

Supplementary file 1: Pay scales for costing reported in hourly wages (USD¹)

Qualification level	Witwatersrand (for local partners)			Gothenburg/ Warwick (for international partners) ²			APHRC		
	Midpoint	Max	Min	Midpoint	Max	Min	Midpoint	Max	Min
Full professor	65.09	78.11	52.07	69.61	--	--	77.89	89.58	66.21
Associate professor	53.37	64.04	42.69	54.24	--	--	59.92	71.90	47.93
Senior Lecturer	43.77	52.52	35.01	40.39	43.29	38.45	46.09	55.31	36.87
Lecturer	35.89	43.07	28.70	33.85	35.60	32.27	35.46	42.55	28.36

¹ Average exchange rates from Jan 1 2009 to Dec 31 2012 were as follows: 1 USD = 7.80 Rand, 7.03 SEK, 0.63 GBP

² Average of Gothenburg & Warwick pay scales were used to calculate pay scale for international partners; note only midpoint salaries were available for all levels at Gothenburg and for Full professor / Associate professor/Reader at Warwick