

$K 2,777,592.00 + K 13,896.00 = K 2,791,488.00 + K 13,896.00 = K 2,805,384.00 + K 13,896.00 = K 2,819,280.00 + K 13,896.00 = K 2,833,176.00 + K 13,896.00 = K 2,847,072.00$

GRADE P Subordinate Class

$K 2,683,728.00 + K 13,440.00 = K 2,697,168.00 + K 13,440.00 = K 2,710,608.00 + K 13,440.00 = K 2,724,048.00 + K 13,440.00 = K 2,737,488.00 + K 13,440.00 = K 2,750,928.00$

GRADE Q Industrial Class

$K 2,593,776.00 + K 12,996.00 = K 2,606,772.00 + K 12,996.00 = K 2,619,768.00 + K 12,996.00 = K 2,632,764.00 + K 12,996.00 = K 2,645,760.00 + K 12,996.00 = K 2,658,756.00$

GRADE R Industrial Class

$K 2,509,836.00 + K 12,528.00 = K 2,522,364.00 + K 12,528.00 = K 2,534,892.00 + K 12,528.00 = K 2,547,420.00 + K 12,528.00 = K 2,559,948.00 + K 12,528.00 = K 2,572,476.00$

APPENDIX 1B:

MAIN CIVIL SERVICE

GRADE A Head of Public Service

	OLD SALARIES (MK)	NEW SALARIES (MK)
A1	42,322,920.00	44,862,300.00
A2	43,592,628.00	46,208,184.00
A3	44,862,336.00	47,554,068.00
A4	46,132,044.00	48,899,952.00

GRADE B Deputy Head of Public Service

	OLD SALARIES (MK)	NEW SALARIES (MK)
B1	30,859,908.00	32,711,508.00
B2	32,402,892.00	34,347,060.00
B3	33,945,876.00	35,982,612.00
B4	35,488,860.00	37,618,164.00

GRADE C Head of Ministry

	OLD SALARIES (MK)	NEW SALARIES (MK)
C1	22,395,372.00	23,963,052.00
C2	23,562,168.00	25,211,520.00
C3	24,728,964.00	26,459,988.00
C4	25,895,760.00	27,708,456.00

GRADE D Heads of Department

	OLD SALARIES (MK)	NEW SALARIES (MK)
D1	18,257,112.00	19,535,112.00
D2	19,022,100.00	20,353,644.00
D3	19,787,088.00	21,172,176.00
D4	20,552,076.00	21,990,708.00



GRADE E(f) Senior Deputy Head of Department

	OLD SALARIES (MK)	NEW SALARIES (MK)
E5	16,175,520.00	17,307,804.00
E6	16,660,776.00	17,827,032.00
E7	17,146,032.00	18,346,260.00
E8	17,631,288.00	18,865,488.00

GRADE E(P4) Deputy Head of Department

	OLD SALARIES (MK)	NEW SALARIES (MK)
E1	13,550,064.00	14,498,568.00
E2	14,268,216.00	15,266,988.00
E3	14,986,368.00	16,035,408.00
E4	-	16,803,828.00

GRADE F Chief Officer

	OLD SALARIES (MK)	NEW SALARIES (MK)
F1	8,021,004.00	8,742,900.00
F2	8,710,008.00	9,493,908.00
F3	9,399,012.00	10,244,916.00
F4	10,088,016.00	10,995,924.00
F5	10,777,020.00	11,746,932.00
F6	11,466,024.00	12,497,940.00

GRADE G Principal Officer

	OLD SALARIES (MK)	NEW SALARIES (MK)
G1	6,787,752.00	7,398,648.00
G2	6,971,688.00	7,599,144.00
G3	7,155,624.00	7,799,640.00
G4	7,339,560.00	8,000,136.00
G5	7,523,496.00	8,200,632.00
G6	7,707,432.00	8,401,128.00



GRADE H Senior Officer

	OLD SALARIES (MK)	NEW SALARIES (MK)
H1	6,222,612.00	6,782,652.00
H2	6,322,164.00	6,891,156.00
H3	6,421,716.00	6,999,672.00
H4	6,521,268.00	7,108,164.00
H5	6,620,820.00	7,216,668.00
H6	6,720,372.00	7,325,172.00

GRADE I Officer and Chief Supervisor

	OLD SALARIES (MK)	NEW SALARIES (MK)
I1	5,049,528.00	5,503,980.00
I2	5,270,724.00	5,745,084.00
I3	5,491,920.00	5,986,188.00
I4	5,713,116.00	6,227,292.00
I5	5,934,312.00	6,468,396.00
I6	6,155,508.00	6,709,500.00

GRADE J Senior Supervisor

	OLD SALARIES (MK)	NEW SALARIES (MK)
J1	3,946,176.00	4,340,796.00
J2	4,072,860.00	4,480,152.00
J3	4,199,544.00	4,619,508.00
J4	4,326,228.00	4,758,864.00
J5	4,452,912.00	4,898,220.00
J6	4,579,596.00	5,037,576.00

GRADE K Supervisor

	OLD SALARIES (MK)	NEW SALARIES (MK)
K1	3,189,576.00	3,508,536.00
K2	3,304,404.00	3,634,848.00
K3	3,419,232.00	3,761,160.00
K4	3,534,060.00	3,887,472.00
K5	3,648,888.00	4,013,784.00
K6	3,763,716.00	4,140,096.00



GRADE L Senior Clerical/Technical Assistant

	OLD SALARIES (MK)	NEW SALARIES (MK)
L1	2,870,004.00	3,157,008.00
L2	2,885,220.00	3,173,748.00
L3	2,900,436.00	3,190,488.00
L4	2,915,652.00	3,207,228.00
L5	2,930,868.00	3,223,968.00
L6	2,946,084.00	3,240,708.00

GRADE M Clerical/Technical Assistant and Tradesmen

	OLD SALARIES (MK)	NEW SALARIES (MK)
M1	2,687,172.00	2,982,756.00
M2	2,700,624.00	2,997,696.00
M3	2,714,076.00	3,012,636.00
M4	2,727,528.00	3,027,576.00
M5	2,740,980.00	3,042,516.00
M6	2,754,432.00	3,057,456.00
M7	2,767,884.00	3,072,396.00

GRADE N Senior Subordinate and Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
N1	2,604,192.00	2,890,656.00
N2	2,617,224.00	2,905,116.00
N3	2,630,256.00	2,919,576.00
N4	2,643,288.00	2,934,036.00
N5	2,656,320.00	2,948,496.00
N6	2,669,352.00	2,962,956.00

GRADE O Subordinate Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
O1	2,502,336.00	2,777,592.00
O2	2,514,852.00	2,791,488.00
O3	2,527,368.00	2,805,384.00
O4	2,539,884.00	2,819,280.00
O5	2,552,400.00	2,833,176.00
O6	2,564,916.00	2,847,072.00



Authentic Copy
Page 8 of 20



GRADE P Subordinate Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
P1	2,417,772.00	2,683,728.00
P2	2,429,880.00	2,697,168.00
P3	2,441,988.00	2,710,608.00
P4	2,454,096.00	2,724,048.00
P5	2,466,204.00	2,737,488.00
P6	2,478,312.00	2,750,928.00

GRADE Q Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
Q1	2,336,736.00	2,593,776.00
Q2	2,348,448.00	2,606,772.00
Q3	2,360,160.00	2,619,768.00
Q4	2,371,872.00	2,632,764.00
Q5	2,383,584.00	2,645,760.00
Q6	2,395,296.00	2,658,756.00

GRADE R Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
R1	2,261,112.00	2,509,836.00
R2	2,272,404.00	2,522,364.00
R3	2,283,696.00	2,534,892.00
R4	2,294,988.00	2,547,420.00
R5	2,306,280.00	2,559,948.00
R6	2,317,572.00	2,572,476.00



APPENDIX 2A
TEACHING SERVICE

GRADE D **Heads of Department**

$K 19,535,112.00 + K 818,532.00 = K 20,353,644.00 + K 818,532.00 = K 21,172,176.00 + K 818,532.00 = K 21,990,708.00$

GRADE E (P3) **Senior Deputy Head of Department**

$K 17,307,804 + K 519,228.00 = K 17,827,032.00 + K 519,228.00 = K 18,346,260.00 + K 519,228.00 = K 18,865,488.00$

GRADE E (P4) **Deputy Head of Department**

$K 14,498,568.00 + K 768,420.00 = K 15,266,988.00 + K 768,420.00 = K 16,035,408.00 + K 768,420.00 = K 16,803,828.00$

GRADE F **Chief Officer**

$K 8,742,900.00 + K 751,008.00 = K 9,493,908.00 + K 751,008.00 = K 10,244,916.00 + K 751,008.00 = K 10,995,924.00 + K 751,008.00 = K 11,746,932.00 + K 751,008.00 = K 12,497,940.00$

GRADE G **Principal Officer**

$K 7,398,648.00 + K 200,496.00 = K 7,599,144.00 + K 200,496.00 = K 7,799,640.00 + K 200,496.00 = K 8,000,136.00 + K 200,496.00 = K 8,200,632.00 + K 200,496.00 = K 8,401,128.00$

GRADE H **Senior Officer**

$K 6,782,652.00 + K 108,504.00 = K 6,891,156.00 + K 108,504.00 = K 6,999,660.00 + K 108,504.00 = K 7,108,164.00 + K 108,504.00 = K 7,216,668.00 + K 108,504.00 = K 7,325,172.00$

GRADE I **Officer and Chief Supervisor**

$K 5,503,980.00 + K 241,104.00 = K 5,745,084.00 + K 241,104.00 = K 5,986,188.00 + K 241,104.00 = K 6,227,292.00 + K 241,104.00 = K 6,468,396.00 + K 241,104.00 = K 6,709,500.00$

GRADE J **Senior Supervisor**

$K 4,340,796.00 + K 139,356.00 = K 4,480,152.00 + K 139,356.00 = K 4,619,508.00 + K 139,356.00 = K 4,758,864.00 + K 139,356.00 = K 4,898,220.00 + K 139,356.00 = K 5,037,576.00$



Authentic Copy
Page 10 of 20

GRADE K Supervisor

$K 3,508,536.00 + K 126,312.00 = K 3,634,848.00 + K 126,312.00 = K 3,761,160.00 + K 126,312.00 =$
 $K 3,887,472.00 + K 126,312.00 = K 4,013,784.00 + K 126,312.00 = K 4,140,096.00$

GRADE L Senior Clerical/Technical Assistant

$K 3,157,008.00 + K 16,740.00 = K 3,173,748.00 + K 16,740.00 = K 3,190,488.00 + K 16,740.00 =$
 $K 3,207,228.00 + K 16,740.00 = K 3,223,968.00 + K 16,740.00 = K 3,240,708.00$

GRADE M Clerical/Technical Assistant and Tradesmen

$K 2,982,756.00 + K 14,940.00 = K 2,997,696.00 + K 14,940.00 = K 3,012,636.00 + K 14,940.00 =$
 $K 3,027,576.00 + K 14,940.00 = K 3,042,516.00 + K 14,940.00 = K 3,057,456.00 + K 14,940.00 =$
 $K 3,072,396.00$

GRADE N Senior Subordinate and Industrial Class

$K 2,890,656.00 + K 14,460.00 = K 2,905,116.00 + K 14,460.00 = K 2,919,576.00 + K 14,460.00 =$
 $K 2,934,036.00 + K 14,460.00 = K 2,948,496.00 + K 14,460.00 = K 2,962,956.00$

GRADE O Subordinate Class

$K 2,777,592.00 + K 13,896.00 = K 2,791,488.00 + K 13,896.00 = K 2,805,384.00 + K 13,896.00 =$
 $K 2,819,280.00 + K 13,896.00 = K 2,833,176.00 + K 13,896.00 = K 2,847,072.00$

GRADE P Subordinate Class

$K 2,683,728.00 + K 13,440.00 = K 2,697,168.00 + K 13,440.00 = K 2,710,608.00 + K 13,440.00 =$
 $K 2,724,048.00 + K 13,440.00 = K 2,737,488.00 + K 13,440.00 = K 2,750,928.00$

GRADE Q Industrial Class

$K 2,593,776.00 + K 12,996.00 = K 2,606,772.00 + K 12,996.00 = K 2,619,768.00 + K 12,996.00 =$
 $K 2,632,764.00 + K 12,996.00 = K 2,645,760.00 + K 12,996.00 = K 2,658,756.00$

GRADE R Industrial Class

$K 2,509,836.00 + K 12,528.00 = K 2,522,364.00 + K 12,528.00 = K 2,534,892.00 + K 12,528.00 =$
 $K 2,547,420.00 + K 12,528.00 = K 2,559,948.00 + K 12,528.00 = K 2,572,476.00$



APPENDIX 2B

TEACHING SERVICE

GRADE D	Heads of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	D1	18,257,112.00	19,535,112.00
	D2	19,022,100.00	20,353,644.00
	D3	19,787,088.00	21,172,176.00
	D4	20,552,076.00	21,990,708.00

GRADE E(P3)	Senior Deputy Head of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	E5	16,175,520.00	17,307,804.00
	E6	16,660,776.00	17,827,032.00
	E7	17,146,032.00	18,346,260.00
	E8	17,631,288.00	18,865,488.00

GRADE E(P4)	Deputy Head of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	E1	13,550,064.00	14,498,568.00
	E2	14,268,216.00	15,266,988.00
	E3	14,986,368.00	16,035,408.00
	E4	15,704,520.00	16,803,828.00

GRADE F	Chief Officer		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	F1	8,021,004.00	8,742,900.00
	F2	8,710,008.00	9,493,908.00
	F3	9,399,012.00	10,244,916.00
	F4	10,088,016.00	10,995,924.00
	F5	10,777,020.00	11,746,932.00
	F6	11,466,024.00	12,497,940.00



GRADE G	Principal Officer	OLD SALARIES	NEW SALARIES
		(MK)	(MK)
	G1	6,787,752.00	7,398,648.00
	G2	6,971,688.00	7,599,144.00
	G3	7,155,624.00	7,799,640.00
	G4	7,339,560.00	8,000,136.00
	G5	7,523,496.00	8,200,632.00
	G6	7,707,432.00	8,401,128.00

GRADE H	Senior Officer	OLD SALARIES	NEW SALARIES
		(MK)	(MK)
	H1	6,222,612.00	6,782,652.00
	H2	6,322,164.00	6,891,156.00
	H3	6,421,716.00	6,999,660.00
	H4	6,521,268.00	7,108,164.00
	H5	6,620,820.00	7,216,668.00
	H6	6,720,372.00	7,325,172.00

GRADE I	Officer and Chief Supervisor	OLD SALARIES	NEW SALARIES
		(MK)	(MK)
	I1	5,049,528.00	5,503,980.00
	I2	5,270,724.00	5,745,084.00
	I3	5,491,920.00	5,986,188.00
	I4	5,713,116.00	6,227,292.00
	I5	5,934,312.00	6,468,396.00
	I6	6,155,508.00	6,709,500.00

GRADE J	Senior Supervisor	OLD SALARIES	NEW SALARIES
		(MK)	(MK)
	J1	3,946,176.00	4,340,796.00
	J2	4,072,860.00	4,480,152.00
	J3	4,199,544.00	4,619,508.00
	J4	4,326,228.00	4,758,864.00
	J5	4,452,912.00	4,898,220.00
	J6	4,579,596.00	5,037,576.00



GRADE K	Supervisor	OLD SALARIES (MK)	NEW SALARIES (MK)
	K1	3,189,576.00	3,508,536.00
	K2	3,304,404.00	3,634,848.00
	K3	3,419,232.00	3,761,160.00
	K4	3,534,060.00	3,887,472.00
	K5	3,648,888.00	4,013,784.00
	K6	3,763,716.00	4,140,096.00

GRADE L	Senior Clerical/Technical Assistant	OLD SALARIES (MK)	NEW SALARIES (MK)
	L1	2,870,004.00	3,157,008.00
	L2	2,885,220.00	3,173,748.00
	L3	2,900,436.00	3,190,488.00
	L4	2,915,652.00	3,207,228.00
	L5	2,930,868.00	3,223,968.00
	L6	2,946,084.00	3,240,708.00

GRADE M	Clerical/Technical Assistant and Tradesmen	OLD SALARIES (MK)	NEW SALARIES (MK)
	M1	2,687,172.00	2,982,756.00
	M2	2,700,624.00	2,997,696.00
	M3	2,714,076.00	3,012,636.00
	M4	2,727,528.00	3,027,576.00
	M5	2,740,980.00	3,042,516.00
	M6	2,754,432.00	3,057,456.00
	M7	2,767,884.00	3,072,396.00



APPENDIX 3A
HEALTH SERVICE

GRADE C **Head of Ministry**

$K 23,963,052.00 + K 1,248,468.00 = K 25,211,520.00 + K 1,248,468.00 = K 26,459,988.00 + K 1,248,468.00 = K 27,708,456.00$

GRADE D **Heads of Department**

$K 19,535,112.00 + K 818,532.00 = K 20,353,644.00 + K 818,532.00 = K 21,172,176.00 + K 818,532.00 = K 21,990,708.00$

GRADE E (P3) **Senior Deputy Head of Department**

$K 17,307,804 + K 519,228.00 = K 17,827,032.00 + K 519,228.00 = K 18,346,260.00 + K 519,228.00 = K 18,865,488.00$

GRADE E (P4) **Deputy Head of Department**

$K 14,498,568.00 + K 768,420.00 = K 15,266,988.00 + K 768,420.00 = K 16,035,408.00 + K 768,420.00 = K 16,803,828.00$

GRADE F **Chief Officer**

$K 8,742,900.00 + K 751,008.00 = K 9,493,908.00 + K 751,008.00 = K 10,244,916.00 + K 751,008.00 = K 10,995,924.00 + K 751,008.00 = K 11,746,932.00 + K 751,008.00 = K 12,497,940.00$

GRADE G **Principal Officer**

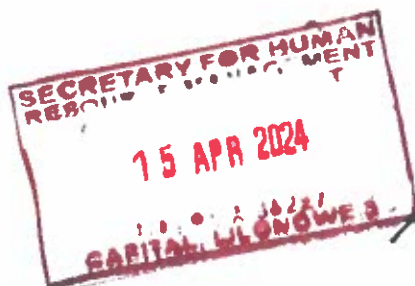
$K 7,398,648.00 + K 200,496.00 = K 7,599,144.00 + K 200,496.00 = K 7,799,640.00 + K 200,496.00 = K 8,000,136.00 + K 200,496.00 = K 8,200,632.00 + K 200,496.00 = K 8,401,128.00$

GRADE H **Senior Officer**

$K 6,782,652.00 + K 108,504.00 = K 6,891,156.00 + K 108,504.00 = K 6,999,660.00 + K 108,504.00 = K 7,108,164.00 + K 108,504.00 = K 7,216,668.00 + K 108,504.00 = K 7,325,172.00$

GRADE I **Officer and Chief Supervisor**

$K 5,503,980.00 + K 241,104.00 = K 5,745,084.00 + K 241,104.00 = K 5,986,188.00 + K 241,104.00 = K 6,227,292.00 + K 241,104.00 = K 6,468,396.00 + K 241,104.00 = K 6,709,500.00$



GRADE J Senior Supervisor

$K 4,340,796.00 + K 139,356.00 = K 4,480,152.00 + K 139,356.00 = K 4,619,508.00 + K 139,356.00 =$
 $K 4,758,864.00 + K 139,356.00 = K 4,898,220.00 + K 139,356.00 = K 5,037,576.00$

GRADE K Supervisor

$K 3,508,536.00 + K 126,312.00 = K 3,634,848.00 + K 126,312.00 = K 3,761,160.00 + K 126,312.00 =$
 $K 3,887,472.00 + K 126,312.00 = K 4,013,784.00 + K 126,312.00 = K 4,140,096.00$

GRADE L Senior Clerical/Technical Assistant

$K 3,157,008.00 + K 16,740.00 = K 3,173,748.00 + K 16,740.00 = K 3,190,488.00 + K 16,740.00 =$
 $K 3,207,228.00 + K 16,740.00 = K 3,223,968.00 + K 16,740.00 = K 3,240,708.00$

GRADE M Clerical/Technical Assistant and Tradesmen

$K 2,982,756.00 + K 14,940.00 = K 2,997,696.00 + K 14,940.00 = K 3,012,636.00 + K 14,940.00 =$
 $K 3,027,576.00 + K 14,940.00 = K 3,042,516.00 + K 14,940.00 = K 3,057,456.00 + K 14,940.00 =$
 $K 3,072,396.00$



APPENDIX 3B

HEALTH SERVICE

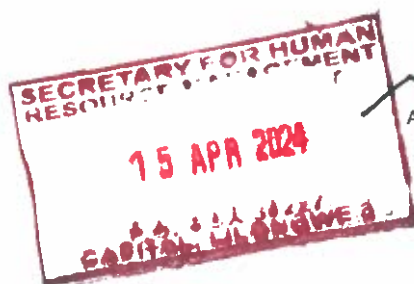
GRADE C	Head of Ministry		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	C1	22,395,372.00	23,963,052.00
	C2	23,562,168.00	25,211,520.00
	C3	24,728,964.00	26,459,988.00
	C4	25,895,760.00	27,708,456.00

GRADE D	Heads of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	D1	18,257,112.00	19,535,112.00
	D2	19,022,100.00	20,353,644.00
	D3	19,787,088.00	21,172,176.00
	D4	20,552,076.00	21,990,708.00

GRADE E(P3)	Senior Deputy Head of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	E5	16,175,520.00	17,307,804.00
	E6	16,660,776.00	17,827,032.00
	E7	17,146,032.00	18,346,260.00
	E8	17,631,288.00	18,865,488.00

GRADE E(P4)	Deputy Head of Department		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	E1	13,550,064.00	14,498,568.00
	E2	14,268,216.00	15,266,988.00
	E3	14,986,368.00	16,035,408.00
	E4	15,704,520.00	16,803,828.00

GRADE F	Chief Officer		
		OLD SALARIES (MK)	NEW SALARIES (MK)
	F1	8,021,004.00	8,742,900.00
	F2	8,710,008.00	9,493,908.00
	F3	9,399,012.00	10,244,916.00
	F4	10,088,016.00	10,995,924.00
	F5	10,777,020.00	11,746,932.00
	F6	11,466,024.00	12,497,940.00



GRADE G	Principal Officer	OLD SALARIES (MK)	NEW SALARIES (MK)
	G1	6,787,752.00	7,398,648.00
	G2	6,971,688.00	7,599,144.00
	G3	7,155,624.00	7,799,640.00
	G4	7,339,560.00	8,000,136.00
	G5	7,523,496.00	8,200,632.00
	G6	7,707,432.00	8,401,128.00

GRADE H	Senior Officer	OLD SALARIES (MK)	NEW SALARIES (MK)
	H1	6,222,612.00	6,782,652.00
	H2	6,322,164.00	6,891,156.00
	H3	6,421,716.00	6,999,660.00
	H4	6,521,268.00	7,108,164.00
	H5	6,620,820.00	7,216,668.00
	H6	6,720,372.00	7,325,172.00

GRADE I	Officer and Chief Supervisor	OLD SALARIES (MK)	NEW SALARIES (MK)
	I1	5,049,528.00	5,503,980.00
	I2	5,270,724.00	5,745,084.00
	I3	5,491,920.00	5,986,188.00
	I4	5,713,116.00	6,227,292.00
	I5	5,934,312.00	6,468,396.00
	I6	6,155,508.00	6,709,500.00

GRADE J	Senior Supervisor	OLD SALARIES (MK)	NEW SALARIES (MK)
	J1	3,946,176.00	4,340,796.00
	J2	4,072,860.00	4,480,152.00
	J3	4,199,544.00	4,619,508.00
	J4	4,326,228.00	4,758,864.00
	J5	4,452,912.00	4,898,220.00
	J6	4,579,596.00	5,037,576.00



GRADE K	Supervisor	OLD SALARIES (MK)	NEW SALARIES (MK)
	K1	3,189,576.00	3,508,536.00
	K2	3,304,404.00	3,634,848.00
	K3	3,419,232.00	3,761,160.00
	K4	3,534,060.00	3,887,472.00
	K5	3,648,888.00	4,013,784.00
	K6	3,763,716.00	4,140,096.00

GRADE L	Senior Clerical/Technical Assistant	OLD SALARIES (MK)	NEW SALARIES (MK)
	L1	2,870,004.00	3,157,008.00
	L2	2,885,220.00	3,173,748.00
	L3	2,900,436.00	3,190,488.00
	L4	2,915,652.00	3,207,228.00
	L5	2,930,868.00	3,223,968.00
	L6	2,946,084.00	3,240,708.00

GRADE M	Clerical/Technical Assistant and Tradesmen	OLD SALARIES (MK)	NEW SALARIES (MK)
	M1	2,687,172.00	2,982,756.00
	M2	2,700,624.00	2,997,696.00
	M3	2,714,076.00	3,012,636.00
	M4	2,727,528.00	3,027,576.00
	M5	2,740,980.00	3,042,516.00
	M6	2,754,432.00	3,057,456.00
	M7	2,767,884.00	3,072,396.00



GRADE N Senior Subordinate and Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
N1	2,604,192.00	2,890,656.00
N2	2,617,224.00	2,905,116.00
N3	2,630,256.00	2,919,576.00
N4	2,643,288.00	2,934,036.00
N5	2,656,320.00	2,948,496.00
N6	2,669,352.00	2,962,956.00

GRADE O Subordinate Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
O1	2,502,336.00	2,777,592.00
O2	2,514,852.00	2,791,488.00
O3	2,527,368.00	2,805,384.00
O4	2,539,884.00	2,819,280.00
O5	2,552,400.00	2,833,176.00
O6	2,564,916.00	2,847,072.00

GRADE P Subordinate Class

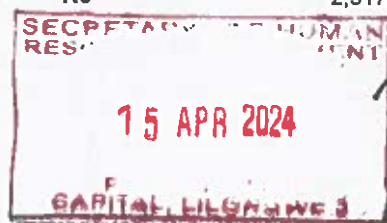
	OLD SALARIES (MK)	NEW SALARIES (MK)
P1	2,417,772.00	2,683,728.00
P2	2,429,880.00	2,697,168.00
P3	2,441,988.00	2,710,608.00
P4	2,454,096.00	2,724,048.00
P5	2,466,204.00	2,737,488.00
P6	2,478,312.00	2,750,928.00

GRADE Q Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
Q1	2,336,736.00	2,593,776.00
Q2	2,348,448.00	2,606,772.00
Q3	2,360,160.00	2,619,768.00
Q4	2,371,872.00	2,632,764.00
Q5	2,383,584.00	2,645,760.00
Q6	2,395,296.00	2,658,756.00

GRADE R Industrial Class

	OLD SALARIES (MK)	NEW SALARIES (MK)
R1	2,261,112.00	2,509,836.00
R2	2,272,404.00	2,522,364.00
R3	2,283,696.00	2,534,892.00
R4	2,294,988.00	2,547,420.00
R5	2,306,280.00	2,559,948.00
R6	2,317,572.00	2,572,476.00



Authentic Copy
Page 20 of 20