Ref. No. HRM/RS/01

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 APILA LILLONG 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

K7,398,648.00 + K200,496.00 = K7,599,144.00 + K200,496.00 = K7,799,640.00 + K200,496.00 = K8,000,136.00 + K200,496.00 = K8,200,632.00 + K200,496.00 = K8,401,128.00

GRADE H Senior Officer

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

K4,340,796.00 + K139,356.00 = K4,480,152.00 + K139,356.00 = K4,619,508.00 + K139,356.00 = K4,758,864.00 + K139,356.00 = K4,898,220.00 + K139,356.00 = K5,037,576.00

GRADE K Supervisor

SECRETARY FOR HUMAN

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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

K3,157,008.00 + K16,740.00 = K3,173,748.00 + K16,740.00 = K3,190,488.00 + K16,740.00 = K3,207,228.00 + K16,740.00 = K3,223,968.00 + K16,740.00 = K3,240,708.00

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

 $\begin{array}{l} \text{K 2,890,656.00 + K 14,460.00 = K 2,905,116.00 + K 14,460.00 = K 2,919.576.00 + K 14,460.00 = K 2,934,036.00 + K 14,460.00 = K 2,948,496.00 + K 14,460.00 = K 2,962,956.00} \end{array}$

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

 $\begin{array}{l} {\rm K\ 2,683,728.00+K\ 13,440.00=K\ 2,724,048.00+K\ 13,440.00=K\ 2,710,608.00+K\ 13,440.00=K\ 2,724,048.00+K\ 13,440.00=K\ 2,737,488.00+K\ 13,440.00=K\ 2,750,928.00} \end{array}$

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

GRADE C Head of Ministry

| | OLD SALARIES | NEW SALARIES |
|----|---------------|---------------|
| | (MK) | (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 | NEW SALARIES |
|----|---------------|---------------|
| | (MK) | (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(I Senior Deputy Head of Department

| OLD SALARIES NEW SALA (MK) (MK) | ARIES |
|--|----------------------------|
| E5 16,175,520.00 17,307,8 | 304.00 |
| E6 16,660,776.00 17,827,0 | 32.00 |
| E7 17,146,032.00 18,346,2 | 260.00 |
| E8 17,631,288.00 18,865,4 | 00.88 |
| RADE E(P4) Deputy Head of Department OLD SALARIES NEW SALARIES | ARIES |
| (MK) (MK) | |
| | |
| E1 13,550,064.00 14,498,5 | |
| E2 14,268,216.00 15,266,9 | |
| E3 14,986,368.00 16,035,4 | |
| E4 - 16,803,8 | 328.00 |
| | |
| GRADE F Chief Officer | |
| OLD SALARIES NEW SALA | ARIES |
| (MK) (MK) | |
| | |
| F1 8,021,004.00 8,742,9 | 900.00 |
| F2 8,710,008.00 9,493,9 | |
| F3 9,399,012.00 10,244,9 | |
| F4 10,088,016.00 10,995,9 | |
| F5 10,777,020.00 11,746,9 | |
| F6 11,466,024.00 12,497,9 | 940.00 |
| | |
| GRADE G Principal Officer | |
| OLD SALARIES NEW SALA | ARIES |
| (MK) (MK) | |
| | |
| G1 6,787,752.00 7,398,6 | 348.00 |
| G1 6,787,752.00 7,398,6 G2 6,971,688.00 7,599,7 | |
| , , | 144.00 |
| G2 6,971,688.00 7,599, | 144.00 340.00 |
| G26,971,688.007,599,7G37,155,624.007,799,6 | 144.00 540.00 136.00 |



| GRADE H Senior Offi | cer 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 | I Chief Supervisor OLD SALARIES (MK) | NEW SALARIES (MK) |
| l1 | 5,049,528.00 | 5,503,980.00 |
| 12 | 5,270,724.00 | 5,745,084.00 |
| 13 | 5,491,920.00 | 5,986,188.00 |
| 14 | 5,713,116.00 | 6,227,292.00 |
| 15 | 5,934,312.00 | 6,468,396.00 |
| | | |

| GRADE J Senior Se | upervisor | |
|-------------------|----------------------|----------------------|
| | 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 |

6,155,508.00

6,709,500.00

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| GRADE K Supervis | sor | |
|------------------|----------------------|----------------------|
| · | 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 |
| МЗ | 2,714,076.00 | 3,012,636.00 |
| М4 | 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 S | Subordinate and Industrial Class OLD SALARIES (MK) | NEW SALARIES |
|------------------|--|--------------|
| | , | , , |
| 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 Subordi | inate Class | |
|-----------------|----------------------|----------------------|
| | OLD SALARIES (MK) | NEW SALARIES (MK) |
| 01 | 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 |
| _ | | |

2,564,916.00



O6





2,847,072.00

| GRADE P Subordinate C | lass | |
|--------------------------|----------------------|----------------------|
| | 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 |
| ODADE O Indication Oleva | _ | |
| GRADE Q Industrial Class | | NEW CALABIEC |
| | OLD SALARIES (MK) | NEW SALARIES (MK) |
| | (ant) | (mrx) |
| 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 Clas | | |
| | OLD SALARIES | NEW SALARIES |
| | (MK) | (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 = 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 1 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

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 12,996.00

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 Departm | ent | |
|-------------|-------------------|------------------|----------------------|
| | OLD SALARIES (MK) | | NEW SALARIES (MK) |
| D | , , | 18,257,112.00 | 19,535,112.00 |
| D | 2 | 19,022,100.00 | 20,353,644.00 |
| D | 3 | 19,787,088.00 | 21,172,176.00 |
| D | 4 | 20,552,076.00 | 21,990,708.00 |
| GRADE E(P3) | Senior Deputy Hea | ad of Department | |
| | • • | SALARIES | NEW SALARIES |
| | (MK) | | (MK) |
| E | • • | 16,175,520.00 | 17,307,804.00 |
| E | | 16,660,776.00 | 17,827,032.00 |
| E | | 17,146,032.00 | 18,346,260.00 |
| E | 8 | 17,631,288.00 | 18,865,488.00 |
| | | | |
| GRADE E(P4) | Deputy Head of De | epartment | |
| | OLD (MK) | SALARIES | NEW SALARIES (MK) |
| | | | |
| E | 1 | 13,550,064.00 | 14,498,568.00 |
| | 2 | 14,268,216.00 | 15,266,988.00 |
| E | 3 | 14,986,368.00 | 16,035,408.00 |
| E | 4 | 15,704,520.00 | 16,803,828.00 |
| GRADE F | Chief Officer | | |
| ONADET | | | |
| | OLD (MK) | O SALARIES | NEW SALARIES (MK) |
| | | | |
| F | 71 | 8,021,004.00 | 8,742,900.00 |
| F | 2 | 8,710,008.00 | 9,493,908.00 |
| F | 3 | 9,399,012.00 | 10,244,916.00 |
| F | 4 | 10,088,016.00 | 10,995,924.00 |
| F | 5 | 10,777,020.00 | 11,746,932.00 |
| F | 6 | 11,466,024.00 | 12,497,940.00 |



| GRADE G | · | | |
|---------|----------------------------------|--|--|
| | OLD SALARIES (MK) | | NEW SALARIES (MK) |
| | G1 G2 G3 G4 G5 G6 | 6,787,752.00 6,971,688.00 7,155,624.00 7,339,560.00 7,523,496.00 7,707,432.00 | 7,398,648.00 7,599,144.00 7,799,640.00 8,000,136.00 8,200,632.00 8,401,128.00 |
| GRADE H | Senior Offic | er | |
| | | OLD SALARIES (MK) | NEW SALARIES (MK) |
| | H1 H2 H3 H4 H5 | 6,222,612.00 6,322,164.00 6,421,716.00 6,521,268.00 6,620,820.00 6,720,372.00 | 6,782,652.00 6,891,156.00 6,999,660.00 7,108,164.00 7,216,668.00 7,325,172.00 |
| GRADE I | Officer and | Chief Supervisor OLD SALARIES (MK) | NEW SALARIES (MK) |
| | 11 12 13 14 15 | 5,049,528.00 5,270,724.00 5,491,920.00 5,713,116.00 5,934,312.00 6,155,508.00 | 5,503,980.00 5,745,084.00 5,986,188.00 6,227,292.00 6,468,396.00 6,709,500.00 |
| GRADE J | Senior Supe | ervisor OLD SALARIES (MK) | NEW SALARIES (MK) |
| | J1 J2 J3 J4 J5 J6 | 3,946,176.00 4,072,860.00 4,199,544.00 4,326,228.00 4,452,912.00 4,579,596.00 | 4,340,796.00 4,480,152.00 4,619,508.00 4,758,864.00 4,898,220.00 5,037,576.00 |



| GRADE K | Supervisor | | |
|---------|---------------|------------------------------|---------------------|
| | | OLD SALARIES | NEW SALARIES |
| | | (MK) | (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 Cleri | ical/Technical Assistant | |
| | 0011101 01011 | OLD SALARIES | NEW SALARIES |
| | | (MK) | (MK) |
| | | (iiii) | (mix) |
| | 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 |
| | | 2,0 10,001.00 | 0,240,700.00 |
| GRADE M | Clerical/Tec | hnical Assistant and Tradesn | nen |
| | | OLD SALARIES | NEW SALARIES |
| | | (MK) | (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 |
| | | | |



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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 = 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

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

 $\begin{array}{l} {\sf K}\ 2,982,756.00 + {\sf K}\ 14,940.00 = {\sf K}\ 2,997,696.00 + {\sf K}\ 14,940.00 = {\sf K}\ 3,012,636.00 + {\sf K}\ 14,940.00 = \\ {\sf K}\ 3,027,576.00 + {\sf K}\ 14,940.00 = {\sf K}\ 3,042,516.00 + {\sf K}\ 14,940.00 = {\sf K}\ 3,057,456.00 + {\sf K}\ 14,940.00 = \\ {\sf K}\ 3,072,396.00 \end{array}$



APPENDIX 3B

HEALTH SERVICE

| 07475 | | | |
|-------------|-------------------------------|--------------------------------|--------------------------------|
| GRADE C | Head of Ministry OLD SALARIES | | NEW SALARIES |
| | (MK) | | (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 Departme | ent | |
| | OLD (MK) | SALARIES | NEW SALARIES (MK) |
| D1 | (141117) | 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 Hea | d of Department | |
| | | SALARIES | NEW SALARIES |
| | (MK) | | (MK) |
| E5 | | 16,175,520.00 | 17,307,804.00 |
| E6 E7 | | 16,660,776.00 | 17,827,032.00 |
| E8 | | 17,146,032.00 17,631,288.00 | 18,346,260.00 18,865,488.00 |
| 20 | | 17,031,200.00 | 10,000,400.00 |
| GRADE E(P4) | Deputy Head of De | partment | |
| | | SALARIES | NEW SALARIES |
| | (MK) | | (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 | | |
| | = : | SALARIES | NEW SALARIES |
| | (MK) | | (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 |
| F5 | | 10,088,016.00 10,777,020.00 | 10,995,924.00 11,746,932.00 |
| F6 | | 11,466,024.00 | 12,497,940.00 |
| , , | | , iovjestive | ,2,707,070.00 |



| GRADE G | Principal Officer OLD SALARIES | NEW SALARIES |
|---------|--------------------------------|----------------|
| | (MK) | (MK) |
| G1 | C 797 752 O | 7 200 649 00 |
| G2 | 6,787,752.0 | |
| G3 | 6,971,688.0 | |
| G4 | 7,155,624.0 7,339,560.0 | |
| G5 | 7,523,496.0 | |
| G6 | 7,707,432.0 | |
| | 1,101,102.0 | 5,461,120.00 |
| GRADE H | Senior Officer | |
| | OLD SALARIES | NEW SALARIES |
| | (MK) | (MK) |
| H1 | 6 222 642 6 | 0.700.000.00 |
| H2 | 6,222,612.0 6,322,164.0 | |
| H3 | | |
| H4 | | |
| H5 | | |
| H6 | | |
| 110 | 0,720,572.0 | 7,323,172.00 |
| GRADE I | Officer and Chief Supervisor | |
| | OLD SALARIES | NEW SALARIES |
| | (MK) | (MK) |
| | | |
| I1 | 0,0.0,000.0 | |
| 12 | 0,0,0,0 | |
| 13 | -,, | |
| 14 | 01, 101, 1010 | |
| 15 | 0,00 .,0 .=.0 | |
| 16 | 6,155,508.0 | 0 6,709,500.00 |
| GRADE J | Senior Supervisor | |
| | OLD SALARIES | NEW SALARIES |
| | (MK) | (MK) |
| J1 | 3,946,176.0 | 0 4,340,796.00 |
| J2 | 4,072,860.0 | 0 4,480,152.00 |
| J3 | 4,199,544.0 | 0 4,619,508.00 |
| J4 | 4,326,228.0 | 0 4,758,864.00 |
| J5 | 4,452,912.0 | 0 4,898,220.00 |



4,579,596.00

5,037,576.00

J6

| GRADE K | Supervi | sor | |
|---------|---------------|---------------------------------|----------------------|
| | | OLD SALARIES (MK) | NEW SALARIES (MK) |
| | | (INIT.) | (MIX) |
| H | (1 | 3,189,576.00 | 3,508,536.00 |
| P | (2 | 3,304,404.00 | 3,634,848.00 |
| · · | (3 | 3,419,232.00 | 3,761,160.00 |
| · · | <4 | 3,534,060.00 | 3,887,472.00 |
| H | < 5 | 3,648,888.00 | 4,013,784.00 |
| | (6 | 3,763,716.00 | 4,140,096.00 |
| | | | |
| GRADE L | Senior (| Clerical/Technical Assistant | |
| | | OLD SALARIES | NEW SALARIES |
| | | (MK) | (MK) |
| | L1 | 2,870,004.00 | 3,157,008.00 |
| 1 | L2 | 2,885,220.00 | 3,173,748.00 |
| | L3 | 2,900,436.00 | 3,190,488.00 |
| 1 | _4 | 2,915,652.00 | 3,207,228.00 |
| _ 1 | L5 | 2,930,868.00 | 3,223,968.00 |
| 1 | L6 | 2,946,084.00 | 3,240,708.00 |
| | | | |
| GRADE M | Cierical | Technical Assistant and Tradesn | |
| | | OLD SALARIES | NEW SALARIES |
| | | (MK) | (MK) |
| P | 41 | 2,687,172.00 | 2,982,756.00 |
| n n | /12 | 2,700,624.00 | 2,997,696.00 |
| P. | ИЗ | 2,714,076.00 | 3,012,636.00 |
| P | /14 | 2,727,528.00 | 3,027,576.00 |
| P | /15 | 2.740,980.00 | 3,042,516.00 |
| P | 1 16 | 2,754,432.00 | 3,057,456.00 |
| | 47 | 2,767,884.00 | 3,072,396.00 |



| GRADE N | Senior Subordinate and Industrial Class | | |
|--|--|------------------------------|--|
| GRADE N | | | |
| | OLD SALARIES (MK) | NEW SALARIES | |
| | (INIV) | (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 | |
| | | | |
| CRADE O | Cub andiasts Olses | | |
| GRADE O | Subordinate Class OLD SALARIES | NEW SALARIES | |
| | (MK) | (MK) | |
| | (, | (1011 4) | |
| 01 | 2,502,336.00 | 2,777,592.00 | |
| 02 | 2,514,852.00 | 2,791,488.00 | |
| 03 | 2,527,368.00 | 2,805,384.00 | |
| 04 | 2,539,884.00 | 2,819,280.00 | |
| O5 | 2,552,400.00 | 2,833,176.00 | |
| 06 | 2,564,916.00 | 2,847,072.00 | |
| | | | |
| | | | |
| GRADE P | Subordinate Class | | |
| | OLD SALARIES | NEW SALARIES | |
| | (MK) | (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 | NEW SALARIES | |
| | (MK) | (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 Q6 | 2,383,584.00 | 2,645,760.00 | |
| CO. | 2,395,296.00 | 2,658,756.00 | |
| | | | |
| GRADE R | Industrial Class | | |
| | OLD SALARIES | NEW SALARIES | |
| | (MK) | (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 | |
| R5 | 2,294,988.00 2,306,280.00 | 2,547,420.00 2,559,948.00 | |
| R6 | 2,317,572.00 | 2 572 476 00 | |
| Provide and Park Street, Stree | PETACO TE LIUMAN | 7 2,512,410.00 | |
| RES | TINT | | |
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| 6A | PITAL HEGHANE S | | |
| 10000 | The state of the s | | |