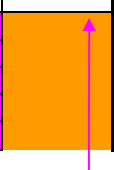
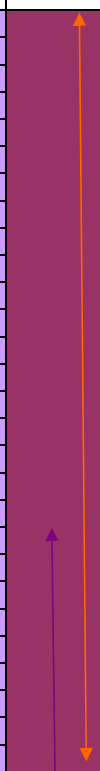


Malawi Pay Spine in Malawian Kwacha per annum (include 13th mth)

Spine points	Annual Pay 2006 MK	Annual Pay 2007 MK	Annual Pay 2008 MK	Proposed Grading Structure from 1 January 2008									
				Grade 1				Grade 2					
	1.03	1.115	1.077										
128	1,941,235	2,164,477	2,331,142									max	
127	1,884,694	2,101,434	2,263,244										
126	1,829,800	2,040,227	2,197,325										
125	1,776,505	1,980,803	2,133,325										
124	1,724,762	1,923,110	2,071,189										
123	1,674,526	1,867,097	2,010,863										
122	1,625,754	1,812,715	1,952,295										
121	1,578,402	1,759,918	1,895,432										
120	1,532,429	1,708,658	1,840,225										
119	1,487,795	1,658,891	1,786,626										
118	1,444,461	1,610,574	1,734,588										
117	1,402,389	1,563,664	1,684,066										
116	1,361,543	1,518,121	1,635,016										
115	1,321,887	1,473,904	1,587,394										
114	1,283,385	1,430,974	1,541,159										
113	1,246,005	1,389,295	1,496,271										
112	1,209,713	1,348,831	1,452,690										
111	1,174,479	1,309,544	1,410,379										
110	1,140,271	1,271,402	1,369,300										
109	1,107,059	1,234,371	1,329,418							max			
108	1,074,815	1,198,418	1,290,697										
107	1,043,509	1,163,513	1,253,104										
106	1,013,116	1,129,624	1,216,605										
105	983,608	1,096,723	1,181,170										
104	954,959	1,064,779	1,146,767										
103	927,145	1,033,766	1,113,366										
102	900,140	1,003,657	1,080,938										
101	873,923	974,424	1,049,455								min		
100	848,469	946,043	1,018,888										
99	823,756	918,488	989,212										
98	799,763	891,736	960,400										
97	776,469	865,763	932,427										
96	753,853	840,547	905,269										
95	731,897	816,065	878,902										
94	710,579	792,296	853,303										
93	689,883	769,219	828,449										
92	669,789	746,815	804,319										
91	650,281	725,063	780,893										
90	631,340	703,945	758,148							max			
89	612,952	683,441	736,066										
88	595,099	663,535	714,627										
87	577,766	644,209	693,813										
86	560,938	625,446	673,605										
85	544,600	607,229	653,985										
84	528,738	589,542	634,937										
83	513,338	572,371	616,444										
82	498,386	555,700	598,489										
81	483,870	539,515	581,058							min			
80	469,777	523,801	564,134										
79	456,094	508,545	547,702										
78	442,809	493,733	531,750										
77	429,912	479,352	516,262										
76	417,390	465,390	501,225										
75	405,233	451,835	486,627										
74	393,430	438,675	472,453										
73	381,971	425,898	458,692										
72	370,846	413,493	445,332										
71	360,045	401,450	432,361										
70	349,558	389,757	419,768										
69	339,377	378,405	407,542										
68	329,492	367,383	395,672										
67	319,895	356,683	384,147										
66	310,578	346,294	372,959							max			
65	301,532	336,208	362,096										
64	292,749	326,415	351,549										
63	284,223	316,908	341,310								min		



62	275,944	307,678	331,369			
61	267,907	298,716	321,717			
60	260,104	290,016	312,347			
59	252,528	281,569	303,250			
58	245,173	273,368	294,417			
57	238,032	265,406	285,842			
56	231,099	257,675	277,516			
55	224,368	250,170	269,433			
54	217,833	242,884	261,586			
53	211,488	235,809	253,967			
52	205,328	228,941	246,570	max		
51	199,348	222,273	239,388			
50	193,542	215,799	232,416			
49	187,905	209,514	225,646			
48	182,432	203,411	219,074			
47	177,118	197,487	212,693			
46	171,959	191,735	206,498			
45	166,951	186,150	200,484			
44	162,088	180,728	194,644			
43	157,367	175,464	188,975			
42	152,784	170,354	183,471			
41	148,334	165,392	178,127			
40	144,013	160,575	172,939			
39	139,819	155,898	167,902		min	
38	135,746	151,357	163,012			
37	131,792	146,949	158,264			
36	127,954	142,669	153,654			
35	124,227	138,513	149,179			
34	120,609	134,479	144,834			
33	117,096	130,562	140,615			
32	113,685	126,759	136,520			
31	110,374	123,067	132,543			
30	107,159	119,483	128,683			
29	104,038	116,003	124,935	max		
28	101,008	112,624	121,296			
27	98,066	109,344	117,763			
26	95,210	106,159	114,333			
25	92,437	103,067	111,003			
24	89,744	100,065	107,770			
23	87,130	97,150	104,631			
22	84,593	94,321	101,583			
21	82,129	91,574	98,625			
20	79,737	88,906	95,752			
19	77,414	86,317	92,963			
18	75,159	83,803	90,256			
17	72,970	81,362	87,627			
16	70,845	78,992	85,075		min	
15	68,782	76,691	82,597			
14	66,778	74,458	80,191			
13	64,833	72,289	77,855			
12	62,945	70,183	75,588			
11	61,111	68,139	73,386			
10	59,332	66,155	71,249			
9	57,603	64,228	69,173			
8	55,926	62,357	67,159			
7	54,297	60,541	65,203			
6	52,715	58,778	63,303			
5	51,180	57,066	61,460			
4	49,689	55,403	59,670			
3	48,242	53,790	57,932			
2	46,837	52,223	56,244			
1	45,473	50,702	54,606	min		

*JE sub point	
Grade 1	100 - 109
	110 - 117
	118 - 126
Grade 2	127 - 137
	138 - 175
	176 - 226

* based on Bangladesh/Solomon experience