



**ELEVENTH REGULAR SESSION  
FINANCE AND ADMINISTRATION COMMITTEE  
Eighth Session  
Faleata Sports Complex, Apia, Samoa  
30 November - 6 December 2014**

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**PROPOSED BUDGET FOR THE COMMISSION'S WORK PROGRAMME FOR  
2015 AND INDICATIVE BUDGETS FOR 2016 AND 2017**

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**WCPFC11-2014-FAC8-15 (Rev 1)  
26 November 2014**

1. This paper sets out draft budget estimates for the Commission to undertake the proposed programme of work for 2015 together with indicative figures for 2016 and 2017. The budget proposed for the General Fund for 2015 is USD7,549,498 and is based on recommendations of the 2014 sessions of the Scientific Committee and preliminary input at the Technical and Compliance Committee (SC10 and TCC10), operational costs and previous Commission decisions about the WCPFC's operations.
2. The following changes were made in Rev 1:
  - A correction to note 1 and 2 of Annex I;
  - Addition of note 3 in Annex I; and
  - A correction to Annex VI.
3. The proposed Part 1 budget for the administrative expenses of the Secretariat have increased from the indicative budget presented at WCPFC10 by USD51,849. The increase from the indicative budget is primarily related to the USD100,000 for the intercessional working group for ROP that was not included in the indicative budget for 2015.
4. The proposed Part 2 of the budget for both the Science Programme and the Technical and Compliance Programme is USD419,000 more than the comparable indicative figure considered by WCPFC10 for 2015. The increase from the indicative budget is primarily related to the USD25,000 for limited reference points, USD92,000 for Pacific-wide bigeye stock assessment, USD25,000 for mitigation options for longline shark bycatch, USD40,000 for review of skipjack fisheries on the margins of the convention area, USD25,000 for IATTC cross endorsement training, USD50,000 for catch documentation workshop, USD100,000 for e-monitoring and e-reporting workshop, and USD10,000 for improvement of catch composition.
5. The indicative budget amount considered for 2015 by WCPFC10 was USD7,078,649. The current proposed budget represents a 6.65% increase over the indicative 2015 budget. The net amount of proposed contributions is USD7,034,498 once the estimated USD40,000 for miscellaneous income, the USD125,000 from the Carrier and Bunker Fees/Cooperating Non-

Members contributions, and the USD350,000 from the Working Capital Fund are taken into account.

6. There are outstanding items that are not included in the indicative budgets that need to be decided on by the Commission and will potentially increase the budget. These outstanding items include:

- Funding for the Chair of the Commission if they are from a developing state at USD20,000.
- Funding for a professional staff salary increase related to establishing an index for professional staff salary (WCPFC11-2013-FAC8-09).
- Funding to continue the Management Objectives Workshops and related work for 2015, 2016 and 2017.
- Funding for an additional rapporteur at the Scientific Committee meeting (paragraph 717 of the SC10 Summary Report). Estimated cost USD20,000.
- Level of funding for Targeted Capacity Building. Currently included in the budget at USD50,000.

7. As per Staff Regulation Regulation 19 (f), an annual market survey has been conducted for support staff salaries. The indicative budget for 2014 includes a 1.23% increase for support staff salaries. Schedule 2(b), "Salary scale for support staff" has been updated.

8. As required by the Commission's Financial and Staff Regulations, the following information is provided in support of the budget estimates:

- Annex I: Summary of estimated General Fund budgetary requirements for 2015 and indicative figures for 2016 and 2017. This annex includes the funding appropriated for 2014 and the unaudited expenditures against those appropriations, together with the indicative 2015 budget figures considered at WCPFC10;
- Annex II: Proposed General Fund financing table for 2015, 2016 and 2017;
- Annex III: A Summary of estimated Established Posts costs for 2015-2017;
- Annex IV: Summary of budgetary estimates for 2015, 2016, and 2017 for the Commission's funds other than the General Account Fund. The Global Environment Fund (GEF) - Areas Beyond National Jurisdiction has not been included in the budgetary estimates for other funds. An update will be provided prior to FAC;
- Annex V: Indicative schedule of contributions based on the Commission's contribution formula. This schedule draws on 2011 – 2013 catch data provided by the Oceanic Fisheries Programme of the Secretariat of the Pacific Community (SPC), the gross national income (GNI) and GNI per capita statistics from the World Bank website ([www.worldbank.org](http://www.worldbank.org)) and other sources where statistics are not available from the World Bank;
- Annex VI: Indicative schedule of 2015 contributions for Cooperating Non-Members;
- Annex VII: Catch data provided by SPC and used in the assessment of contributions; and
- Annex VIII: Reproductions of Schedules 1 and 2 of the Commission's Staff Regulations.

9. Annex I is divided into Part 1 for Administrative Expenses and Part 2 for the Science and Technical and Compliance Programme. The budget figures for the Science and Technical and Compliance Programmes were obtained from the reports of the 10th Regular Session of the Scientific Committee and the 10th Regular Session of the Technical and Compliance Committee. The budget for the Administrative Expenses is based on the level of Secretariat support consistent with the proposed work programme and management of the Commission's headquarters property.

10. Annex IV contains information on the Commission's other seven funds:

- the Western Pacific East Asia Fund;
- the Special Requirements Fund;
- the U.S. Funds for supporting e-monitoring and e-reporting (formerly the Regional Observer Programme Support Fund);
- the Japanese Trust Fund;
- the Voluntary Contributions Fund;
- the CNM Contributions Fund; and
- the Working Capital Fund.

#### **2016 and 2017 Indicative Budgets Variations**

11. The indicative budget for 2016 currently presented reflects a decrease of USD452,119 from the proposed 2015 budget.

12. The indicative budget for 2017 currently presented reflects an decrease of USD USD78,989 from the indicative 2016 budget.

#### **Recommendation**

13. The Committee is invited to consider the 2015 proposed budget and make a recommendation to the Commission on the annual budget for 2015 and the indicative budgets for 2016 and 2017.

## ANNEX I

**Western and Central Pacific Fisheries Commission- General Fund**  
**Summary of budgetary requirements for the period from 1 January to 31 December 2014**  
**& indicative budgets for 2015, 2016 & 2017** (United States dollars)

	<i>Approved budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Proposed budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
<b>Part 1 - Administrative Expenses of the Secretariat</b>						
<b>Sub-Item 1.1      <i>Staff Costs</i></b>						
Professional Staff Salary	1,053,099	958,627	1,074,763	991,340	1,006,603	1,021,827
Professional Staff Benefits and Allowances	1,006,848	804,315	934,005	984,190	915,271	959,378
Professional Staff Insurance	125,361	120,268	125,360	134,590	135,410	136,370
Recruitment/Repatriation	55,130	67,813	27,565	51,130	25,565	25,565
Support Staff	353,480	352,424	366,993	364,269	381,156	394,806
<b>Total, sub-item 1.1</b>	<b>2,593,918</b>	<b>2,303,447</b>	<b>2,528,686</b>	<b>2,525,519</b>	<b>2,464,004</b>	<b>2,537,946</b>
<b>Sub-Item 1.2      <i>Other Personnel Costs</i></b>						
Temporary Assistance/Overtime	10,000	9,256	10,000	10,000	10,000	10,000
Chairman's Expenses <i>see note 1</i>	0	0	0	0	0	0
Consultants <i>see note 2</i>	142,000	171,663	145,000	145,000	145,000	145,000
<b>Total, sub-item 1.2</b>	<b>152,000</b>	<b>180,919</b>	<b>155,000</b>	<b>155,000</b>	<b>155,000</b>	<b>155,000</b>
<b>Sub-item 1.3      <i>Official Travel</i></b>	<b>210,000</b>	<b>156,805</b>	<b>225,000</b>	<b>210,000</b>	<b>210,000</b>	<b>210,000</b>
<b>Sub-Item 1.4      <i>General Operating Expenses</i></b>						
Electricity, Water, Sanitation	98,000	90,025	100,000	72,000	73,000	74,000
Communications/Courier	67,500	61,744	68,500	64,000	65,920	67,898
Office Supplies & Fuel	47,500	41,561	48,500	45,500	46,000	46,500
Publications and Printing	1,000	555	1,000	1,000	1,000	1,000
Audit	7,500	7,000	7,500	7,500	7,500	8,500
Bank Charges	6,500	5,080	6,500	6,000	6,100	6,200
Official Hospitality	11,000	10,417	11,000	11,000	11,000	11,000
Community Outreach	5,000	5,000	5,000	5,000	5,000	5,000
Miscellaneous Services	5,000	5,333	5,000	5,000	5,000	5,000
Security	57,530	62,047	59,256	64,360	66,291	68,280
Training	30,000	25,900	30,000	30,000	30,000	30,000
<b>Total, sub-item 1.4</b>	<b>336,530</b>	<b>314,662</b>	<b>342,256</b>	<b>311,360</b>	<b>316,811</b>	<b>323,377</b>
<b>Sub-item 1.5      <i>Capital Expenditure</i></b>						
Vehicles	0	0	30,000	0	30,000	0
Information Technology	50,200	54,308	50,200	58,678	58,678	58,678
Website New Projects/Enhancements <i>see note 3</i>	0	0	0	8,000	8,000	8,000
Furniture and Equipment	32,000	33,134	32,000	32,000	32,000	32,000
<b>Total, sub-item 1.5</b>	<b>82,200</b>	<b>87,442</b>	<b>112,200</b>	<b>98,678</b>	<b>128,678</b>	<b>98,678</b>
<b>Sub-item 1.6      <i>Maintenance</i></b>						
Vehicles	5,200	7,229	5,200	5,800	5,800	5,800
Information and Communication Technology	78,500	116,490	78,500	78,500	78,500	78,500
Buildings & Grounds	55,000	50,305	56,500	55,000	56,500	56,500
Gardeners and Cleaners	57,500	60,422	58,500	64,836	66,781	68,785
Insurance	38,000	26,510	38,000	27,000	27,500	28,000
<b>Total, sub-item 1.6</b>	<b>234,200</b>	<b>260,956</b>	<b>236,700</b>	<b>231,136</b>	<b>235,081</b>	<b>237,585</b>
<b>Sub-item 1.7      <i>Meeting Services</i></b>						
Annual Session	160,500	192,000	155,000	165,000	165,000	165,000
Scientific Committee	182,000	193,175	160,000	160,000	192,000	160,000
Northern Committee <i>see note 4</i>	18,000	12,955	18,000	18,000	18,000	18,000
Technical and Compliance Committee	145,500	151,282	142,000	152,000	152,000	152,000
IWG ROP	0	0	0	100,000	0	0
Management Objectives Workshop	76,500	33,276	0	0	0	0
<b>Total, sub-item 1.7</b>	<b>582,500</b>	<b>582,688</b>	<b>475,000</b>	<b>595,000</b>	<b>527,000</b>	<b>495,000</b>
<b>TOTAL, Section 1/Item 1</b>	<b>4,191,349</b>	<b>3,886,919</b>	<b>4,074,845</b>	<b>4,126,694</b>	<b>4,036,575</b>	<b>4,057,587</b>

	<i>Approved budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Proposed budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
<b>ANNEX I (continued)</b>						
<b>Part 2 - Science &amp; Technical &amp; Compliance Programme</b>						
<b>Section 2 (Item 2)</b>						
<b>Sub-item 2.1</b>	Scientific Services (SPC)	871,200	871,200	871,200	871,200	1,031,200
<b>Sub-item 2.2</b>	<i>Scientific Research</i>					
	Additional Resourcing SPC	160,000	160,000	160,000	160,000	0
	Regional Tagging	10,000	10,000	10,000	10,000	10,000
	Refinement of BE Tuna Biological Parameters	75,000	75,000	75,000	125,000	50,000
	Limit Reference Points	30,000	30,000	0	25,000	0
	WPEA OFM Project Co-finance	25,000	25,000	25,000	25,000	25,000
	Bigeye Stock Assessment	0	0	0	92,000	0
	Mitigation options for longline shark Bycatch	0	0	0	25,000	0
	High Priority Project(s) - to be allocated	83,000	83,000	83,000	83,000	83,000
	Review skipjack fisheries on margins of conv. area	0	0	0	40,000	0
<b>Total, sub-item 2.2</b>		<b>383,000</b>	<b>383,000</b>	<b>353,000</b>	<b>585,000</b>	<b>168,000</b>
<b>Sub-item 2.3</b>	<b>Technical &amp; Compliance Programme</b>					
	ROP - Audit/Remediation	15,000	15,801	15,000	15,000	15,000
	ROP - Special Projects and Research Activities	30,000	4,898	30,000	30,000	30,000
	ROP - Training, Assistance & Development	30,000	15,000	30,000	30,000	30,000
	Observer CMM booklet	0	0	0	8,500	8,500
	ROP Data Management <i>see note 5</i>	803,929	803,929	923,904	923,904	923,904
	By-Catch Mitigation - Website	10,000	10,000	10,000	0	0
	Vessel Monitoring System - Capital Costs	40,000	2,071	40,000	40,000	40,000
	Vessel Monitoring System - SLA Costs	420,000	399,091	395,000	405,000	405,000
	Vessel Monitoring System - Airtime	95,000	94,369	100,000	95,000	100,000
	Vessel Monitoring System - Security Audit	9,000	7,239	9,000	7,500	7,500
	CCM/Staff VMS Training	75,000	0	40,000	40,000	40,000
	VMS Redundancy Provision	18,700	10,500	18,700	18,700	18,700
	Information Management System <i>see note 6</i>	100,000	97,805	100,000	100,000	100,000
	Workshops/IATTC Cross Endor. Train. <i>see note 7</i>	25,000	0	0	25,000	25,000
	AR Part 2/CMS Online Host. and Pub.	18,000	5,000	18,000	18,000	18,000
	Targeted Capacity Building <i>see note 8</i>	80,000	16,854	50,000	50,000	50,000
	Catch Documentation Workshop	20,000	20,000	0	50,000	50,000
	E-Monitoring and E-Reporting Workshop	100,000	98,809	0	100,000	0
	PS Improvement of Catch Composition	10,000	0	0	10,000	0
<b>Total, item 2.3</b>		<b>1,899,629</b>	<b>1,601,366</b>	<b>1,779,604</b>	<b>1,966,604</b>	<b>1,861,604</b>
<b>TOTAL, Section 2/Item 2</b>		<b>3,153,829</b>	<b>2,855,566</b>	<b>3,003,804</b>	<b>3,422,804</b>	<b>2,960,804</b>
<b>Total, Parts 1 &amp; 2</b>		<b>7,345,178</b>	<b>6,742,485</b>	<b>7,078,649</b>	<b>7,549,498</b>	<b>7,018,391</b>

*Note 1: Chairs Expenses*

If the Chair of the Commission is from a developing state USD20,000 will be included in the budget for the Chairs travel.

*Note 2: Consultancies proposed are:*

Legal support services	\$55,000
ED Discretion	\$42,000
Meetings' rapporteur	\$48,000
	<u>\$145,000</u>

*Note 3: Website New Projects/Enhancements - Upgrades of CCM online contact lists*

To support two new small enhancements to the website: WCPFC official circular online dissemination, and online tools so that CCMs can update and access contact details of authorities of inspection and fishing vessels to support the implementation of the WCPFC HSBI procedures.

*Note 4: Northern Committee*

As per WPCFC9, an additional \$25,000 will be assessed from non-developing state members of the NC to fund attendance at the NC meeting by developing states and territories if needed.

*Note 5: ROP Data Management (SPC)*

The Regional Observer Programme data entry support proposed cost for 2014 includes the withdraw of support from New Caledonia as of Jan 1, 2014 and the end of funding provided by New Zealand as of May 2014. At the current levels, the proposed budget for 2015 and the indicative budgets for 2016 and 2017 represent the full costs of ROP Data entry provided by SPC.

*Note 6: Information Management System*

This number is preliminary budget estimate.

*Note 7: Workshops/IATTC Cross Endorsement Training*

The training was not held in 2014.

*Note 8: Targeted Capacity Building*

Proposed to be directed to specific areas identified in CMR process and annual report Part 2 assistance, and if funds permit to specific needs identified in the CMR process.

ANNEX II

**Western & Central Pacific Fisheries Commission**

**General Account Fund**

**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2015**

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<b>Proposed budget expenditure total</b>	7,549,498
less	
<b>Estimated interest and other income</b>	(40,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected from Carrier and Bunker/CNM contributions</b>	(125,000)
<b>Total assessed contributions</b>	<u>7,034,498</u>

(see detailed schedule at Annex III)

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**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2016**

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<b>Proposed budget expenditure total</b>	7,097,379
less	
<b>Estimated interest and other income</b>	(10,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected for non member carriers and bunkers</b>	(125,000)
<b>Total assessed contributions</b>	<u>6,612,379</u>

(see detailed schedule at Annex III)

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**Proposed financing of the budgetary requirements for the financial period  
01 January to 31 December 2017**

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<b>Proposed budget expenditure total</b>	7,018,391
less	
<b>Estimated interest and other income</b>	(10,000)
<b>Transfer from Working Capital Fund</b>	(350,000)
<b>Fees and charges collected for non member carriers and bunkers</b>	(125,000)
<b>Total assessed contributions</b>	<u>6,533,391</u>

(see detailed schedule at Annex III)

## ANNEX III

**Western & Central Pacific Fisheries Commission**  
**Projected salary costs for staff 2015 - 2017 for budget purposes**  
**USD**

2015

<i>Professional Position Entitlement</i>	Executive Director (ED)	Science Manager (L)	Compliance Manager (L)	Finance & Administration Manager (L)	ICT Manager (K)	Observer Programme Coordinator (K)	Science Programme Coordinator (J)	VMS Manager (K)	Network Administrator (J)	Assistant Manager Compliance and MCS (J)	<b>Total</b>
Base salary	150,414	125,037	109,429	114,643	96,392	96,392	73,967	96,392	64,336	64,336	<b>991,340</b>
Super	11,281	9,378	8,207	8,598	7,229	7,229	5,548	7,229	4,825	4,825	<b>74,350</b>
COLDA	52,645	43,763	38,300	40,125	33,737	33,737	25,889	33,737	22,518	22,518	<b>346,969</b>
Housing	12,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	<b>174,000</b>
Location Allowance	24,818	20,631	18,056	18,916	15,905	15,905	12,205	15,905	10,615	10,615	<b>163,571</b>
Education	20,500	20,500	0	0	20,500	41,000	0	20,500	0	0	<b>123,000</b>
Leave fares	9,000	8,000	10,500	8,500	7,500	7,500	3,000	9,000	2,500	3,200	<b>68,700</b>
Reunion fares	3,000	3,100	0	0	2,500	5,000	0	3,000	0	0	<b>16,600</b>
Domestic	4,000	0	0	0	0	0	0	0	0	0	<b>4,000</b>
Electricity & water	5,500	0	0	0	0	0	0	0	0	0	<b>5,500</b>
Phone/Internet	2,500	0	0	0	0	0	0	0	0	0	<b>2,500</b>
Rep. Allow	5,000	0	0	0	0	0	0	0	0	0	<b>5,000</b>
Health & Medical	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	<b>78,440</b>
Life Ins.	1,635	1,635	1,635	1,635	1,635	1,635	1,635	1,635	1,635	1,635	<b>16,350</b>
Personal accident insurance	370	370	370	370	370	370	370	370	370	370	<b>3,700</b>
Medevac Access	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	<b>36,100</b>
Recruitment costs	0	0	0	0	0	10,000	0	0	10,000	0	<b>20,000</b>
Recruit/repat. Fares	0	0	0	0	0	5,000	0	0	5,000	0	<b>10,000</b>
Shipping	0	0	0	0	0	8,000	0	0	8,000	0	<b>16,000</b>
Establish. Grant	0	0	0	0	0	1,565	0	0	1,565	0	<b>3,130</b>
Accom. arr/dep.	0	0	0	0	0	1,000	0	0	1,000	0	<b>2,000</b>
<b>Total</b>	<b>314,117</b>	<b>261,868</b>	<b>215,952</b>	<b>222,241</b>	<b>215,223</b>	<b>263,788</b>	<b>152,067</b>	<b>217,223</b>	<b>161,818</b>	<b>136,953</b>	<b>2,161,250</b>
<i>Support Staff Position Entitlement</i>	<i>Office Manager</i>	<i>Executive Assistant</i>	<i>Secretary /Receptionist</i>	<i>Admin. Assist. Data Entry</i>	<i>VMS Operator</i>	<i>VMS Operator</i>	<i>Treasury Asst.</i>	<i>Data Quality Officer</i>	<i>Compliance Officer</i>	<i>4 Data Control Technicians</i>	
Base salary	37,282	22,233	15,650	22,233	27,568	27,568	36,189	34,974	31,487	44,807	<b>299,991</b>
Health & Medical	2,613	2,613	2,613	2,613	2,613	2,613	2,613	2,613	2,613	10,452	<b>33,969</b>
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	<b>4,810</b>
Social security	3,169	1,890	1,330	1,890	2,343	2,343	3,076	2,973	2,676	3,809	<b>25,499</b>
Leave fare	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>43,434</b>	<b>27,106</b>	<b>19,963</b>	<b>27,106</b>	<b>32,894</b>	<b>32,894</b>	<b>42,248</b>	<b>40,930</b>	<b>37,146</b>	<b>60,548</b>	<b>364,269</b>
<b>Grand total</b>											<b>2,525,519</b>



**2016**

<i>Professional Position Entitlement</i>	Executive Director (ED)	Science Manager (L)	Compliance Manager (L)	Finance & Administration Manager (L)	ICT Manager (K)	Observer Programme Coordinator (K)	Science Programme Coordinator (J)	VMS Manager (K)	Network Administrator (J)	Assistant Manager Compliance and MCS (J)	<b>Total</b>
Base salary	150,414	125,037	114,643	119,859	96,392	96,392	73,967	96,392	66,752	66,752	<b>1,006,603</b>
Super	11,281	9,378	8,598	8,989	7,229	7,229	5,548	7,229	5,006	5,006	<b>75,495</b>
COLDA	52,645	43,763	40,125	41,951	33,737	33,737	25,889	33,737	23,363	23,363	<b>352,311</b>
Housing	12,000	13,500	13,500	13,500	13,500	13,500	10,125	13,500	10,125	10,125	<b>123,375</b>
Location Allowance	24,818	20,631	18,916	19,777	15,905	15,905	12,205	15,905	11,014	11,014	<b>166,089</b>
Education	20,500	20,500	0	0	0	41,000	0	20,500	0	0	<b>102,500</b>
Leave fares	7,500	7,500	10,500	8,500	5,000	7,500	3,000	9,000	2,500	3,200	<b>64,200</b>
Reunion fares	3,000	3,300	0	0	0	5,000	0	3,000	0	0	<b>14,300</b>
Domestic	4,000	0	0	0	0	0	0	0	0	0	<b>4,000</b>
Electricity & water	5,500	0	0	0	0	0	0	0	0	0	<b>5,500</b>
Phone/Internet	2,500	0	0	0	0	0	0	0	0	0	<b>2,500</b>
Rep. Allow	5,000	0	0	0	0	0	0	0	0	0	<b>5,000</b>
Health & Medical	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	<b>78,440</b>
Life Ins.	1,717	1,717	1,717	1,717	1,717	1,717	1,717	1,717	1,717	1,717	<b>17,170</b>
Personal accident insurance	370	370	370	370	370	370	370	370	370	370	<b>3,700</b>
Medevac Access	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	3,610	<b>36,100</b>
Recruitment costs	0	0	0	0	0	0	0	0	10,000	0	<b>10,000</b>
Recruit/repat. Fares	0	0	0	0	0	0	0	0	5,000	0	<b>5,000</b>
Shipping	0	0	0	0	0	0	0	0	8,000	0	<b>8,000</b>
Establish. Grant	0	0	0	0	0	0	0	0	1,565	0	<b>1,565</b>
Accom. arr/dep.	0	0	0	0	0	0	0	0	1,000	0	<b>1,000</b>
<b>Total</b>	<b>312,699</b>	<b>257,150</b>	<b>219,823</b>	<b>226,118</b>	<b>185,305</b>	<b>233,805</b>	<b>144,274</b>	<b>212,805</b>	<b>157,867</b>	<b>133,002</b>	<b>2,082,849</b>

  

<i>Support Staff Position Entitlement</i>	Office Manager	Executive Assistant	Secretary /Receptionist	Admin. Assist. Data Entry	VMS Operator	VMS Operator	Treasury Asst.	Data Quality Officer	Compliance Officer	4 Data Control Technicians	
Base salary	40,179	24,008	15,852	24,008	27,924	27,924	36,656	37,763	31,893	47,792	<b>313,997</b>
Health & Medical	2,743	2,743	2,743	2,743	2,743	2,743	2,743	2,743	2,743	10,972	<b>35,659</b>
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	<b>4,810</b>
Social security	3,415	2,041	1,347	2,041	2,374	2,374	3,116	3,210	2,711	4,062	<b>26,690</b>
Leave fare	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<b>Total</b>	<b>46,707</b>	<b>29,161</b>	<b>20,312</b>	<b>29,161</b>	<b>33,410</b>	<b>33,410</b>	<b>42,885</b>	<b>44,086</b>	<b>37,717</b>	<b>64,306</b>	<b>381,156</b>

  

<b>Grand total</b>											<b>2,464,004</b>
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**2017**

<i>Professional Position Entitlement</i>	Executive Director (ED)	Science Manager (L)	Compliance Manager (L)	Finance & Administration Manager (L)	ICT Manager (K)	Observer Programme Coordinator (K)	Science Programme Coordinator (J)	VMS Manager (K)	Network Administrator (J)	Assistant Manager Compliance and MCS (J)	<b>Total</b>
Base salary	150,414	125,037	119,859	125,037	96,392	96,392	73,967	96,392	69,167	69,167	<b>1,021,827</b>
Super	11,281	9,378	8,989	9,378	7,229	7,229	5,548	7,229	5,188	5,188	<b>76,637</b>
COLDA	52,645	43,763	41,951	43,763	33,737	33,737	25,889	33,737	24,209	24,209	<b>357,639</b>
Housing	12,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	18,000	<b>174,000</b>
Location Allowance	24,818	20,631	19,777	20,631	15,905	15,905	12,205	15,905	11,413	11,413	<b>168,601</b>
Education	20,500	20,500	0	0	0	41,000	0	0	0	0	<b>82,000</b>
Leave fares	9,000	7,500	10,500	8,500	5,000	12,000	3,000	6,000	2,500	3,200	<b>67,200</b>
Reunion fares	3,000	3,300	0	0	0	10,000	0	0	0	0	<b>16,300</b>
Domestic	4,000	0	0	0	0	0	0	0	0	0	<b>4,000</b>
Electricity & water	5,500	0	0	0	0	0	0	0	0	0	<b>5,500</b>
Phone/Internet	2,500	0	0	0	0	0	0	0	0	0	<b>2,500</b>
Rep. Allow	5,000	0	0	0	0	0	0	0	0	0	<b>5,000</b>
Health & Medical	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	7,844	<b>78,440</b>
Life Ins.	1,803	1,803	1,803	1,803	1,803	1,803	1,803	1,803	1,803	1,803	<b>18,030</b>
Personal accident insurance	370	370	370	370	370	370	370	370	370	370	<b>3,700</b>
Medevac Access	3,620	3,620	3,620	3,620	3,620	3,620	3,620	3,620	3,620	3,620	<b>36,200</b>
Recruitment costs	0	0	0	0	0	0	0	0	10,000	0	<b>10,000</b>
Recruit/repat. Fares	0	0	0	0	0	0	0	0	5,000	0	<b>5,000</b>
Shipping	0	0	0	0	0	0	0	0	8,000	0	<b>8,000</b>
Establish. Grant	0	0	0	0	0	0	0	0	1,565	0	<b>1,565</b>
Accom. arr/dep.	0	0	0	0	0	0	0	0	1,000	0	<b>1,000</b>
<i>Total</i>	<i>314,295</i>	<i>261,746</i>	<i>232,714</i>	<i>238,946</i>	<i>189,901</i>	<i>247,901</i>	<i>152,245</i>	<i>190,901</i>	<i>169,678</i>	<i>144,813</i>	<b><i>2,143,140</i></b>
<i>Support Staff Position Entitlement</i>	<i>Office Manager</i>	<i>Executive Assistant</i>	<i>Secretary /Receptionist</i>	<i>Admin. Assist. Data Entry</i>	<i>VMS Operator</i>	<i>VMS Operator</i>	<i>Treasury Asst.</i>	<i>Data Quality Officer</i>	<i>Compliance Officer</i>	<i>4 Data Control Technicians</i>	
Base salary	40,697	25,592	16,056	25,592	28,284	28,284	37,129	40,697	32,304	50,300	<b>324,937</b>
Health & Medical	2,880	2,880	2,880	2,880	2,880	2,880	2,880	2,880	2,880	11,520	<b>37,440</b>
Personal accident ins.	370	370	370	370	370	370	370	370	370	1,480	<b>4,810</b>
Social security	3,459	2,175	1,365	2,175	2,404	2,404	3,156	3,459	2,746	4,276	<b>27,620</b>
Leave fare	0	0	0	0	0	0	0	0	0	0	<b>0</b>
<i>Total</i>	<i>47,407</i>	<i>31,017</i>	<i>20,671</i>	<i>31,017</i>	<i>33,938</i>	<i>33,938</i>	<i>43,535</i>	<i>47,407</i>	<i>38,300</i>	<i>67,576</i>	<b><i>394,806</i></b>
<b>Grand total</b>											<b>2,537,946</b>

## ANNEX IV

## Western and Central Pacific Fisheries Commission

Summary of budgetary estimates for the period from 01 January to 31 December 2014  
& indicative budgets for 2015, 2016 & 2017 (United States dollars)

<b>Other Funds</b>					
<b>Western Pacific East Asia Project Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
Global Environment Fund/Co-financed Project	224,562	233,744	673,633	813,633	746,312
<b>Special Requirements Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
Article 30 of the Convention purposes.	116,947	0	83,981	subject to contributions	subject to contributions
<b>U.S. Funds for Supporting E-Monitoring and E-Reporting</b> <i>(formally the Regional Observer Programme Support Fund)</i>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
Activities to assist the Regional Observer Programme	80,644	28,300	90,602	subject to contributions	subject to contributions
<b>Working Capital Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
To provide cash flow finance in the absence of sufficient contributions	350,000	350,000	350,000	350,000	Nil sum: used & repaid as required
<b>Japanese Trust Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
For capacity building in fisheries statistics, regulation and enforcement for small island developing states.	subject to contributions	354,195	subject to contributions	subject to contributions	subject to contributions
<b>Voluntary Contributions Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
For other earmarked activities.	25,000	113,836	subject to contributions	subject to contributions	subject to contributions
<b>CNM Contributions Fund</b>					
	<i>Indicative budget 2014</i>	<i>Estimated expenditure 2014</i>	<i>Indicative budget 2015</i>	<i>Indicative budget 2016</i>	<i>Indicative budget 2017</i>
Fund to collect CNM Contributions; it is proposed that each year from 2011 USD125,000 or lesser remaining balance will be deducted from member contributions until the fund balance is nil. <i>Note 1</i>	193,083	195,730	202,516	subject to contributions	subject to contributions

*Note 1* Under Financial Regulation 5.2 (b) (ii) an offset was established for small island developing states to be taken from the Fees and Charges Fund.

## ANNEX V

### Western and Central Pacific Fisheries Commission

#### Proposed 2015 Contributions with Offset for Small Island Developing States and Additional 25,000 Assessed on Non-Developing States Members of NC

<i>2015 Contribution Table</i>								
<i>Member</i>	<i>Base fee component: uniform share 10% of budget</i>	<i>National wealth component: 20% of budget</i>	<i>Catch component: 70% of budget</i>	<i>Addition for Northern Committee</i>	<i>Total Contributions by Members</i>	<i>Percent of Budget by member</i>	<i>Offset for Small Island Developing States*</i>	<i>Total of components: 100% of budget</i>
Australia	27,056	107,813	10,276	0	<b>145,145</b>	2.09%	0	145,145
Canada	27,056	101,567	1	0	<b>128,623</b>	1.85%	0	128,623
China	27,056	111,672	296,448	0	<b>435,176</b>	6.26%	0	435,176
Cook Islands	27,056	890	3,604	0	<b>31,550</b>	0.45%	20,500	52,049
European Union	27,056	250,001	112,655	0	<b>389,711</b>	5.60%	0	389,711
Federated States of Micronesia	27,056	5,103	70,917	0	<b>103,076</b>	1.48%	0	103,076
Fiji	27,056	6,558	30,340	0	<b>63,954</b>	0.92%	0	63,954
France	27,056	103,568	9,012	0	<b>139,636</b>	2.01%	0	139,636
Indonesia	27,056	16,085	126,375	0	<b>169,516</b>	2.44%	0	169,516
Japan	27,056	152,057	1,064,459	0	<b>1,243,572</b>	17.88%	0	1,243,572
Kiribati	27,056	3,700	132,669	0	<b>163,425</b>	2.35%	0	163,425
Korea	27,056	52,087	711,491	0	<b>790,633</b>	11.36%	0	790,633
Marshall Islands	27,056	2,632	202,841	0	<b>232,528</b>	3.34%	3,850	236,378
Nauru	27,056	504	15	0	<b>27,575</b>	0.40%	10,201	37,776
New Zealand	27,056	55,117	70,790	0	<b>152,963</b>	2.20%	0	152,963
Niue	27,056	81	0	0	<b>27,136</b>	0.39%	19,032	46,168
Palau	27,056	1,046	0	0	<b>28,102</b>	0.40%	13,808	41,910
Papua New Guinea	27,056	2,960	274,107	0	<b>304,123</b>	4.37%	0	304,123
Philippines	27,056	7,604	283,018	0	<b>317,678</b>	4.57%	0	317,678
Samoa	27,056	5,213	2,350	0	<b>34,619</b>	0.50%	0	34,619
Solomon Islands	27,056	2,046	7,328	0	<b>36,429</b>	0.52%	0	36,429
Chinese Taipei	27,056	38,824	694,579	0	<b>760,458</b>	10.93%	0	760,458
Tonga	27,056	5,266	276	0	<b>32,598</b>	0.47%	1,250	33,849
Tuvalu	27,056	494	24,969	0	<b>52,519</b>	0.75%	8,874	61,393
United States of America	27,056	291,686	697,837	0	<b>1,016,579</b>	14.61%	0	1,016,579
Vanuatu	27,056	4,812	97,790	0	<b>129,658</b>	1.86%	0	129,658
<b>Totals</b>	<b>703,450</b>	<b>1,329,384</b>	<b>4,924,149</b>	<b>0</b>	<b>6,956,982</b>	<b>100%</b>	<b>77,516</b>	<b>7,034,498</b>

\* To be offset by the Fees and Charges Fund.

**ANNEX V (continued)**

**Offset for Small Island Developing States as per Financial Regulation 5.2(b) (ii)**

<i>Member</i>	<i>Population</i>	<i>Maximum Payable for wealth component</i>	<i>National wealth component</i>	<i>Offset for Small Island Developing States</i>
Cook Islands	17,794	890	21,390	20,500
Federated States of Micronesia	103,549	5,177	5,103	0
Fiji	881,065	44,053	6,558	0
Kiribati	102,351	5,118	3,700	0
Marshall Islands	52,634	2,632	6,482	3,850
Nauru	10,084	504	10,705	10,201
Niue	1,611	81	19,112	19,032
Palau	20,918	1,046	14,854	13,808
Papua New Guinea	7,321,262	366,063	2,960	0
Samoa	190,372	9,519	5,213	0
Solomon Islands	561,231	28,062	2,046	0
Tonga	105,323	5,266	6,517	1,250
Tuvalu	9,876	494	9,368	8,874
Vanuatu	252,763	12,638	4,812	0
<b>Total</b>				<b>77,516</b>

**Additional Funding for Northern Committee as agreed in WCPFC9-2012-22 FAC 6 Summary Report 5.4 (25)**

<i>Non-developing States Members of NC</i>	<i>Percent of total budget</i>	<i>Percent of NC fund</i>	<i>Additional cost</i>
Canada	1.83%	3.9%	0
China	6.19%	13.2%	0
Japan	2.41%	5.1%	0
Korea	11.24%	24.0%	0
Chinese Taipei	10.81%	23.0%	0
United States of America	14.45%	30.8%	0
<b>Total</b>	<b>46.93%</b>	<b>100.00%</b>	<b>0</b>

ANNEX V (continued)

Indicative schedule of contributions based on proposed 2015 budgets without with the Offset for Small Island Developing States and Additional funds Assessed on Non-Developing States Members of NC

Member	2015 Proposed					2016 Indicative		2017 Indicative	
	Base fee component: uniform share 10% of budget	National wealth component: 20% of budget	Catch component: 70% of budget	Total of components: 100% of budget	% of budget by member	Total of components : 100% of budget	% of budget by member	Total of components: 100% of budget	% of budget by member
Australia	27,056	107,813	10,276	145,145	2.06%	136,435	2.06%	134,806	2.06%
Canada	27,056	101,567	1	128,623	1.83%	120,905	1.83%	119,461	1.83%
China	27,056	111,672	296,448	435,176	6.19%	409,062	6.19%	404,176	6.19%
Cook Islands	27,056	21,390	3,604	52,049	0.74%	48,926	0.74%	48,342	0.74%
European Union	27,056	250,001	112,655	389,711	5.54%	366,326	5.54%	361,950	5.54%
Federated States of Micronesia	27,056	5,103	70,917	103,076	1.47%	96,891	1.47%	95,733	1.47%
Fiji	27,056	6,558	30,340	63,954	0.91%	60,117	0.91%	59,398	0.91%
France	27,056	103,568	9,012	139,636	1.99%	131,257	1.99%	129,689	1.99%
Indonesia	27,056	16,085	126,375	169,516	2.41%	159,344	2.41%	157,440	2.41%
Japan	27,056	152,057	1,064,459	1,243,572	17.68%	1,168,949	17.68%	1,154,985	17.68%
Kiribati	27,056	3,700	132,669	163,425	2.32%	153,618	2.32%	151,783	2.32%
Korea	27,056	52,087	711,491	790,633	11.24%	743,190	11.24%	734,312	11.24%
Marshall Islands	27,056	6,482	202,841	236,378	3.36%	222,194	3.36%	219,540	3.36%
Nauru	27,056	10,705	15	37,776	0.54%	35,509	0.54%	35,085	0.54%
New Zealand	27,056	55,117	70,790	152,963	2.17%	143,784	2.17%	142,067	2.17%
Niue	27,056	19,112	0	46,168	0.66%	43,398	0.66%	42,879	0.66%
Palau	27,056	14,854	0	41,910	0.60%	39,395	0.60%	38,925	0.60%
Papua New Guinea	27,056	2,960	274,107	304,123	4.32%	285,873	4.32%	282,458	4.32%
Philippines	27,056	7,604	283,018	317,678	4.52%	298,615	4.52%	295,048	4.52%
Samoa	27,056	5,213	2,350	34,619	0.49%	32,541	0.49%	32,153	0.49%
Solomon Islands	27,056	2,046	7,328	36,429	0.52%	34,243	0.52%	33,834	0.52%
Chinese Taipei	27,056	38,824	694,579	760,458	10.81%	714,825	10.81%	706,286	10.81%
Tonga	27,056	6,517	276	33,849	0.48%	31,818	0.48%	31,438	0.48%
Tuvalu	27,056	9,368	24,969	61,393	0.87%	57,709	0.87%	57,020	0.87%
United States of America	27,056	291,686	697,837	1,016,579	14.45%	955,577	14.45%	944,162	14.45%
Vanuatu	27,056	4,812	97,790	129,658	1.84%	121,878	1.84%	120,422	1.84%
<b>Totals</b>	<b>703,450</b>	<b>1,406,900</b>	<b>4,924,149</b>	<b>7,034,498</b>	<b>100.00%</b>	<b>6,612,379</b>	<b>100.00%</b>	<b>6,533,391</b>	<b>100.00%</b>

ANNEX VI

**Western and Central Pacific Fisheries Commission**  
**Schedule of 2015 Contributions for CNMs (formula agreed at WCPFC7)**

Cooperating Non-Member	<i>Base fee component: uniform share 10% of budget</i>	<i>National wealth component: 20% of budget</i>	<i>Catch component: 70% of budget</i>	<i>Total of components: 100% of budget</i>	<i>50% of Contributions</i>
DPRK	26,054	3,009	0	29,062	<b>14,531</b>
Ecuador	26,054	9,134	57,027	92,215	<b>46,107</b>
El Salvador	26,054	5,972	33,759	65,784	<b>32,892</b>
Liberia	26,054	607	0	26,661	<b>13,330</b>
Mexico	26,054	29,820	0	55,874	<b>27,937</b>
Panama	26,054	14,891	0	40,945	<b>20,472</b>
Senegal	26,054	1,842	0	27,895	<b>13,948</b>
Thailand	26,054	12,437	0	38,490	<b>19,245</b>
Vietnam	26,054	4,289	0	30,342	<b>15,171</b>
<b>Totals</b>	<b>234,483</b>	<b>81,999</b>	<b>90,786</b>	<b>407,268</b>	<b>203,634</b>

## 2011 – 2013 Catch Data Provided by SPC

														WCPO	
Commission Member	Own EEZ, Archipelagic	%	Own EEZ, Non-Archipelagic	%	Ex-Own EEZ	%	Total	% in Conv Area	Own EEZ, Discounted	%	Ex-Own EEZ	%	Discounted Total	Commission Member	% of Catch Component
Australia	0		3,475	93.4	245	6.6	3,721	0.15	3,475	93.4	245	6.6	3,721	Australia	0.21
Canada	0		0		0		0	0.00	0		0		0	Canada	0.00
China	0		0	0.0	107,331	100.0	107,331	4.39	0	0.0	107,331	100.0	107,331	China	6.02
Cook Islands	0		3,023	96.9	96	3.1	3,119	0.13	1,209	92.7	96	7.3	1,305	Cook Islands	0.07
European Union	0		0	0.0	40,788	100.0	40,788	1.67	0	0.0	40,788	100.0	40,788	European Union	2.29
Federated States of Micronesia	0		10,210	32.1	21,592	67.9	31,802	1.30	4,084	15.9	21,592	84.1	25,676	Federated States of Micronesia	1.44
Fiji Islands	791	5.2	5,498	36.5	8,785	58.3	15,075	0.62	2,199	20.0	8,785	80.0	10,985	Fiji Islands	0.62
France	0		8,093	99.7	26	0.3	8,119	0.33	3,237	99.2	26	0.8	3,263	France	0.18
Indonesia	311,890	0.0	114,388	0.0	0	0.0	426,278	17.43	45,755	100.0	0	0.0	45,755	Indonesia	2.57
Japan	0		97,215	25.2	288,180	74.8	385,394	15.76	97,215	25.2	288,180	74.8	385,394	Japan	21.62
Kiribati	0		22,557	36.6	39,011	63.4	61,568	2.52	9,023	18.8	39,011	81.2	48,034	Kiribati	2.69
Korea, Republic of	0		0	0.0	257,600	100.0	257,600	10.53	0	0.0	257,600	100.0	257,600	Korea, Republic of	14.45
Marshall Islands	0		11,504	14.3	68,838	85.7	80,342	3.28	4,601	6.3	68,838	93.7	73,440	Marshall Islands	4.12
Nauru	0		14	n/a	0	n/a	14	0.00	5	n/a	0	n/a	5	Nauru	0.00
New Zealand	0		14,720	57.4	10,910	42.6	25,630	1.05	14,720	57.4	10,910	42.6	25,630	New Zealand	1.44
Niue	0		0	n/a	0	n/a	0	0.00	0	n/a	0	n/a	0	Niue	0.00
Palau	0		0	n/a	0	n/a	0	0.00	0	n/a	0	n/a	0	Palau	0.00
Papua New Guinea	50,184	25.1	84,488	42.2	65,447	32.7	200,119	8.18	33,795	34.1	65,447	65.9	99,242	Papua New Guinea	5.57
Philippines	103,154	46.7	25,788	11.7	92,153	41.7	221,095	9.04	10,315	10.1	92,153	89.9	102,468	Philippines	5.75
Samoa	0		2,125	99.9	1	0.1	2,126	0.09	850	99.9	1	0.1	851	Samoa	0.05
Solomon Islands	19,316	74.5	6,584	25.4	19	0.1	25,919	1.06	2,634	99.3	19	0.7	2,653	Solomon Islands	0.15
Tonga	0		248	99.7	1	0.3	249	0.01	99	99.2	1	0.8	100	Tonga	0.01
Tuvalu	0		1,095	n/a	8,602	n/a	9,697	0.40	438	n/a	8,602	n/a	9,040	Tuvalu	0.51
Chinese Taipei	0		7,025	2.8	244,451	97.2	251,477	10.28	7,025	2.8	244,451	97.2	251,477	Chinese Taipei	14.11
United States of America	0		5,433	2.2	247,224	97.8	252,656	10.33	5,433	2.2	247,224	97.8	252,656	United States of America	14.17
Vanuatu	0		764	2.1	35,100	97.9	35,864	1.47	306	0.9	35,100	99.1	35,406	Vanuatu	1.99
<b>Total</b>	<b>485,335</b>	<b>19.8</b>	<b>424,245</b>	<b>17.3</b>	<b>1,536,402</b>	<b>62.8</b>	<b>2,445,982</b>	<b>100.00</b>	<b>246,419</b>	<b>13.8</b>	<b>1,536,402</b>	<b>86.2</b>	<b>1,782,820</b>	<b>Total</b>	<b>100.00</b>



**Western and Central Pacific Fisheries Commission  
Staff Regulations**

**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

**Western and Central Pacific Fisheries Commission**

Staff Regulations

SCHEDULE 2 (a)

WCPFC Professional Staff Salary Scale (based on decisions of WCPFC10)

	Annual Salary		Annual Salary	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%
<b>I,1</b>	25,100	<b>L,1</b>	53,435	Married + 1	63.700%
I,2	26,358	L,2	56,776	Married + 2	65.000%
I,3	27,617	L,3	60,119	Married + 3	66.950%
I,4	28,874	L,4	63,462	Married + 4	68.250%
I,5	30,133	L,5	66,804		
I,6	31,391	L,6	70,147		
I,7	32,648	L,7	73,489		
I,8	33,909	L,8	76,833		
I,9	35,151	L,9	80,152		
				<b>REFERENCE EXCHANGE RATE</b>	
				SDR/USD	1.5960
				USD/FJD	1.7539
<b>J,1</b>	35,048	<b>M,1</b>	64,271		
J,2	36,597	M,2	68,289		
J,3	38,145	M,3	72,307	<b>ECA Index</b>	
J,4	39,693	M,4	76,326		<b>191.9</b>
J,5	41,241	M,5	80,343		
J,6	42,790	M,6	84,361		
J,7	44,338	M,7	88,381		
J,8	45,886	M,8	92,400		
J,9	47,415	M,9	96,405		
<b>K,1</b>	45,666	<b>ED,1</b>	The Executive Director's salary is based on the UN's D1 salary scales^ (see website reference below)		
K,2	47,682	ED,2			
K,3	49,695	ED,3			
K,4	51,709	ED,4			
K,5	53,722	ED,5			
K,6	55,736	ED,6			
K,7	57,749	ED,7			
K,8	59,765	ED,8			
K,9	61,790	ED,9			

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

**SCHEDULE 2(b) (updated October 2014)**

**Salary scale for support staff**

<b>Grade/Point</b>	<b>Point 1</b>	<b>Point 2</b>	<b>Point 3</b>	<b>Point 4</b>	<b>Point 5</b>	<b>Point 6</b>	<b>Point 7</b>	<b>Point 8</b>	<b>Point 9</b>
<b>Grade 1</b>	\$27,071	\$28,858	\$30,762	\$32,791	\$34,957	\$37,264	\$39,723	\$42,345	\$45,138
<b>Grade 2</b>	\$23,834	\$25,407	\$27,084	\$28,871	\$30,777	\$32,809	\$34,974	\$37,282	\$39,667
<b>Grade 3</b>	\$21,615	\$23,042	\$24,562	\$26,183	\$27,912	\$29,755	\$31,717	\$33,811	\$36,189
<b>Grade 4</b>	\$18,883	\$20,130	\$21,458	\$22,874	\$24,384	\$25,994	\$27,709	\$29,538	\$31,487
<b>Grade 5</b>	\$16,152	\$17,218	\$18,355	\$19,567	\$20,857	\$22,233	\$23,702	\$25,266	\$27,568
<b>Grade 6</b>	\$12,772	\$13,615	\$14,514	\$15,471	\$16,492	\$17,582	\$18,742	\$19,979	\$21,297
<b>Grade 7</b>	\$9,393	\$10,013	\$10,673	\$11,378	\$12,128	\$12,930	\$13,782	\$14,693	\$15,649

<b>Position</b>	<b>Grade</b>
Administrative Officer	2
Data Quality Officer	2
Finance Officer	3
Compliance Officer	4
Executive Assistant	5
VMS Operator	5
Data Entry Assistant	5
Data Control Technician	7
Receptionist	7