

Western and Central Pacific Fisheries Commission
Staff Regulations

SCHEDULE 2 (a)

WCPFC Professional Staff Salary Scale (based on decisions of WCPFC7)

	Annual Salary Jan-11		Annual Salary Jan 11	ECA Percentage to determine total spendable income for COLDA allowance purposes	
Salary Level Grade/Point	SDR	Salary Level Grade/Point	SDR		
				Single	55.900%
				Married + 0	62.075%
I,1	24,608	L,1	52,387	Married + 1	63.700%
I,2	25,841	L,2	55,663	Married + 2	65.000%
I,3	27,075	L,3	58,940	Married + 3	66.950%
I,4	28,308	L,4	62,218	Married + 4	68.250%
I,5	29,542	L,5	65,494		
I,6	30,775	L,6	68,772		
I,7	32,008	L,7	72,048		
I,8	33,244	L,8	75,326		
I,9	34,462	L,9	78,580	REFERENCE EXCHANGE RATE	
				SDR/USD	1.55
				USD/FJD	1.50
J,1	34,361	M,1	63,011	ECA Index	
J,2	35,879	M,2	66,950	[March 2010]	191.90
J,3	37,397	M,3	70,889		
J,4	38,915	M,4	74,829		
J,5	40,432	M,5	78,768		
J,6	41,951	M,6	82,707		
J,7	43,469	M,7	86,648		
J,8	44,986	M,8	90,588		
J,9	46,485	M,9	94,515		
				<i>* Monthly salary and allowance payments are based on the monthly average rate SDR/USD within a range of 5% above and below a reference rate set annually being the average conversion rate of the previous 12 months. (Reg. 19(c))</i>	
K,1	44,771	ED,1	The Executive Director's salary is based on the UN's D1 salary scales^ (see website reference below)		
K,2	46,747	ED,2			
K,3	48,721	ED,3			
K,4	50,695	ED,4			
K,5	52,669	ED,5			
K,6	54,643	ED,6			
K,7	56,617	ED,7			
K,8	58,593	ED,8			
K,9	60,578	ED,9			

^ refer <http://icsc.un.org>

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SCHEDULE 2(b)

Salary scale for support staff .

Benefits relating to health cover and superannuation apply.

Post	Minimum	Maximum
	USD	
Administrative Manager	\$25,000	\$44,000
Officer Manager	\$21,000	\$35,000
Executive Secretary	\$14,268	\$24,564
Treasury Officer	\$9,586	\$17,590
Receptionist/Clerk	\$6,698	\$13,832
Building & Ground Workers	\$5,866	\$12,522
Janitorial Services	US\$1.35 per hour	
Driver	US\$1.35 per hour	

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SCHEDULE 1

ALLOWANCES

Establishment Grant: Regulation 16(d)

All Staff USD1,565

Cost of Living Differential Allowance (COLDA) : Regulation 23(q)

The index as of March 2010 is 191.9

Maximum Rate for Executive Director's Rent -free Accommodation: Regulation 24

Provisionally USD2,000 per month

Domestic Assistance Allowance for Executive Director: Regulation 24

USD4,000

Housing Assistance for staff in non-Commission accommodation: Regulation 28(d)

All professional staff: USD1,125 per month.

Location: (approved at WCPFC4)

2010: 16.5% of base salary