

**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

ANNEX 10 (cont.)

Western and Central Pacific Fisheries Commission

Staff Regulations

SCHEDULE 2 (a)

WCPFC Professional Staff Salary Scale (based on decisions of WCPFC13)

	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%
I,1	25,602	L,1	54,504	Married + 1	63.700%
I,2	26,885	L,2	57,912	Married + 2	65.000%
I,3	28,169	L,3	61,321	Married + 3	66.950%
I,4	29,451	L,4	64,731	Married + 4	68.250%
I,5	30,736	L,5	68,140		
I,6	32,019	L,6	71,550		
I,7	33,301	L,7	74,959		
I,8	34,587	L,8	78,370		
I,9	35,854	L,9	81,755		
				REFERENCE EXCHANGE RATE	
				SDR/USD	1.5
J,1	35,749	M,1	65,556		
J,2	37,329	M,2	69,655		
J,3	38,908	M,3	73,753		
J,4	40,487	M,4	77,853		
J,5	42,066	M,5	81,950		
J,6	43,646	M,6	86,048		
J,7	45,225	M,7	90,149		
J,8	46,804	M,8	94,248		
J,9	48,363	M,9	98,333		
K,1	46,579	ED,1	The Executive Director's salary is based on the UN's D1 salary scales^ plus a 2% increase		
K,2	48,636	ED,2			
K,3	50,689	ED,3			
K,4	52,743	ED,4			
K,5	54,796	ED,5			
K,6	56,851	ED,6			
K,7	58,904	ED,7			
K,8	60,960	ED,8			
K,9	63,026	ED,9			
				ECA Index	
					191.9

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

SCHEDULE 2(b) (as of January 2020)

Salary scale for support staff

Grade/Point	Point 1	Point 2	Point 3	Point 4	Point 5	Point 6	Point 7	Point 8	Point 9
Grade 1	\$27,883	\$29,724	\$31,685	\$33,775	\$36,006	\$38,382	\$40,915	\$43,615	\$46,492
Grade 2	\$24,549	\$26,169	\$27,897	\$29,737	\$31,700	\$33,793	\$36,023	\$38,400	\$40,857
Grade 3	\$22,263	\$23,733	\$25,299	\$26,968	\$28,749	\$30,648	\$32,669	\$34,825	\$37,275
Grade 4	\$19,449	\$20,734	\$22,102	\$23,560	\$25,116	\$26,774	\$28,540	\$30,424	\$32,432
Grade 5	\$16,637	\$17,735	\$18,906	\$20,154	\$21,483	\$22,900	\$24,413	\$26,024	\$28,395
Grade 6	\$13,155	\$14,023	\$14,949	\$15,935	\$16,987	\$18,109	\$19,304	\$20,578	\$21,936
Grade 7	\$9,675	\$10,313	\$10,993	\$11,719	\$12,492	\$13,318	\$14,195	\$15,134	\$16,118

Position	Grade
Administrative Officer	2
Data Quality Officer	2
Finance Officer	3
IT Officer	3
Compliance Officer	4
Executive Assistant	5
VMS Operator	5
RFV Officer	5
Data Control Technician	7
Receptionist	7