

Bangladesh Pay Spine
Annual Salary in Taka (includes 13th month pay)

Spine Points	Annual Pay 2006	Annual Pay 2007	Annual Pay 2008	Annual Pay 2009	Annual Pay 2010	Proposed Grading Structure from 1 January 2010		
	Taka	Taka	Taka	Taka	Taka	Grade 1	Grade 2	Grade 3
	1.03	1.07	1.1143	1.0753	1.074			
112	1772467	1896540	2113314	2272447	2440608			max
111	1720842	1841301	2051761	2206259	2369522			
110	1670720	1787671	1992001	2141999	2300507			
109	1622058	1735602	1933982	2079611	2233502			
108	1574814	1685051	1877652	2019039	2168448			
107	1528946	1635972	1822963	1960233	2105290			
106	1484413	1588322	1769867	1903138	2043971			max
105	1441178	1542060	1718318	1847707	1984437			
104	1399202	1497146	1668270	1793890	1926638			
103	1358448	1453540	1619679	1741641	1870523			
102	1318882	1411204	1572504	1690914	1816041			
101	1280468	1370101	1526703	1641664	1763147			
100	1243173	1330195	1482236	1593848	1711793			
99	1206964	1291451	1439064	1547426	1661935			
98	1171809	1253836	1397150	1502355	1613529			
97	1137679	1217317	1356456	1458597	1566533			
96	1104543	1181861	1316948	1416114	1520906			mid
95	1072372	1147438	1278590	1374868	1476608			
94	1041138	1114017	1241349	1334823	1433600			
93	1010813	1081570	1205194	1295945	1391845		max	
92	981372	1050068	1170091	1258199	1351305			
91	952788	1019484	1136011	1221552	1311947			
90	925037	989790	1102923	1185973	1273735			
89	898094	960961	1070799	1151430	1236636			
88	871936	932972	1038611	1117893	1200617			
87	846540	905798	1009331	1085333	1165648			
86	821884	879415	979933	1053722	1131697			mid
85	797945	853801	951391	1023031	1098735			
84	774704	828933	923680	993234	1066733			
83	752140	804790	896777	964305	1035663			
82	730233	781349	870657	936218	1005498			
81	708964	758591	845299	908949	976212			
80	688315	736497	820678	882475	947778			
79	668267	715045	796775	856772	920173			min
78	648803	694219	773568	831818	893372			
77	629905	673999	751037	807590	867351			
76	611559	654368	729162	784068	842089			
75	593746	635308	707924	761231	817562		max	
74	576453	616804	687305	739059	793749		mid	
73	559663	598399	667286	717533	770631			
72	543362	581397	647851	696634	748185			
71	527536	564643	628981	676344	726393			
70	512171	548023	610662	656644	705236			
69	497253	532061	592875	637519	684695			
68	482770	516564	575607	618950	664753			min
67	468709	501518	558842	600923	645391			
66	455057	486911	542565	583420	626593			
65	441803	472729	526762	566427	608343			
64	428935	458960	511419	549929	590624			
63	416442	445593	496524	533912	573422			
62	404312	432614	482062	518361	556720			
61	392536	420014	468021	503263	540505			
60	381103	407780	454390	488605	524762			
59	370003	395903	441155	474374	509478			
58	359226	384372	428306	460557	494638			
57	348763	373177	415831	447143	480231			
56	338605	362308	403719	434119	466244		max	
55	328743	351755	391960	421475	452664			
54	319168	341510	380544	409199	439480			
53	309872	331563	369460	397281	426679			
52	300846	321906	358699	385709	414252			
51	292084	312530	348252	374475	402186			
50	283576	303427	338109	363568	390472			
49	275317	294589	328261	352979	379099			
48	267298	286009	318700	342698	368057			
47	259513	277679	309417	332716	357337			
46	251954	269591	300405	323026	346929			
45	244616	261739	291655	313617	336825			
44	237491	254115	283161	304483	327014			
43	230574	246714	274913	295614	317490			
42	223858	239528	266906	287004	308242			
41	217338	232551	259132	278645	299264			
40	211008	225778	251585	270529	290548			
39	204862	219202	244257	262649	282085	Max	mid	min
38	198895	212817	237143	254999	273869			
37	193102	206619	230235	247572	265893			
36	187477	200601	223530	240361	258148			
35	182017	194758	217019	233361	250629			
34	176715	189086	210698	226564	243329			
33	171568	183578	204561	219965	236242			
32	166571	178231	198603	213558	229361			
31	161720	173040	192819	207338	222681			
30	157009	168000	187202	201299	216195			
29	152436	163107	181750	195436	209898			
28	147996	158356	176456	189743	203784			
27	143686	153744	171317	184217	197849			mid
26	139501	149266	166327	178851	192086			
25	135438	144918	161483	173642	186492			
24	131493	140697	156779	168585	181060			
23	127663	136599	152213	163674	175786			
22	123945	132621	147779	158907	170666			
21	120335	128758	143475	154279	165695			
20	116830	125008	139296	149785	160869		min	
19	113427	121367	135239	145423	156184			
18	110123	117832	131300	141187	151635			
17	106916	114400	127476	137075	147218			
16	103802	111068	123763	133082	142930			
15	100778	107833	120158	129206	138767			
14	97843	104692	116658	125443	134726			
13	94993	101643	113261	121789	130802			
12	92226	98682	109962	118242	126992			
11	89540	95808	106759	114798	123293			
10	86932	93018	103649	111454	119702			
9	84400	90308	100631	108208	116215			min
8	81942	87678	97700	105056	112831			
7	79555	85124	94854	101996	109544			
6	77238	82645	92091	99026	106354			
5	74989	80238	89409	96141	103256			
4	72804	77901	86805	93341	100248			
3	70684	75632	84277	90623	97329			
2	68625	73429	81822	87983	94494			
1	66626	71290	79439	85420	91742	Min		

***JE sub points**

- Grade 1: 100 - 113 (orange arrow), 114 - 126 (red arrow)
- Grade 2: 127 - 137 (green arrow), 138 - 175 (yellow arrow), 176 - 228 (blue arrow)
- Grade 3: 227 - 284 (purple arrow), 285 - 320 (dark blue arrow)

**(based on actual jobs evaluated in Bangladesh)*