**Egypt Pay Spine**
**Annual Salary in EGP (includes 13th month pay)**

| Spine Points | Annual Pay 2006 EGP | Annual Pay 2007 EGP | Annual Pay 2008 EGP | Proposed Grading Structure from 1 January 2008 | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1.03 | 1.058 | 1.105 | Grade 1 | | | | Grade 2 | | | | Grade 3 | | |
| | | | | | | | | | | | | | | |
| 124 | 230828 | 244216 | 269859 | | | | | | | | | | max | |
| 123 | 224105 | 237103 | 261999 | | | | | | | | | | | |
| 122 | 217578 | 230197 | 254368 | | | | | | | | | | | |
| 121 | 211240 | 223492 | 246959 | | | | | | | | | | | |
| 120 | 205088 | 216983 | 239766 | | | | | | | | | | | |
| 119 | 199114 | 210663 | 232782 | | | | | | | | | | | |
| 118 | 193315 | 204527 | 226002 | | | | | | | | | | | |
| 117 | 187684 | 198570 | 219420 | | | | | | | | | | | |
| 116 | 182218 | 192786 | 213029 | | | | | | | | | | | |
| 115 | 176910 | 187171 | 206824 | | | | | | | | | | | |
| 114 | 171758 | 181720 | 200800 | | | | | | | | | | | |
| 113 | 166755 | 176427 | 194952 | | | | | | | | | | | |
| 112 | 161898 | 171288 | 189273 | | | | | | | | | | | |
| 111 | 157183 | 166299 | 183761 | | | | | | | | | | | |
| 110 | 152605 | 161456 | 178408 | | | | | | | | | | | |
| 109 | 148160 | 156753 | 173212 | | | | | | | | | | | |
| 108 | 143844 | 152187 | 168167 | | | | | | | | | | | |
| 107 | 139655 | 147755 | 163269 | | | | | | | | | | | |
| 106 | 135587 | 143451 | 158514 | | | | | | | | | | mid | |
| 105 | 131638 | 139273 | 153897 | | | | | | | | | | | |
| 104 | 127804 | 135216 | 149414 | | | | | | | | | | | |
| 103 | 124081 | 131278 | 145062 | | | | | | | | | | | |
| 102 | 120467 | 127455 | 140837 | | | | | | | | | | | |
| 101 | 116959 | 123742 | 136735 | | | | | | | | | | | |
| 100 | 113552 | 120138 | 132753 | | | | | | | | | | | |
| 99 | 110245 | 116639 | 128886 | | | | | | | | | | | |
| 98 | 107034 | 113242 | 125132 | | | | | | | | | | | |
| 97 | 103916 | 109943 | 121487 | | | | | | | | | | | |
| 96 | 100890 | 106741 | 117949 | | | | | | | | | max | | |
| 95 | 97951 | 103632 | 114514 | | | | | | | | | | | |
| 94 | 95098 | 100614 | 111178 | | | | | | | | | | | |
| 93 | 92328 | 97683 | 107940 | | | | | | | | | | | |
| 92 | 89639 | 94838 | 104796 | | | | | | | | | | | |
| 91 | 87028 | 92076 | 101744 | | | | | | | | | | | |
| 90 | 84493 | 89394 | 98780 | | | | | | | | | | | |
| 89 | 82032 | 86790 | 95903 | | | | | | | | | | | |
| 88 | 79643 | 84262 | 93110 | | | | | | | | | | min | |
| 87 | 77323 | 81808 | 90398 | | | | | | | | | | | |
| 86 | 75071 | 79425 | 87765 | | | | | | | | | | | |
| 85 | 72885 | 77112 | 85209 | | | | | | | | max | | | |
| 84 | 70762 | 74866 | 82727 | | | | | | | | | | | |
| 83 | 68701 | 72686 | 80318 | | | | | | | | | mid | | |
| 82 | 66700 | 70568 | 77978 | | | | | | | | | | | |
| 81 | 64757 | 68513 | 75707 | | | | | | | | | | | |
| 80 | 62871 | 66518 | 73502 | | | | | | | | | | | |
| 79 | 61040 | 64580 | 71361 | | | | | | | | | | | |
| 78 | 59262 | 62699 | 69283 | | | | | | | | | | | |
| 77 | 57536 | 60873 | 67265 | | | | | | | | | | | |
| 76 | 55860 | 59100 | 65305 | | | | | | | | | | | |
| 75 | 54233 | 57379 | 63403 | | | | | | | | | | | |
| 74 | 52654 | 55707 | 61557 | | | | | | | | | | | |
| 73 | 51120 | 54085 | 59764 | | | | | | | max | | | | |
| 72 | 49631 | 52510 | 58023 | | | | | | | | | | | |
| 71 | 48185 | 50980 | 56333 | | | | | | | | mid | | | |
| 70 | 46782 | 49495 | 54692 | | | | | | | | | | | |
| 69 | 45419 | 48054 | 53099 | | | | | | | | | min | | |
| 68 | 44096 | 46654 | 51553 | | | | | | | | | | | |
| 67 | 42812 | 45295 | 50051 | | | | | | | | | | | |
| 66 | 41565 | 43976 | 48593 | | | | | | | | | | | |
| 65 | 40355 | 42695 | 47178 | | | | | | | | | | | |
| 64 | 39179 | 41452 | 45804 | | | | | | | | | | | |
| 63 | 38038 | 40244 | 44470 | | | | | | | | | | | |
| 62 | 36930 | 39072 | 43175 | | | | | | max | | | | | |
| 61 | 35854 | 37934 | 41917 | | | | | | | | | | | |
| 60 | 34810 | 36829 | 40696 | | | | | | | mid | | | | |
| 59 | 33796 | 35756 | 39511 | | | | | | | | | | | |
| 58 | 32812 | 34715 | 38360 | | | | | | | | min | | | |
| 57 | 31856 | 33704 | 37243 | | | | | | | | | | | |
| 56 | 30928 | 32722 | 36158 | | | | | | | | | | | |
| 55 | 30028 | 31769 | 35105 | | | | | | | | | | | |
| 54 | 29153 | 30844 | 34082 | | | | | | | | | | | |
| 53 | 28304 | 29945 | 33090 | | | | | | | | | | | |

| | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 52 | 27479 | 29073 | 32126 | | | | | | | | |
| 51 | 26679 | 28226 | 31190 | | | max | | | | | |
| 50 | 25902 | 27404 | 30282 | | | | | | | | |
| 49 | 25148 | 26606 | 29400 | | | | | | | | |
| 48 | 24415 | 25831 | 28544 | | | | | mid | | | |
| 47 | 23704 | 25079 | 27712 | | | | | | | | |
| 46 | 23014 | 24348 | 26905 | | | | | | min | | |
| 45 | 22343 | 23639 | 26121 | | | | | | | | |
| 44 | 21693 | 22951 | 25361 | | | | | | | | |
| 43 | 21061 | 22282 | 24622 | | | | | | | | |
| 42 | 20447 | 21633 | 23905 | | | | | | | | |
| 41 | 19852 | 21003 | 23208 | | | | | | | | |
| 40 | 19274 | 20391 | 22533 | | | | | | | | |
| 39 | 18712 | 19797 | 21876 | | max | | | | | | |
| 38 | 18167 | 19221 | 21239 | | | | | | | | |
| 37 | 17638 | 18661 | 20620 | | | mid | | | | | |
| 36 | 17124 | 18118 | 20020 | | | | | | | | |
| 35 | 16626 | 17590 | 19437 | | | | | min | | | |
| 34 | 16141 | 17077 | 18871 | | | | | | | | |
| 33 | 15671 | 16580 | 18321 | | | | | | | | |
| 32 | 15215 | 16097 | 17787 | | | | | | | | |
| 31 | 14772 | 15628 | 17269 | | | | | | | | |
| 30 | 14341 | 15173 | 16766 | | | | | | | | |
| 29 | 13924 | 14731 | 16278 | | | | | | | | |
| 28 | 13518 | 14302 | 15804 | max | | | | | | | |
| 27 | 13124 | 13886 | 15344 | | | | | | | | |
| 26 | 12742 | 13481 | 14897 | | mid | | | | | | |
| 25 | 12371 | 13088 | 14463 | | | | | | | | |
| 24 | 12011 | 12707 | 14042 | | | | | | | | |
| 23 | 11661 | 12337 | 13633 | | | min | | | | | |
| 22 | 11321 | 11978 | 13235 | | | | | | | | |
| 21 | 10991 | 11629 | 12850 | | | | | | | | |
| 20 | 10671 | 11290 | 12476 | | | | | | | | |
| 19 | 10360 | 10961 | 12112 | | | | | | | | |
| 18 | 10059 | 10642 | 11760 | | | | | | | | |
| 17 | 9766 | 10332 | 11417 | | | | | | | | |
| 16 | 9481 | 10031 | 11085 | | | | | | | | |
| 15 | 9205 | 9739 | 10762 | | | | | | | | |
| 14 | 8937 | 9455 | 10448 | mid | | | | | | | |
| 13 | 8677 | 9180 | 10144 | | | | | | | | |
| 12 | 8424 | 8913 | 9848 | | min | | | | | | |
| 11 | 8179 | 8653 | 9562 | | | | | | | | |
| 10 | 7940 | 8401 | 9283 | | | | | | | | |
| 9 | 7709 | 8156 | 9013 | | | | | | | | |
| 8 | 7485 | 7919 | 8750 | | | | | | | | |
| 7 | 7267 | 7688 | 8495 | | | | | | | | |
| 6 | 7055 | 7464 | 8248 | | | | | | | | |
| 5 | 6849 | 7247 | 8008 | | | | | | | | |
| 4 | 6650 | 7036 | 7774 | | | | | | | | |
| 3 | 6456 | 6831 | 7548 | | | | | | | | |
| 2 | 6268 | 6632 | 7328 | | | | | | | | |
| 1 | 6086 | 6439 | 7115 | min | | | | | | | |

| JE Points | | |
|---|---|---|
| Grade 1 | | 100-108 |
| | | 109-117 |
| | | 118-126 |
| Grade 2 | | 127-137 |
| | | 138-175 |
| | | 176-226 |
| Grade 3 | | 227-284 |
| | | 285-320 |

*Based on actual JE job pts.*