Malawi Pay Spine in Malawian Kwacha per annum (include 13th mth)

Spine points	Annual Pay 2006 MK	Annual Pay 2007 MK	Annual Pay 2008 MK	Annual Pay 2009 MK	Annual Pay 2010 MK	Proposed Grading Structure from 1 January 2010									
	1.03	1.115	1.077	1.057	1.076	Grade 1			Grade 2				Grade 3		
132	3,403,956	3,795,410	4,087,657	4,319,018	4,563,475									max	
131	3,304,811	3,684,865	3,968,599	4,193,222	4,430,558										
130	3,208,555	3,577,538	3,853,009	4,071,089	4,301,513										
129	3,115,102	3,473,338	3,740,785	3,952,514	4,176,226										
128	3,024,370	3,372,173	3,631,830	3,837,392	4,054,588										
127	2,936,282	3,273,954	3,526,049	3,725,623	3,936,494										
126	2,850,759	3,178,597	3,423,348	3,617,110	3,821,838								max		
125	2,767,727	3,086,016	3,323,639	3,511,757	3,710,523										
124	2,687,114	2,996,132	3,226,834	3,409,473	3,602,449										
123	2,608,849	2,908,866	3,132,849	3,310,168	3,497,524										
122	2,532,863	2,824,142	3,041,601	3,213,755	3,395,654										
121	2,459,090	2,741,885	2,953,010	3,120,151	3,296,751										
120	2,387,466	2,662,025	2,867,000	3,029,273	3,200,729										
119	2,317,928	2,584,490	2,783,496	2,941,041	3,107,504										
118	2,250,416	2,509,213	2,702,423	2,855,380	3,016,995										
117	2,184,870	2,436,130	2,623,712	2,772,214	2,929,121										
116	2,121,233	2,365,174	2,547,293	2,691,470	2,843,807									mid	
115	2,059,449	2,296,286	2,473,100	2,613,077	2,760,977										
114	1,999,465	2,229,404	2,401,068	2,536,968	2,680,561										
113	1,941,235	2,164,477	2,331,142	2,463,084	2,602,495						max				
112	1,884,694	2,101,434	2,263,244	2,391,344	2,526,694										
111	1,829,800	2,040,227	2,197,325	2,321,693	2,453,101										
110	1,776,505	1,980,803	2,133,325	2,254,071	2,381,652										
109	1,724,762	1,923,110	2,071,189	2,188,419	2,312,283										
108	1,674,526	1,867,097	2,010,863	2,124,678	2,244,935										
107	1,625,754	1,812,715	1,952,295	2,062,794	2,179,549								mid		
106	1,578,402	1,759,918	1,895,432	2,002,713	2,116,067										
105	1,532,429	1,708,658	1,840,225	1,944,382	2,054,434										
104	1,487,795	1,658,891	1,786,626	1,887,749	1,994,596										
103	1,444,461	1,610,574	1,734,588	1,832,766	1,936,501										
102	1,402,389	1,563,664	1,684,066	1,779,385	1,880,098										
101	1,361,543	1,518,121	1,635,016	1,727,558	1,825,338										
100	1,321,887	1,473,904	1,587,394	1,677,241	1,772,172									min	
99	1,283,385	1,430,974	1,541,159	1,628,389	1,720,556										
98	1,246,005	1,389,295	1,496,271	1,580,960	1,670,442										
97	1,209,713	1,348,831	1,452,690	1,534,913	1,621,789										
96	1,174,479	1,309,544	1,410,379	1,490,207	1,574,552										
95	1,140,271	1,271,402	1,369,300	1,446,802	1,528,692										
94	1,107,059	1,234,371	1,329,418	1,404,663	1,484,167					max					
93	1,074,815	1,198,418	1,290,697	1,363,750	1,440,938										
92	1,043,509	1,163,513	1,253,104	1,324,029	1,398,969										
91	1,013,116	1,129,624	1,216,605	1,285,465	1,358,223										
90	983,608	1,096,723	1,181,170	1,248,025	1,318,663										
89	954,959	1,064,779	1,146,767	1,211,674	1,280,255										
88	927,145	1,033,766	1,113,366	1,176,383	1,242,966								min		
87	900,140	1,003,657	1,080,938	1,142,119	1,206,763										
86	873,923	974,424	1,049,455	1,108,854	1,171,615						min				
85	848,469	946,043	1,018,888	1,076,557	1,137,490										
84	823,756	918,488	989,212	1,045,201	1,104,359										
83	799,763	891,736	960,400	1,014,758	1,072,193										
82	776,469	865,763	932,427	985,202	1,040,965										
81	753,853	840,547	905,269	956,507	1,010,645										
80	731,897	816,065	878,902	928,647	981,209										
79	710,579	792,296	853,303	901,599	952,630										
78	689,883	769,219	828,449	875,339	924,883										
77	669,789	746,815	804,319	849,844	897,945										
76	650,281	725,063	780,893	825,091	871,791										
75	631,340	703,945	758,148	801,059	846,399				max						
74	612,952	683,441	736,066	777,728	821,747										
73	595,099	663,535	714,627	755,075	797,813										
72	577,766	644,209	693,813	733,083	774,575										
71	560,938	625,446	673,605	711,731	752,015										
70	544,600	607,229	653,985	691,001	730,112										
69	528,738	589,542	634,937	670,875	708,846										
68	513,338	572,371	616,444	651,335	688,200										
67	498,386	555,700	598,489	632,364	668,156										
66	483,870	539,515	581,058	613,945	648,695					min					
65	469,777	523,801	564,134	596,063	629,801										
64	456,094	508,545	547,702	578,702	611,457										
63	442,809	493,733	531,750	561,847	593,648										
62	429,912	479,352	516,262	545,483	576,357				mid						
61	417,390	465,390	501,225	529,595	559,570										
60	405,233	451,835	486,627	514,170	543,272										
59	393,430	438,675	472,453	499,194	527,448										
58	381,971	425,898	458,692	484,654	512,086										
57	370,846	413,493	445,332	470,538	497,170										
56	360,045	401,450	432,361	456,833	482,690										
55	349,558	389,757	419,768	443,527	468,631										
54	339,377	378,405	407,542	430,609	454,981										
53	329,492	367,383	395,672	418,067	441,730										
52	319,895	356,683	384,147	405,890	428,864		max								
51	310,578	346,294	372,959	394,068	416,372										
50	301,532	336,208	362,096	382,590	404,245										
49	292,749	326,415	351,549	371,447	392,471										
48	284,223	316,908	341,310	360,628	381,040				min						
47	275,944	307,678	331,369	350,124	369,942										
46	267,907	298,716	321,717	339,927	359,167										
45	260,104	290,016	312,347	330,026	348,705										
44	252,528	281,569	303,250	320,413	338,549										
43	245,173	273,368	294,417	311,081	328,688										
42	238,032	265,406	285,842	302,020	319,115										
41	231,099	257,675	277,516	293,224	309,820										
40	224,368	250,170	269,433	284,683	300,796										
39	217,833	242,884	261,586	276,391	292,035										
38	211,488	235,809	253,967	268,341	283,529										
37	205,328	228,941	246,570	260,525	275,271	max									
36	199,348	222,273	239,388	252,937	267,254										
35	193,542	215,799	232,416	245,570	259,470										
34	187,905	209,514	225,646	238,418	251,912										1.26
33	182,432	203,411	219,074	231,474	244,575										
32	177,118	197,487	212,693	224,732	237,451										
31	171,959	191,735	206,498	218,186	230,535										
30	166,951	186,150	200,484	211,831	223,821										
29	162,088	180,728	194,644	205,661	217,302										
28	157,367	175,464	188,975	199,671	210,972										
27	152,784	170,354	183,471	193,855	204,828										
26	148,334	165,392	178,127	188,209	198,862										
25	144,013	160,575	172,939	182,727	193,070										
24	139,819	155,898	167,902	177,405	187,446		min								
23	135,746	151,357	163,012	172,238	181,987										
22	131,792	146,949	158,264	167,221	176,686										
21	127,954	142,669	153,654	162,351	171,540										
20	124,227	138,513	149,179	157,622	166,544										
19	120,609	134,479	144,834	153,031	161,693										
18	117,096	130,562	140,615	148,574	156,983	mid									
17	113,685	126,759	136,520	144,247	152,411										
16	110,374	123,067	132,543	140,045	147,972										
15	107,159	119,483	128,683	135,966	143,662										
14	104,038	116,003	124,935	132,006	139,478										
13	101,008	112,624	121,296	128,161	135,415										
12	98,066	109,344	117,763	124,428	131,471										
11	95,210	106,159	114,333	120,804	127,642										
10	92,437	103,067	111,003	117,286	123,924										
9	89,744	100,065	107,770	113,870	120,315										
8	87,130	97,150	104,631	110,553	116,810										
7	84,593	94,321	101,583	107,333	113,408										
6	82,129	91,574	98,625	104,207	110,105										
5	79,737	88,906	95,752	101,172	106,898										
4	77,414	86,317	92,963	98,225	103,784										
3	75,159	83,803	90,256	95,364	100,762										
2	72,970	81,362	87,627	92,586	97,827										
1	70,845	78,992	85,075	89,890	94,977	min									

*JE sub point	
Grade 1	100- 113
	114 - 126
Grade 2	127 - 137
	138 - 175
	176 - 226

* based on Bangladesh/Solomon experience