



SALARY STRUCTURE

JUNE, 2017

Pay philosophy/principles

1. 10 salary grades are established by this salary structure; ranging from salary grade CDACC10 – CDACC1
2. The base salary forms the entry point of salary grade CDACC10 in the structure and has been determined by the current inflationary trends as well as the GoK minimum wage guidelines
3. The entry point/notch for each salary scale (except grade CDACC1) has been pegged at notch 4 of the preceding grade
4. Each grade has 10 notches (except scale CDACC1) thereby providing avenue for unfettered incremental growth as well as a leeway for wide span of negotiation for entry within the grade
5. The entry salary for grade CDACC1 has been pegged at the midpoint of PC 3C in the SCAC Guidelines of 2004 as required by Government policy (base)
6. The salary for grade CDACC1 has six (6) notches to allow for annual increments during the maximum two 5-year term of the CEO

GRADE/ SALARY SCALE

CDACC 10	24,000X2,000-26,000X2500-33,500X3000-45,500X3,500- 49,000 p.m.
CDACC 9	31,000X2,500-33,500X3000-45,500X3,500-59,500 p.m.
CDACC 8	39,500X3,000-45,500X3,500-59,500X4,000-71,500 p.m.
CDACC 7	49,500X3,500-59,500X4,000-75,500X4,500-84,500 p.m.
CDACC 6	59,500X4,000-75,500X4,500-93,500X6,000- 99,500 p.m.
CDACC 5	71,500X4,000-75,500X4,500-93,500X6,000-117,500 p.m.
CDACC 4	84,500X4,500-93,500X6,000-117,500X8000-141,500 p.m.
CDACC 3	99,500X6,000-117,500X8,000-149,500X8,100-165,700 p.m.
CDACC 2	117,500X8,000-149,500X8,100-190,000 p.m.
CDACC 1	190,000X10,000-210,000X15,000-225,000X20,000-245,000X25,000-270,000 p.m.