

RS proposes the improvement to the current accepted salary scale:

1. change of titles (Manager to Head, Assistant Manager to Officer);
2. improve the grade level for a wider qualified pool of candidates applying for the job;
3. assigning a code to each grade level in each position.

**1st IRC MEETING APPROVED
(WHAT RS HAS BEEN USING)**

Job Rank	Grade	USD	
		Min	Max
Executive Director	24	11,200	16,000
	23	8,820	12,600
Deputy Executive Director	22	6,887	9,837
	21	4,947	7,067
	20	3,010	4,300
Manager	19	2,625	3,750
	18	2,240	3,200
	17	1,848	2,640
	16	1,380	1,957
	15	819	1,170
Assistant Manager	14	700	1,000
	13	587	837
Assistant	12	467	667
	11	350	500
Operator	10	315	450
	9	217	310
	8	119	170

**NEW PROPOSED SCALE
AT THE IRC MEETING ON SPPM ON 26 AUGUST 2020**

Job Rank	CODE	Grade	USD	
			Min	Max
Executive Director	E2	24	11,200.00	16,000.00
	E1	23	8,820.00	12,600.00
Deputy Executive Director	D2	22	6,887.00	9,837.00
	D1	21	4,947.00	7,067.00
Head <i>(formerly Manager)</i>	H3	20	3,010.00	4,300.00
	H2	19	2,625.00	3,750.00
	H1	18	2,240.00	3,200.00
Officer <i>(formerly Assistant Manager)</i>	O4	17	1,848.00	2,640.00
	O3	16	1,380.00	1,957.00
	O2	15	819.00	1,170.00
	O1	14	700.00	1,000.00
Assistant	A4	13	587.00	837.00
	A3	12	467.00	667.00
	A2	11	350.00	500.00
Operator	Op2	10	315.00	450.00
	Op1	9	217.00	310.00
		8	119.00	170.00

