

**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 WCPFC19)

	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	27,339	L,1	58,203	Married + 1	63.700%
I,2	28,709	L,2	61,842	Married + 2	65.000%
I,3	30,080	L,3	65,481	Married + 3	66.950%
I,4	31,450	L,4	69,123	Married + 4	68.250%
I,5	32,822	L,5	72,763		
I,6	34,191	L,6	76,404		
I,7	35,560	L,7	80,045		
I,8	36,934	L,8	83,687		
I,9	38,287	L,9	87,302		
				REFERENCE EXCHANGE RATE	
				SDR/USD	1.5
J,1	38,175	M,1	70,004		
J,2	39,862	M,2	74,381		
J,3	41,547	M,3	78,757		
J,4	43,234	M,4	83,136		
J,5	44,920	M,5	87,510		
J,6	46,607	M,6	91,887		
J,7	48,294	M,7	96,266		
J,8	49,980	M,8	100,643		
J,9	51,644	M,9	105,005		
K,1	49,740	ED,1	The Executive Director's salary is based on the UN's D1 salary scales^ plus a 2% increase		
K,2	51,936	ED,2			
K,3	54,129	ED,3			
K,4	56,322	ED,4			
K,5	58,514	ED,5			
K,6	60,708	ED,6			
K,7	62,900	ED,7			
K,8	65,096	ED,8			
K,9	67,302	ED,9			
				ECA Index	191.9

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

SCHEDULE 2(b) (as of January 2023)

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	\$30,375	\$32,380	\$34,517	\$36,794	\$39,223	\$41,812	\$44,571	\$47,512	\$50,647
Grade 2	\$26,743	\$28,507	\$30,390	\$32,395	\$34,533	\$36,813	\$39,242	\$41,831	\$44,508
Grade 3	\$24,252	\$25,854	\$27,560	\$29,377	\$31,318	\$33,387	\$35,588	\$37,937	\$40,606
Grade 4	\$21,187	\$22,587	\$24,077	\$25,665	\$27,360	\$29,166	\$31,091	\$33,142	\$35,331
Grade 5	\$18,124	\$19,320	\$20,595	\$21,955	\$23,403	\$24,946	\$26,594	\$28,349	\$30,932
Grade 6	\$14,330	\$15,276	\$16,285	\$17,359	\$18,505	\$19,727	\$21,029	\$22,417	\$23,897
Grade 7	\$10,540	\$11,234	\$11,975	\$12,766	\$13,608	\$14,508	\$15,464	\$16,487	\$17,558

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