

## ANNEX 10

### Western and Central Pacific Fisheries Commission Staff Regulations

#### SCHEDULE 1 (as of January 2020)

#### 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: USD1,200 per month.

***Location:*** (approved at WCPFC4)

2010: 16.5% of base salary

**Western and Central Pacific Fisheries Commission  
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**SCHEDULE 2(a) (as of January 2024)**

**WCPFC Professional Staff Salary Scale in USD**

<b>Grade/Step</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>Grade 1</b>	\$137,890	\$142,027	\$146,288	\$150,676	\$155,196	\$159,852	\$164,648	\$169,587	\$174,415
<b>Grade 2</b>	\$93,600	\$97,204	\$100,946	\$104,832	\$108,868	\$113,060	\$117,413	\$121,933	\$126,588
<b>Grade 3</b>	\$72,123	\$74,936	\$77,858	\$80,895	\$84,050	\$87,328	\$90,733	\$94,272	\$97,588
<b>Grade 4</b>	\$55,354	\$57,513	\$59,756	\$62,086	\$64,507	\$67,023	\$69,637	\$72,353	\$74,884
<b>Grade 5</b>	\$41,092	\$42,838	\$44,659	\$46,557	\$48,535	\$50,598	\$52,748	\$54,990	\$55,516

<b>Position</b>	<b>Grade</b>
Executive Director	1
Senior Managers	2
Managers	3
Assistant Managers	4
None	5

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**SCHEDULE 2(b) (as of January 2025)**

**WCPFC Support Staff Salary Scale in USD**

<b>Grade/Step</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
<b>Grade 1</b>	\$33,677	\$35,900	\$38,269	\$40,794	\$43,486	\$46,357	\$49,416	\$52,677	\$56,152
<b>Grade 2</b>	\$29,650	\$31,605	\$33,694	\$35,916	\$38,287	\$40,815	\$43,507	\$46,378	\$49,345
<b>Grade 3</b>	\$26,888	\$28,665	\$30,556	\$32,570	\$34,722	\$37,016	\$39,456	\$42,061	\$45,019
<b>Grade 4</b>	\$23,490	\$25,042	\$26,694	\$28,454	\$30,334	\$32,336	\$34,471	\$36,744	\$39,172
<b>Grade 5</b>	\$20,094	\$21,420	\$22,834	\$24,342	\$25,947	\$27,657	\$29,485	\$31,430	\$34,295
<b>Grade 6</b>	\$15,888	\$16,937	\$18,055	\$19,246	\$20,516	\$21,871	\$23,314	\$24,854	\$26,495
<b>Grade 7</b>	\$11,686	\$12,455	\$13,277	\$14,153	\$15,087	\$16,085	\$17,145	\$18,279	\$19,467

<b>Position</b>	<b>Grade</b>
Administrative Officer	2
Data Quality Officer	2
MSC Officer	2
Finance Officer	3
IT Officer	3
CCM Support Officer	4
Human Resource Officer	4
VMS Operator	5
Reporting Analyst Officer	4/5
Data Control Technician	6
Receptionist	6