

Zambia Pay Spine
Annual Salary in Kwacha (includes 13th month pay)

Spine Points	Annual Pay 2008 Zambia Kwacha	Annual Pay 2009 Zambia Kwacha	Annual Pay 2010 Zambia Kwacha	Proposed Grading Structure from 1 January 2010		
	1,03	1,1079	1,099	Grade 1	Grade 2	Grade 3
140	456,288,377	505,521,893	555,568,560			max
139	442,998,424	490,797,954	539,386,952			
138	430,095,558	476,502,868	523,676,652			
137	417,588,602	462,624,144	508,423,604			
136	405,406,313	449,149,654	493,615,470			
135	393,598,362	436,067,625	479,238,320			
134	382,134,332	423,366,627	465,279,923			
133	371,004,206	411,035,560	451,728,980			
132	360,198,258	399,651,650	438,579,952			
131	349,707,047	387,440,437	425,797,041			mid
130	339,521,405	376,155,764	413,395,185			
129	329,632,432	365,199,771	401,354,549			
128	320,031,487	354,857,885	389,664,610			
127	310,710,182	344,235,810	378,315,156			mid
126	301,660,371	334,209,525	367,296,268			
125	292,874,146	324,475,267	356,598,318			
124	284,343,831	315,024,531	346,211,959			
123	276,061,972	305,849,059	336,128,116			
122	268,021,332	296,940,834	326,337,976			
121	260,214,886	288,292,072	316,832,967			
120	252,635,811	279,895,215	307,604,842			
119	245,277,487	271,742,927	298,645,277		max	
118	238,133,482	263,826,065	289,947,065			
117	231,197,556	256,143,772	281,502,005			mid
116	224,463,646	248,683,274	273,302,918			
115	217,925,870	241,440,071	265,342,638			
114	211,578,515	234,407,836	257,612,212			
113	205,416,034	227,580,424	250,110,886			
112	199,433,042	220,951,868	242,826,102			
111	193,624,313	214,516,376	235,753,498			
110	187,984,770	208,268,327	228,886,891			
109	182,509,485	202,202,259	222,220,282			
108	177,193,675	196,312,873	215,747,847			
107	172,032,694	190,595,022	209,463,929			
106	167,022,033	185,043,711	203,365,038			
105	162,157,214	179,654,089	197,433,843			min
104	157,434,285	174,421,445	191,689,168			
103	152,848,821	169,341,208	186,105,988			
102	148,396,913	164,408,940	180,685,425			
101	144,074,673	159,620,330	175,422,743			
100	139,878,323	154,971,194	170,313,343		max	mid
99	135,804,197	150,457,470	165,352,760			
98	131,848,735	146,075,214	160,536,660			
97	128,008,481	141,820,596	156,860,835			
96	124,280,079	137,689,899	153,321,199			
95	120,660,270	133,679,514	149,913,785			
94	117,145,894	129,785,936	142,634,743			
93	113,733,877	126,005,763	138,480,333			min
92	110,421,840	122,335,692	134,446,955			
91	107,205,087	118,772,516	130,530,998			
90	104,082,609	115,313,123	126,729,122			
89	101,051,077	111,954,488	123,037,982			
88	98,107,842	108,693,678	119,454,352			
87	95,250,332	105,527,243	115,975,099			
86	92,476,050	102,454,216	112,597,183			
85	89,782,573	99,470,113	109,317,654			
84	87,167,547	96,572,925	106,133,644			
83	84,628,696	93,760,121	103,043,373			
82	82,163,773	91,027,243	100,041,139		mid	
81	79,770,653	88,377,907	97,127,320			
80	77,447,236	85,803,793	94,298,368			
79	75,191,491	83,304,653	91,551,814			
78	73,001,448	80,878,304	88,885,256			
77	70,875,192	78,522,625	86,298,365		max	min
76	68,810,866	76,235,559	83,782,879			
75	66,806,666	74,015,106	81,342,601			
74	64,850,841	71,859,326	78,973,399			
73	62,941,690	69,765,336	76,671,213			
72	61,137,563	67,734,306	74,440,003			
71	59,356,858	65,761,463	72,271,847			
70	57,628,017	63,846,080	70,166,842			
69	55,949,531	61,985,486	68,123,148			
68	54,319,933	60,181,054	66,138,978	max		
67	52,737,799	58,428,208	64,212,600			
66	51,201,747	56,726,415	62,342,330			
65	49,710,434	55,074,190	60,526,534			
64	48,262,557	53,470,087	58,763,626			
63	46,856,852	51,912,706	57,052,064		mid	
62	45,492,089	50,400,685	55,390,353			
61	44,167,077	48,932,704	53,777,042			
60	42,880,857	47,507,480	52,210,720			
59	41,631,706	46,123,767	50,690,020			
58	40,419,132	44,780,356	49,213,611		min	
57	39,241,876	43,476,074	47,780,205			
56	38,098,908	42,209,780	46,389,549			
55	36,989,231	40,980,369	45,037,426			
54	35,911,875	39,796,766	43,725,656			
53	34,865,898	38,627,929	42,452,093			
52	33,850,387	37,502,843	41,215,625			
51	32,864,453	36,421,527	40,015,170			
50	31,907,236	35,380,027	38,849,679			
49	30,977,899	34,320,414	37,718,135			
48	30,075,630	33,220,790	36,619,549			
47	29,199,641	32,350,282	35,545,960			
46	28,349,166	31,498,041	34,517,437			
45	27,523,462	30,663,243	33,512,076			
44	26,721,808	29,805,091	32,525,995		mid	
43	25,943,503	28,942,807	31,558,344			
42	25,187,867	27,995,637	30,662,296			
41	24,454,239	27,092,852	29,740,044			
40	23,741,980	26,303,740	28,907,810		max	
39	23,050,466	25,537,611	28,065,835			
38	22,379,093	24,793,797	27,248,383			
37	21,727,276	24,071,849	26,454,741			
36	21,094,442	23,370,532	25,684,215			
35	20,480,041	22,689,837	24,936,131			
34	19,883,535	22,028,968	24,209,836			
33	19,304,402	21,387,347	23,504,695			
32	18,742,138	20,764,415	22,820,092			
31	18,196,251	20,159,626	22,155,429			min
30	17,666,263	19,572,453	21,510,125			
29	17,151,712	19,002,381	20,883,617			
28	16,652,147	18,448,914	20,273,366			
27	16,167,133	17,911,567	19,684,812			
26	15,696,246	17,389,871	19,111,468		mid	
25	15,239,074	16,883,370	18,554,823			
24	14,795,217	16,391,621	18,014,391			
23	14,364,288	15,914,195	17,489,700			
22	13,945,911	15,450,675	16,980,292			
21	13,539,719	15,000,655	16,485,720			
20	13,145,359	14,563,743	16,005,553			
19	12,762,484	14,139,556	15,539,372			
18	12,390,761	13,727,724	15,086,769			
17	12,029,865	13,327,888	14,647,349			
16	11,679,481	12,939,697	14,220,727			
15	11,339,302	12,562,813	13,806,531			
14	11,009,031	12,196,305	13,404,309			
13	10,688,380	11,841,656	13,013,980			
12	10,377,068	11,496,753	12,634,932			
11	10,074,823	11,161,896	12,266,924			
10	9,781,381	10,836,792	11,909,605			
9	9,496,487	10,521,158	11,562,752			
8	9,219,890	10,214,716	11,225,973			
7	8,951,350	9,917,200	10,899,003			
6	8,690,631	9,628,350	10,581,556			
5	8,437,506	9,347,912	10,273,366			
4	8,191,753	9,075,643	9,974,132			
3	7,953,158	8,811,304	9,683,623			
2	7,721,513	8,554,664	9,401,576			
1	7,496,614	8,305,499	9,127,743	Min		

*JE sub points

- Grade 1 ← 100 - 113
- ← 114 - 126
- ← 127 - 137
- Grade 2 ← 138 - 175
- ← 176 - 226
- ← 227 - 284
- Grade 3 ← 285 - 320