

## ENTRY SALARY FOR CLOSED CADRES AS OF 1ST APRIL 2023

										Salaries on April		
Post Title As Per The Scheme of Service	Qualification As Per The relevant Schemes of Service	Experience As Per The Schemes of Service	Entry Salary as per existing SOS	5% Supplementation Allowance	Marketable Skills Allowance	Graduate Allowance	Total	10% Increase	New Total	Band	Step	Salary
<b>ACCOUNTING</b>												
<b>Accounts Assistant/ Assistant Inventory Officer</b>	IGCSE		6,697	334.85			7,031.85	703.19	<b>7,735.04</b>	B1	7	8,037
<b>Senior Accounts Assistant/ Inventory Officer</b>	IGCSE	3 years	7,722	386.10			8,108.10	810.81	<b>8,918.91</b>	B2	1	9,202
	AAT Level 2/Certificate in Accounting	0	7,722	386.10	600		8,708.10	870.81	<b>9,578.91</b>	B2	5	9,773
	A'Level/ Advanced Certificate	0	7,722	386.10	720		8,828.10	882.81	<b>9,710.91</b>	B2	6	9,921
<b>Accounts Technician</b>	A'Level/ Advanced Certificate in Accounting	6 years	8,573	428.65	720		9,721.65	972.17	<b>10,693.82</b>	B2	12	10,858
	Diploma in Business Studies/F1 to F3 plus foundation in professional modules		8,573	428.65	1,000		10,001.65	1,000.17	<b>11,001.82</b>	B2	13	11,023

	Diploma in Public Financial/F1 to F3 plus professional ethic module/AAT level 3/ Advance Diploma in Accounting/F1 to F9		8,573	428.65	1,500		10,501.65	1,050.17	<b>11,551.82</b>	B3	2	11,706
	AAT Level 4		8,738	436.90	1,750		10,924.90	1,092.49	<b>12,017.39</b>	B3	4	12,064
<b>Assistant Accountant/ Assistant Inventory Accountant</b>	A'Level/ Advanced Certificate in Accounting	12 years	9,887	494.35	720		11,101.35	1,110.14	<b>12,211.49</b>	B3	5	12,247
	Diploma in Business Studies/F1 to F3 plus foundation in professional modules	3 years	9,887	494.35	1,000		11,381.35	1,138.14	<b>12,519.49</b>	B3	7	12,621
	Diploma in Public Financial/F1 to F3 plus professional ethic module/AAT level 3/ Advance Diploma in Accounting/F1 to F9/ ACCA level 1	2 years	9,887	494.35	1,500		11,881.35	1,188.14	<b>13,069.49</b>	B3	10	13,204
	AAT Level 4	2 years	9,887	494.35	1,750		12,131.35	1,213.14	<b>13,344.49</b>	B3	11	13,404
	Diploma in Business Studies/F1 to F3 plus foundation in professional modules	6 years	11,186	559.30	1,000		12,745.30	1,274.53	<b>14,019.83</b>	B4	1	14,451

<b>Accountant/ Inventory Accountant</b>	Diploma in Public Financial/F1 to F3 plus professional ethic module/ AAT level 3/ Advance Diploma in Accounting/ F1 to F9/ ACCA level 1	4 years	11,186	559.30	1,500		13,245.30	1,324.53	<b>14,569.83</b>	B4	2	14,670
	AAT Level 4	4 years	11,186	559.30	1,750		13,495.30	1,349.53	<b>14,844.83</b>	B4	3	14,892
	Degree/F1-F9 + Professional Ethic Module/ ACCA level 2	0	16,204	810.20	2,300		19,314.20	1,931.42	<b>21,245.62</b>	B5	12	21,368
<b>Senior Accountant/ Senior Inventory Accountant</b>	Diploma in Business Studies/F1 to F3 plus foundation in professional modules	12 years	15,018	750.90	1,000		16,768.90	1,676.89	<b>18,445.79</b>	B5	3	18,662
	Diploma in Public Financial/F1 to F3 plus professional ethic module/ AAT level 3/ Advance Diploma in Accounting/ F1 to F9/ ACCA level 1	10 years	15,018	750.90	1,500		17,268.90	1,726.89	<b>18,995.79</b>	B5	5	19,233
	AAT Level 4	9 years	16,993	849.65	1,750		19,592.65	1,959.27	<b>21,551.92</b>	B5	13	21,692
	Degree/F1-F9 + Professional Ethic Module/ ACCA level 2	5 years	16,993	849.65	2,300		20,142.65	2,014.27	<b>22,156.92</b>	B5	15	22,355
	ACCA Professional Level Member or Affiliate/ ACCA level 3/ Master's	5 years	17,819	890.95	2,300		21,009.95	2,101.00	<b>23,110.95</b>	B6	3	23,387

ACCA Professional Level Member plus Paper 1	5 years	17,819	890.95	2,900		21,609.95	2,161.00	<b>23,770.95</b>	B6	5	24,101
ACCA Professional Level Member plus Paper 2	5 years	17,819	890.95	3,500		22,209.95	2,221.00	<b>24,430.95</b>	B6	6	24,467
ACCA Professional Level Member plus Paper 3	5 years	17,819	890.95	4,100		22,809.95	2,281.00	<b>25,090.95</b>	B6	8	25,214
ACCA Professional Level Member + paper 3 + 1 optional paper/ post graduate diploma	5 years	17,819	890.95	4,700		23,409.95	2,341.00	<b>25,750.95</b>	B6	10	25,984
ACCA Professional Level Member + paper 3 + 2 optional paper	5 years	17,819	890.95	5,300		24,009.95	2,401.00	<b>26,410.95</b>	B6	12	26,778
Membership of ACCA	5 years	17,819	890.95	6,000		24,709.95	2,471.00	<b>27,180.95</b>	B6	13	27,184
Diploma in Business Studies/F1 to F3 plus foundation in professional modules	20 years	18,687	934.35	1,000		20,621.35	2,062.14	<b>22,683.49</b>	B6	1	22,694
Diploma in Public Financial/F1 to F3 plus professional ethic module/AAT level 3/ Advance Diploma in Accounting/F1 to F9/ ACCA level 1	17 years	18,687	934.35	1,500		21,121.35	2,112.14	<b>23,233.49</b>	B6	3	23,387
AAT Level 4	16 years	18,687	934.35	1,750		21,371.35	2,137.14	<b>23,508.49</b>	B6	4	23,742

<b>Financial Controller</b>	Degree/F1-F9 + Professional Ethic Module/ ACCA level 2	11 years	18,687	934.35	2,300		21,921.35	2,192.14	<b>24,113.49</b>	B6	6	24,467
	ACCA Professional Level Member or Affiliate/ ACCA level 3/Master's	10 years	18,687	934.35	2,400		22,021.35	2,202.14	<b>24,223.49</b>	B6	6	24,467
	ACCA Professional Level Member plus Paper 1	10 years	18,687	934.35	2,900		22,521.35	2,252.14	<b>24,773.49</b>	B6	7	24,838
	ACCA Professional Level Member plus Paper 2	10 years	18,687	934.35	3,500		23,121.35	2,312.14	<b>25,433.49</b>	B6	9	25,596
	ACCA Professional Level Member plus Paper 3	10 years	18,687	934.35	4,100		23,721.35	2,372.14	<b>26,093.49</b>	B6	11	26,378
	ACCA Professional Level Member + paper 3 + 1 optional paper/ post graduate diploma	10 years	18,687	934.35	4,700		24,321.35	2,432.14	<b>26,753.49</b>	B6	12	26,778
	ACCA Professional Level Member + paper 3 + 2 optional paper	10 years	18,687	934.35	5,300		24,921.35	2,492.14	<b>27,413.49</b>	B6	14	27,596
	Membership of ACCA	10 years	18,687	934.35	6,000		25,621.35	2,562.14	<b>28,183.49</b>	B7	1	28,439

**ADMINISTRATIVE**

<b>Administrative Assistant</b>	O'Level	4 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
	Certificate	1 year	7,796	389.80	600		8,785.80	878.58	<b>9,664.38</b>	B2	6	9,921
	Diploma		7,796	389.80	800		8,985.80	898.58	<b>9,884.38</b>	B2	7	10,071
<b>Assistant Admin Officer</b>	Certificate	2 years	8,412	420.60	600		9,432.60	943.26	<b>10,375.86</b>	B2	10	10,536
	Diploma	1 year	8,412	420.60	800		9,632.60	963.26	<b>10,595.86</b>	B2	12	10,858

<b>Office Manager (School)</b>	Diploma	4 years	8,655	432.75	800		9,887.75	988.78	<b>10,876.53</b>	B3	1	11,531
	<b>Admin Officer/Office Manager (Community )</b>	Diploma	4 years	8,990	449.50	800		10,239.50	1,023.95			
	Advanced Diploma	2 years	8,990	449.50	1,000		10,439.50	1,043.95	<b>11,483.45</b>	B3	2	11,706
	Degree		9,428	471.40	1,200	5,000	16,099.40	1,609.94	<b>17,709.34</b>	B4	15	17,839
<b>Senior Admin Officer/ Admin Manager</b>	Diploma	6 years	11,186	559.30	800		12,545.30	1,254.53	<b>13,799.83</b>	B4	1	14,451
	Advanced Diploma	6 years	11,186	559.30	1,000		12,745.30	1,274.53	<b>14,019.83</b>	B4	2	14,670
	Degree	5 years	15,425	771.25	1,200		17,396.25	1,739.63	<b>19,135.88</b>	B5	5	19,233
	Master's	4 years	15,425	771.25	2,400		18,596.25	1,859.63	<b>20,455.88</b>	B5	10	20,735
<b>Director</b>	Diploma	8 years	16,515	825.75	800		18,140.75	1,814.08	<b>19,954.83</b>	B5	8	20,120
	Advanced Diploma	8 years	16,515	825.75	1,000		18,340.75	1,834.08	<b>20,174.83</b>	B5	9	20,425
	Degree	7 years	16,515	825.75	1,200		18,540.75	1,854.08	<b>20,394.83</b>	B5	10	20,735
	Master's	6 years	16,515	825.75	2,400		19,740.75	1,974.08	<b>21,714.83</b>	B5	14	22,021
<b>COOPERATION</b>												
<b>Cooperation Officer</b>	Degree		8,412	420.60	1,200	5,000	15,032.60	1,503.26	<b>16,535.86</b>	B4	10	16,546
	Master's		8,573	428.65	2,400	5,000	16,401.65	1,640.17	<b>18,041.82</b>	B5	1	18,109
<b>Senior Cooperation Officer</b>	Degree	5 years	12,900	645.00	1,200		14,745.00	1,474.50	<b>16,219.50</b>	B4	9	16,299
	Master's	5 years	13,147	657.35	2,400		16,204.35	1,620.44	<b>17,824.79</b>	B4	15	17,839
<b>Principal Cooperation Officer/ Director</b>	Degree	5 years	13,787	689.35	1,200		15,676.35	1,567.64	<b>17,243.99</b>	B4	13	17,310
	Master's	3 years	14,052	702.60	2,400		17,154.60	1,715.46	<b>18,870.06</b>	B5	4	18,945
<b>CUSTOMER SERVICE</b>												
<b>Telephone Operator</b>	Secondary level		6,325	316.25			6,641.25	664.13	<b>7,305.38</b>	B1	4	7,682
<b>Customer Service Assistant</b>	Secondary level	2 years	6,760	338.00			7,098.00	709.80	<b>7,807.80</b>	B1	8	8,158
	IGCSE	1 year	6,760	338.00			7,098.00	709.80	<b>7,807.80</b>	B1	8	8,158
	Certificate		6,760	338.00			7,098.00	709.80	<b>7,807.80</b>	B1	8	8,158
<b>Senior Customer Service Assistant</b>	Certificate	2 years	7,157	357.85			7,514.85	751.49	<b>8,266.34</b>	B1	11	8,535
	Diploma		7,157	357.85			7,514.85	751.49	<b>8,266.34</b>	B1	11	8,535
<b>Customer</b>	Certificate	3 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202

<b>Service Officer Level II</b>	Diploma	2 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
<b>Customer Service Officer Level I</b>	Diploma	5 years	9,700	485.00			10,185.00	1,018.50	<b>11,203.50</b>	B2	15	11,359
<b>Customer Service Manager</b>	Diploma	7 years	11,186	559.30			11,745.30	1,174.53	<b>12,919.83</b>	B3	9	13,006
<b>DRIVERS &amp; TRANSPORT OFFICERS</b>												
<b>Driver</b>	Secondary level	1 year	6,325	316.25			6,641.25	664.13	<b>7,305.38</b>	B1	1	7,682
<b>Transport Assistant</b>	Secondary level	3 years	7,364	368.20			7,732.20	773.22	<b>8,505.42</b>	B1	13	8,796
<b>Transport Officer</b>	Certificate	5 years	9,700	485.00			10,185.00	1,018.50	<b>11,203.50</b>	B2	15	11,359
<b>Transport Manager</b>	Diploma	5 years	11,186	559.30			11,745.30	1,174.53	<b>12,919.83</b>	B3	9	13,006
<b>HEALTH &amp; SAFETY</b>												
<b>Assistant Health &amp; Safety Officer</b>	IGCSE	3 years	7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
	Diploma		7,294	364.70	800		8,458.70	845.87	<b>9,304.57</b>	B2	3	9,483
<b>Health &amp; Safety Officer</b>	Diploma	3 years	8,412	420.60	800		9,632.60	963.26	<b>10,595.86</b>	B2	11	10,696
	Degree		8,412	420.60	1,200	5,000	15,032.60	1,503.26	<b>16,535.86</b>	B4	10	16,546
<b>Senior Health &amp; Safety Officer</b>	Diploma	7 years	11,186	559.30	800		12,545.30	1,254.53	<b>13,799.83</b>	B3	13	13,813
	Degree	5 years	13,273	663.65	1,200		15,136.65	1,513.67	<b>16,650.32</b>	B4	11	16,797
	Master's		13,273	663.65	2,400		16,336.65	1,633.67	<b>17,970.32</b>	B5	1	18,109
<b>Principal Health &amp; Safety Officer / Director</b>	Diploma	10 years	14,596	729.80	800		16,125.80	1,612.58	<b>17,738.38</b>	B4	15	17,839
	Degree	8 years	14,596	729.80	1,200		16,525.80	1,652.58	<b>18,178.38</b>	B5	2	18,384
	Master's	3 years	14,596	729.80	2,400		17,725.80	1,772.58	<b>19,498.38</b>	B5	6	19,524
<b>HOUSING OFFICER</b>												
<b>Assistant Housing Officer</b>	IGCSE	4 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
	Certificate	2 years	7,796	389.80	600		8,785.80	878.58	<b>9,664.38</b>	B2	6	9,921
<b>Housing Officer</b>	Certificate	7 years	8,573	428.65	600		9,601.65	960.17	<b>10,561.82</b>	B2	11	10,696
	Diploma	5 years	8,573	428.65	800		9,801.65	980.17	<b>10,781.82</b>	B2	12	10,858

	Advanced Diploma	3 years	8,573	428.65	1,000		10,001.65	1,000.17	<b>11,001.82</b>	B2	13	11,023
<b>Senior Housing Officer</b>	Diploma	5 years	11,186	559.30	800		12,545.30	1,254.53	<b>13,799.83</b>	B3	13	13,813
	Advanced Diploma	3 years	11,186	559.30	1,000		12,745.30	1,274.53	<b>14,019.83</b>	B3	14	14,022
<b>HUMAN RESOURCE &amp; BUDGET MANAGEMENT</b>												
<b>HR &amp; Budget Mgt Assistant</b>	IGCSE	2 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
	A'Level	1 year	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
	Certificate	1 year	7,796	389.80	600		8,785.80	878.58	<b>9,664.38</b>	B2	6	9,921
	Diploma		7,796	389.80	800		8,985.80	898.58	<b>9,884.38</b>	B2	7	10,071
<b>Assistant HR &amp; Budget Mgt Officer</b>	Certificate	2 years	8,412	420.60	600		9,432.60	943.26	<b>10,375.86</b>	B2	9	10,379
	Diploma	1 year	8,412	420.60	800		9,632.60	963.26	<b>10,595.86</b>	B2	11	10,696
<b>HR &amp; Budget Mgt Officer</b>	Certificate	6 years	8,990	449.50	600		10,039.50	1,003.95	<b>11,043.45</b>	B2	14	11,190
	Diploma	4 years	8,990	449.50	800		10,239.50	1,023.95	<b>11,263.45</b>	B2	15	11,359
	Degree		8,412	420.60	1,200	5,000	15,032.60	1,503.26	<b>16,535.86</b>	B4	10	16,546
	Degree	3 years	9,428	471.40	1,200	5,000	16,099.40	1,609.94	<b>17,709.34</b>	B4	15	17,839
	Master's		9,700	485.00	2,400	5,000	17,585.00	1,758.50	<b>19,343.50</b>	B5	6	19,524
<b>Senior HR &amp; Budget Mgt Officer</b>	Diploma	7 years	11,186	559.30	800		12,545.30	1,254.53	<b>13,799.83</b>	B3	13	13,813
	Degree	6 years	15,452	772.60	1,200		17,424.60	1,742.46	<b>19,167.06</b>	B5	5	19,233
	Master's	5 years	15,749	787.45	2,400		18,936.45	1,893.65	<b>20,830.10</b>	B5	11	21,049
<b>Director</b>	Diploma	11 years	16,515	825.75	800		18,140.75	1,814.08	<b>19,954.83</b>	B5	8	20,120
	Degree	9 years	16,515	825.75	1,200		18,540.75	1,854.08	<b>20,394.83</b>	B5	9	20,425
	Master's	8 years	16,515	825.75	2,400		19,740.75	1,974.08	<b>21,714.83</b>	B5	14	22,021
<b>Director General</b>	Degree	13 years	19,783	989.15	1,200		21,972.15	2,197.22	<b>24,169.37</b>	B6	6	24,467
	Master's	11 years	19,783	989.15	2,400		23,172.15	2,317.22	<b>25,489.37</b>	B6	9	25,596
<b>INFORMATION, COMMUNICATION TECHNOLOGY</b>												
<b>Assistant System Support Officer</b>	IGCSE	2 years	7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
	Certificate	2 years	7,294	364.70	600		8,258.70	825.87	<b>9,084.57</b>	B2	2	9,341
<b>System Support Officer</b>	A'Level		8,253	412.65			8,665.65	866.57	<b>9,532.22</b>	B2	5	9,773
	IGCSE	5 years	8,253	412.65			8,665.65	866.57	<b>9,532.22</b>	B2	5	9,773
	Certificate	4 years	8,253	412.65	600		9,265.65	926.57	<b>10,192.22</b>	B2	9	10,379
	A'Level	5 years	9,339	466.95			9,805.95	980.60	<b>10,786.55</b>	B2	12	10,858

<b>Senior System Support Officer</b>	Certificate	6 years	9,339	466.95	600		10,405.95	1,040.60	<b>11,446.55</b>	B3	1	11,531
	HND		9,339	466.95	1,000		10,805.95	1,080.60	<b>11,886.55</b>	B3	4	12,064
	Degree		9,339	466.95	1,200	5,000	16,005.95	1,600.60	<b>17,606.55</b>	B4	14	17,839
<b>Manager</b>	A'Level	8 years	12,185	609.25			12,794.25	1,279.43	<b>14,073.68</b>	B3	15	14,235
	Certificate	9 years	12,185	609.25	600		13,394.25	1,339.43	<b>14,733.68</b>	B4	3	14,892
	HND	4 years	12,185	609.25	1,000		13,794.25	1,379.43	<b>15,173.68</b>	B4	5	15,347
	Degree	3 years	12,185	609.25	1,200		13,994.25	1,399.43	<b>15,393.68</b>	B4	6	15,580
	Post-Graduate Degree		12,185	609.25	1,300		14,094.25	1,409.43	<b>15,503.68</b>	B4	6	15,580
<b>Director</b>	HND	7 years	16,832	841.60	1,000		18,673.60	1,867.36	<b>20,540.96</b>	B5	10	20,735
	Degree	6 years	16,832	841.60	1,200		18,873.60	1,887.36	<b>20,760.96</b>	B5	11	21,049
	Post-Graduate Degree	5 years	16,832	841.60	1,300		18,973.60	1,897.36	<b>20,870.96</b>	B5	11	21,049
<b>LEGAL PERSONNEL</b>												
<b>Legal Officer</b>	Degree in Law		8,412	420.60	2,000	5,000	15,832.60	1,583.26	<b>17,415.86</b>	B4	14	17,572
	Degree in Law + Degree in Technical field		8,412	420.60	3,200	5,000	17,032.60	1,703.26	<b>18,735.86</b>	B5	4	18,945
	Master's in Law		8,573	428.65	3,500	5,000	17,501.65	1,750.17	<b>19,251.82</b>	B5	6	19,524
	Master's in Law + Degree in Technical field		8,573	428.65	4,700	5,000	18,701.65	1,870.17	<b>20,571.82</b>	B5	10	20,735
<b>Senior Legal Officer</b>	Degree Law	5 years	14,596	729.80	2,000		17,325.80	1,732.58	<b>19,058.38</b>	B5	5	19,233
	Degree Law + Degree in Technical field	5 years	14,596	729.80	3,200		18,525.80	1,852.58	<b>20,378.38</b>	B5	9	20,425
	Master's in Law	3 years	14,596	729.80	3,500		18,825.80	1,882.58	<b>20,708.38</b>	B5	10	20,735
	Master's in Law + Degree in Technical field	3 years	14,596	729.80	4,700		20,025.80	2,002.58	<b>22,028.38</b>	B5	15	22,355
<b>Principal Legal Officer</b>	Degree Law	9 years	16,515	825.75	2,000		19,340.75	1,934.08	<b>21,274.83</b>	B5	12	21,368
	Degree Law + Degree in Technical field	9 years	16,515	825.75	3,200		20,540.75	2,054.08	<b>22,594.83</b>	B6	1	22,694
	Master's in Law	6 years	16,515	825.75	3,500		20,840.75	2,084.08	<b>22,924.83</b>	B6	2	23,038

	Master's in Law + Degree in Technical field	6 years	16,515	825.75	4,700		22,040.75	2,204.08	<b>24,244.83</b>	B6	6	24,467
<b>Legal Advisor</b>	Degree	13 years	22,813	1,140.65	2,000		25,953.65	2,595.37	<b>28,549.02</b>	B7	2	28,870
	Degree in Law + Degree in Technical field	13 years	22,813	1,140.65	3,200		27,153.65	2,715.37	<b>29,869.02</b>	B7	5	30,203
	Master's in Law	9 years	22,813	1,140.65	3,500		27,453.65	2,745.37	<b>30,199.02</b>	B7	5	30,203
	Master's in Law + Degree in Technical field	9 years	22,813	1,140.65	4,700		28,653.65	2,865.37	<b>31,519.02</b>	B7	8	31,597

### MONITORING & EVALUATION

<b>M&amp;E Officer</b>	Degree		8,655	432.75	1,200	5,000	15,287.75	1,528.78	<b>16,816.53</b>	B4	12	17,052
	Master's		8,905	445.25	2,400	5,000	16,750.25	1,675.03	<b>18,425.28</b>	B5	3	18,662
<b>Senior M&amp;E Officer</b>	Degree	5 years	15,018	750.90	1,200		16,968.90	1,696.89	<b>18,665.79</b>	B5	4	18,945
	Master's	5 years	15,018	750.90	2,400		18,168.90	1,816.89	<b>19,985.79</b>	B5	8	20,120
<b>Principal M&amp;E Officer</b>	Degree	10 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	8 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355

### OFFICE ASSISTANT

<b>Office Assistant</b>	IGCSE		6,760	338.00			7,098.00	709.80	<b>7,807.80</b>	B1	8	8,158
	IGCSE	4 years	6,956	347.80			7,303.80	730.38	<b>8,034.18</b>	B1	10	8,408
	Certificate (Secretarial)	2 years	6,956	347.80	400		7,703.80	770.38	<b>8,474.18</b>	B1	13	8,796
	Certificate (Office/General)	2 years	7,157	357.85	600		8,114.85	811.49	<b>8,926.34</b>	B2	1	9,202
	Diploma		7,157	357.85	800		8,314.85	831.49	<b>9,146.34</b>	B2	2	9,341
	Advanced Diploma		7,294	364.70	1,000		8,658.70	865.87	<b>9,524.57</b>	B2	5	9,773
<b>Senior Office Assistant</b>	IGCSE	7 years	7,796	389.80			8,185.80	818.58	<b>9,004.38</b>	B2	1	9,202
	Certificate (Secretarial)	5 years	7,796	389.80	400		8,585.80	858.58	<b>9,444.38</b>	B2	4	9,627
	Certificate (Office/General)	5 years	7,796	389.80	600		8,785.80	878.58	<b>9,664.38</b>	B2	6	9,921
	Diploma	3 years	7,796	389.80	800		8,985.80	898.58	<b>9,884.38</b>	B2	6	9,921
	Advanced Diploma	3 years	7,796	389.80	1,000		9,185.80	918.58	<b>10,104.38</b>	B2	8	10,224
<b>Project Secretary</b>	Certificate	7 years	7,796	389.80	600		8,785.80	878.58	<b>9,664.38</b>	B2	6	9,921
	Diploma	5 years	7,796	389.80	800		8,985.80	898.58	<b>9,884.38</b>	B2	7	10,071
<b>Private Secretary</b>	Certificate	8 years	8,412	420.60	600		9,432.60	943.26	<b>10,375.86</b>	B2	10	10,536
	Diploma	6 years	8,412	420.60	800		9,632.60	963.26	<b>10,595.86</b>	B2	11	10,696

	Advanced Diploma	6 years	8,412	420.60	1,000		9,832.60	983.26	<b>10,815.86</b>	B2	12	10,858
<b>Senior Private Secretary</b>	Certificate	11 years	9,076	453.80	600		10,129.80	1,012.98	<b>11,142.78</b>	B2	14	11,190
	Diploma	9 years	9,076	453.80	800		10,329.80	1,032.98	<b>11,362.78</b>	B3	1	11,531
	Advanced Diploma	9 years	9,076	453.80	1,000		10,529.80	1,052.98	<b>11,582.78</b>	B3	2	11,706
<b>PERSONAL ASSISTANT</b>												
<b>Personal Assistant</b>	Held against		12,900	559.30			13,459.30	1,345.93	<b>14,805.23</b>	B4	3	14,892
	Diploma	7 years	14,876	743.80	800		16,419.80	1,641.98	<b>18,061.78</b>	B5	1	18,109
	Degree	5 years	14,876	743.80	1,200		16,819.80	1,681.98	<b>18,501.78</b>	B5	3	18,662
	Master's	5 years	14,876	743.80	2,400		18,019.80	1,801.98	<b>19,821.78</b>	B5	8	20,120
<b>POLICY ANALYST</b>												
<b>Assistant Policy Analyst</b>	Diploma	1 year	8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
	Advanced Diploma		8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
<b>Policy Analyst</b>	Degree	3 years	9,887	494.35	1,200	5,000	16,581.35	1,658.14	<b>18,239.49</b>	B5	2	18,384
	Master's	1 year	9,887	494.35	2,400	5,000	17,781.35	1,778.14	<b>19,559.49</b>	B5	7	19,820
<b>Senior Policy Analyst</b>	Degree	6 years	16,204	810.20	1,200		18,214.20	1,821.42	<b>20,035.62</b>	B5	8	20,120
	Master's	3 years	16,204	810.20	2,400		19,414.20	1,941.42	<b>21,355.62</b>	B5	12	21,368
<b>Principal Policy Analyst/Director</b>	Degree	10 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	5 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355
<b>Director General/Chief Policy Analyst</b>	Master's	8 years	19,783	989.15	2,400		23,172.15	2,317.22	<b>25,489.37</b>	B6	9	25,596
<b>RESEARCH</b>												
<b>Assistant Research Officer</b>	Diploma	3 years	8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
	Advanced Diploma	2 years	8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
<b>Research Officer</b>	Diploma	7 years	9,076	453.80			9,529.80	952.98	<b>10,482.78</b>	B2	10	10,536
	Advanced Diploma	5 years	9,076	453.80			9,529.80	952.98	<b>10,482.78</b>	B2	10	10,536
	Degree		9,700	485.00	1,200	5,000	16,385.00	1,638.50	<b>18,023.50</b>	B5	1	18,109
	Master's		9,887	494.35	2,400	5,000	17,781.35	1,778.14	<b>19,559.49</b>	B5	7	19,820
<b>Senior Research Officer</b>	Degree	6 years	16,204	810.20	1,200		18,214.20	1,821.42	<b>20,035.62</b>	B5	8	20,120
	Master's	3 years	16,204	810.20	2,400		19,414.20	1,941.42	<b>21,355.62</b>	B5	12	21,368
<b>Principal Research Officer</b>	Degree	10 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	5 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355

<b>PLANNING OFFICER</b>												
<b>Planning Officer</b>	Degree	3 years	9,887	494.35	1,200	5,000	16,581.35	1,658.14	<b>18,239.49</b>	B5	2	18,384
	Master's	1 year	9,887	494.35	2,400	5,000	17,781.35	1,778.14	<b>19,559.49</b>	B5	7	19,820
<b>Senior Planning Officer</b>	Degree	6 years	16,204	810.20	1,200		18,214.20	1,821.42	<b>20,035.62</b>	B5	8	20,120
	Master's	3 years	16,204	810.20	2,400		19,414.20	1,941.42	<b>21,355.62</b>	B5	12	21,368
<b>Principal Planning Officer</b>	Degree	10 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	5 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355
<b>Chief Planning Officer</b>	Master's	8 years	19,783	989.15	2,400		23,172.15	2,317.22	<b>25,489.37</b>	B6	9	25,596
<b>PUBLIC RELATIONS/ INFORMATION &amp; COMMUNICATION</b>												
<b>Public Relations Officer/ Info &amp; Comm Officer</b>	Degree		9,700	485.00	1,200	5,000	16,385.00	1,638.50	<b>18,023.50</b>	B5	1	18,109
	Master's		9,887	494.35	2,400	5,000	17,781.35	1,778.14	<b>19,559.49</b>	B5	7	19,820
<b>Senior Public Relations Officer/ Info &amp; Comm Officer</b>	Degree	5 years	15,452	772.60	1,200		17,424.60	1,742.46	<b>19,167.06</b>	B5	5	19,233
	Master's	5 years	15,749	787.45	2,400		18,936.45	1,893.65	<b>20,830.10</b>	B5	11	21,049
<b>Principal Public Relations Officer/ Info &amp; Comm Officer</b>	Degree	10 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	8 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355
<b>Director</b>	Degree	13 years	17,819	890.95	1,200		19,909.95	1,991.00	<b>21,900.95</b>	B5	14	22,021
	Master's	11 years	17,819	890.95	2,400		21,109.95	2,111.00	<b>23,220.95</b>	B6	3	23,387
<b>PROCUREMENT</b>												
<b>Assistant Procurement Officer</b>	IGCSE	3 years	7,364	368.20			7,732.20	773.22	<b>8,505.42</b>	B1	13	8,796
	Certificate	2 years	7,364	368.20	600		8,332.20	833.22	<b>9,165.42</b>	B2	2	9,341
	A'Level	1 year	7,364	368.20	720		8,452.20	845.22	<b>9,297.42</b>	B2	3	9,483
	Diploma		7,364	368.20	1,000		8,732.20	873.22	<b>9,605.42</b>	B2	5	9,773
	Certificate	7 years	8,098	404.90	600		9,102.90	910.29	<b>10,013.19</b>	B2	8	10,224

<b>Procurement Officer/ Contract Manager</b>	A'Level	6 year	8,098	404.90	720		9,222.90	922.29	<b>10,145.19</b>	B2	8	10,224
	Diploma	4 years	8,098	404.90	1,000		9,502.90	950.29	<b>10,453.19</b>	B2	10	10,536
	Degree		8,412	420.60	2,300	5,000	16,132.60	1,613.26	<b>17,745.86</b>	B4	15	17,839
	Master's		8,738	436.90	5,300	5,000	19,474.90	1,947.49	<b>21,422.39</b>	B5	13	21,692
<b>Senior Procurement Officer</b>	Certificate	10 years	11,620	581.00	600		12,801.00	1,280.10	<b>14,081.10</b>	B3	15	14,235
	A'Level	9 years	11,620	581.00	720		12,921.00	1,292.10	<b>14,213.10</b>	B3	15	14,235
	Diploma	6 years	11,620	581.00	1,000		13,201.00	1,320.10	<b>14,521.10</b>	B4	2	14,670
	Degree	5 years	14,876	743.80	2,300		17,919.80	1,791.98	<b>19,711.78</b>	B5	7	19,820
	Master's	3 years	14,876	743.80	5,300		20,919.80	2,091.98	<b>23,011.78</b>	B6	2	23,038
<b>Manager</b>	Diploma	11 years	16,204	810.20	600		17,614.20	1,761.42	<b>19,375.62</b>	B5	6	19,524
	Degree	9 years	16,204	810.20	2,300		19,314.20	1,931.42	<b>21,245.62</b>	B5	12	21,368
	Master's	7 years	16,204	810.20	5,300		22,314.20	2,231.42	<b>24,545.62</b>	B6	7	24,838
<b>Director</b>	Degree	13 years	16,993	849.65	2,300		20,142.65	2,014.27	<b>22,156.92</b>	B5	15	22,355
	Master's	10 years	16,993	849.65	5,300		23,142.65	2,314.27	<b>25,456.92</b>	B6	9	25,596
<b>PROGRAMME DEVELOPMENT</b>												
<b>Senior Programme Assistant</b>	A'Level		7,157	357.85			7,514.85	751.49	<b>8,266.34</b>	B1	11	8,535
	Diploma		7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
<b>Assistant Programme Officer</b>	Diploma	3 years	8,573	428.65			9,001.65	900.17	<b>9,901.82</b>	B2	7	10,071
	Advanced Diploma	2 years	8,573	428.65	1,000		10,001.65	1,000.17	<b>11,001.82</b>	B2	7	10,071
<b>Programme Officer</b>	Technical Program Training	9 years	9,076	453.80			9,529.80	952.98	<b>10,482.78</b>	B2	10	10,536
	Diploma	6 years	9,076	453.80			9,529.80	952.98	<b>10,482.78</b>	B2	10	10,536
	Advanced Diploma	5 years	9,076	453.80	1,000		10,529.80	1,052.98	<b>11,582.78</b>	B3	2	11,706
	Degree		9,700	485.00	1,200	5,000	16,385.00	1,638.50	<b>18,023.50</b>	B5	2	18,384
	Master's		9,887	494.35	2,400	5,000	17,781.35	1,778.14	<b>19,559.49</b>	B5	7	19,820
<b>Senior Programme Development Officer</b>	Degree	6 years	16,204	810.20	1,200		18,214.20	1,821.42	<b>20,035.62</b>	B5	8	20,120
	Master's	5 years	16,204	810.20	2,400		19,414.20	1,941.42	<b>21,355.62</b>	B5	12	21,368
<b>Principal Programme Development Officer</b>	Degree	11 years	16,993	849.65	1,200		19,042.65	1,904.27	<b>20,946.92</b>	B5	11	21,049
	Master's	8 years	16,993	849.65	2,400		20,242.65	2,024.27	<b>22,266.92</b>	B5	15	22,355

PROJECT												
Assistant Project Officer	Diploma	3 years	8,573	428.65			9,001.65	900.17	9,901.82	B2	7	10,071
	Advanced Diploma	2 years	8,573	428.65	1,000		10,001.65	1,000.17	11,001.82	B2	7	10,071
Project Officer	Technical Program Training	9 years	9,076	453.80			9,529.80	952.98	10,482.78	B2	10	10,536
	Diploma	6 years	9,076	453.80			9,529.80	952.98	10,482.78	B2	10	10,536
	Advanced Diploma	5 years	9,076	453.80	1,000		10,529.80	1,052.98	11,582.78	B3	2	11,706
	Degree		9,700	485.00	1,200	5,000	16,385.00	1,638.50	18,023.50	B5	2	18,384
	Master's		9,887	494.35	2,400	5,000	17,781.35	1,778.14	19,559.49	B5	7	19,820
Senior Project Analyst/Senior Project Coordinator	Degree	6 years	16,204	810.20	1,200		18,214.20	1,821.42	20,035.62	B5	8	20,120
	Master's	5 years	16,204	810.20	2,400		19,414.20	1,941.42	21,355.62	B5	12	21,368
Principal Project Coordinator	Degree	11 years	16,993	849.65	1,200		19,042.65	1,904.27	20,946.92	B5	11	21,049
	Master's	8 years	16,993	849.65	2,400		20,242.65	2,024.27	22,266.92	B5	15	22,355
PSYCHOLOGIST												
Provisional Psychologist	Degree		9,700	485.00	1,200	5,000	16,385.00	1,638.50	18,023.50	B5	1	18,109
	Degree	3 years	10,467	523.35	2,400	5,000	18,390.35	1,839.04	20,229.39	B5	9	20,425
Psychologist	Master's		15,899	794.95	2,400		19,093.95	1,909.40	21,003.35	B5	11	21,049
	Doctorate /Ph.D		16,051	802.55	3,400		20,253.55	2,025.36	22,278.91	B5	15	22,355
Senior Psychologist	Master's	5 years	16,359	817.95	2,400		19,576.95	1,957.70	21,534.65	B5	13	21,692
	Doctorate	4 years	16,515	825.75	3,400		20,740.75	2,074.08	22,814.83	B6	2	23,038
	Ph.D	4 years	16,673	833.65	3,400		20,906.65	2,090.67	22,997.32	B6	2	23,038
Principal Psychologist	Master's	8 years	18,510	925.50	2,400		21,835.50	2,183.55	24,019.05	B6	5	24,101
	Doctorate	9 years	18,510	925.50	3,400		22,835.50	2,283.55	25,119.05	B6	8	25,214
	Ph.D	9 years	18,510	925.50	3,400		22,835.50	2,283.55	25,119.05	B6	8	25,214
RECORDS MANAGEMENT												
Records Assistant	Secondary level	1 year	6,325	316.25			6,641.25	664.13	7,305.38	B1	4	7,682
	IGCSE		6,325	316.25			6,641.25	664.13	7,305.38	B1	4	7,682
	Certificate		6,325	316.25			6,641.25	664.13	7,305.38	B1	4	7,682
Senior Records Assistant	IGCSE	2 years	6,890	344.50			7,234.50	723.45	7,957.95	B1	9	8,282
	Certificate	2 years	6,890	344.50			7,234.50	723.45	7,957.95	B1	9	8,282
Assistant Records Officer	Certificate	4 years	7,434	371.70			7,805.70	780.57	8,586.27	B1	14	8,929
	Diploma		7,434	371.70			7,805.70	780.57	8,586.27	B1	14	8,929
Records Officer	Certificate	9 years	8,412	420.60			8,832.60	883.26	9,715.86	B2	6	9,921

	Diploma	3 years	8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
<b>Senior Records Officer</b>	Certificate	14 years	11,186	559.30			11,745.30	1,174.53	<b>12,919.83</b>	B3	9	13,006
	Diploma	8 years	11,186	559.30			11,745.30	1,174.53	<b>12,919.83</b>	B3	9	13,006
<b>SECURITY OFFICER</b>												
<b>Security Officer (Minister)</b>	Certificate	5 years	7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
<b>Security Officer (VP &amp; President)</b>	Certificate	5 years	10,172	508.60			10,680.60	1,068.06	<b>11,748.66</b>	B3	3	11,884
<b>SENIOR DRIVER</b>												
<b>Senior Driver</b>	Driving Licence (Class II)	5 years	8,821	441.05			9,262.05	926.21	<b>10,188.26</b>	B2	9	10,379
<b>Chauffeur (VP) Chauffeur (President)</b>	Driving Licence (Class II)	5 years	10,270	513.50			10,783.50	1,078.35	<b>11,861.85</b>	B3	3	11,884
	Driving Licence (Class II)	5 years	10,769	538.45			11,307.45	1,130.75	<b>12,438.20</b>	B3	7	12,621
<b>STORES MANAGEMENT</b>												
<b>Delivery Assistant</b>	Secondary level		6,206	310.30			6,516.30	651.63	<b>7,167.93</b>	B1	3	7,567
<b>Stock Control Assistant / Stock Accounts Assistant</b>	Secondary level		6,325	316.25			6,641.25	664.13	<b>7,305.38</b>	B1	4	7,682
<b>Senior Stock Control Assistant/ Clearance Assistant</b>	Secondary level	3 years	7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
	IGCSE	1 year	7,294	364.70			7,658.70	765.87	<b>8,424.57</b>	B1	12	8,664
	Certificate Level 1	2 years	7,294	364.70	375		8,033.70	803.37	<b>8,837.07</b>	B1	15	9,064
	Certificate Level 2	1 year	7,294	364.70	500		8,158.70	815.87	<b>8,974.57</b>	B2	1	9,202
	Advanced Certificate		7,294	364.70	600		8,258.70	825.87	<b>9,084.57</b>	B2	2	9,341
<b>Stores Officer</b>	IGCSE	4 years	8,412	420.60			8,832.60	883.26	<b>9,715.86</b>	B2	6	9,921
	Certificate Level 1	5 years	8,412	420.60	375		9,207.60	920.76	<b>10,128.36</b>	B2	8	10,224
	Certificate Level 2	4 years	8,412	420.60	500		9,332.60	933.26	<b>10,265.86</b>	B2	9	10,379
	Advanced Certificate	2 years	8,412	420.60	600		9,432.60	943.26	<b>10,375.86</b>	B2	10	10,536
	Diploma		8,412	420.60	800		9,632.60	963.26	<b>10,595.86</b>	B2	11	10,696
<b>Senior Stores</b>	Certificate Level 2	8 years	9,700	485.00	500		10,685.00	1,068.50	<b>11,753.50</b>	B3	3	11,884
	Advance Certificate	5 years	9,700	485.00	600		10,785.00	1,078.50	<b>11,863.50</b>	B3	3	11,884

<b>Officer</b>	Diploma	2 years	9,700	485.00	800		10,985.00	1,098.50	<b>12,083.50</b>	B3	5	12,247
	Advanced Diploma		9,700	485.00	1,000		11,185.00	1,118.50	<b>12,303.50</b>	B3	6	12,432
<b>Stores Manager</b>	Certificate Level 2	13 years	11,186	559.30	500		12,245.30	1,224.53	<b>13,469.83</b>	B3	12	13,607
	Advance Certificate	10 years	11,186	559.30	600		12,345.30	1,234.53	<b>13,579.83</b>	B3	12	13,607
	Diploma	6 years	11,186	559.30	800		12,545.30	1,254.53	<b>13,799.83</b>	B3	13	13,813
	Advanced Diploma	4 years	11,186	559.30	1,000		12,745.30	1,274.53	<b>14,019.83</b>	B3	14	14,022
<b>Director</b>	Certificate Level 2	18 years	14,876	743.80	500		16,119.80	1,611.98	<b>17,731.78</b>	B4	15	17,839
	Advance Certificate	15 years	14,876	743.80	600		16,219.80	1,621.98	<b>17,841.78</b>	B5	1	18,109
	Diploma	10 years	14,876	743.80	800		16,419.80	1,641.98	<b>18,061.78</b>	B5	1	18,109
	Advanced Diploma	7 years	14,876	743.80	1,000		16,619.80	1,661.98	<b>18,281.78</b>	B5	2	18,384

































































































































































