

USAID/BOTSWANA LOCAL COMPENSATION PLAN (LCP) GUIDE

<u>Job Category</u>	<u>Hrs/Week</u>	<u>Grade Range</u>	<u>Basic Salary Range</u>	<u>Allowances Range</u>
Senior professionals	40	FSN 11-12	BWP 526,299 – BWP 645,317	BWP 83,551 – BWP 85,555
Middle professionals	40	FSN 9-10	BWP 380,874 – BWP 464,633	BWP 35,777 – BWP 45,226
Administrative professionals	40	FSN 6-8	BWP 158,438 – BWP 296,637	BWP 17,248 – BWP 28,760
Clerks	40	FSN 4-5	BWP 117,036 – BWP 128,348	BWP 13,799 – BWP 14,741
Drivers Dispatcher	40	FSN 3-4	BWP 94,554 – BWP 117,036	BWP 11,926 – BWP 13,799
Cleaners/Messenger/Others	40	FSN 1-2	BWP 61,106 – BWP 72,615	BWP 9,140 – BWP 10,825

Notes on table:

- Basic salary above is set in Botswana Pula (BWP).
- The entire compensation package is equal to basic salary plus allowances.
- Offerors/Applicants must develop a local policy to deal with significant exchange movements that might adversely affect local salaries that are paid in local currency in accordance with the host country laws.