

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

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SCHEDULE 2(a) (as of January 2026)

WCPFC Professional Staff Salary Scale in USD

Grade/Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 1	\$152,753	\$157,336	\$162,056	\$166,917	\$171,924	\$177,082	\$182,395	\$187,867	\$193,215
Grade 2	\$98,280	\$102,064	\$105,993	\$110,074	\$114,311	\$118,713	\$123,284	\$128,030	\$132,917
Grade 3	\$75,729	\$78,683	\$81,751	\$84,940	\$88,253	\$91,694	\$95,270	\$98,986	\$102,467
Grade 4	\$58,122	\$60,389	\$62,744	\$65,190	\$67,732	\$70,374	\$73,119	\$75,971	\$78,628
Grade 5	\$43,147	\$44,980	\$46,892	\$48,885	\$50,962	\$53,128	\$55,385	\$57,740	\$58,292

Position	Grade
Executive Director	1
Senior Managers	2
Managers	3
Assistant Managers	4
None	5

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SCHEDULE 2(b) (as of January 2026)

WCPFC Support Staff Salary Scale in USD

Grade/Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Grade 1	\$34,687	\$36,977	\$39,417	\$42,018	\$44,791	\$47,748	\$50,898	\$54,257	\$57,837
Grade 2	\$30,540	\$32,553	\$34,705	\$36,993	\$39,436	\$42,039	\$44,812	\$47,769	\$50,825
Grade 3	\$27,695	\$29,525	\$31,473	\$33,547	\$35,764	\$38,126	\$40,640	\$43,323	\$46,370
Grade 4	\$24,195	\$25,793	\$27,495	\$29,308	\$31,244	\$33,306	\$35,505	\$37,846	\$40,347
Grade 5	\$20,697	\$22,063	\$23,519	\$25,072	\$26,725	\$28,487	\$30,370	\$32,373	\$35,324
Grade 6	\$16,365	\$17,445	\$18,597	\$19,823	\$21,131	\$22,527	\$24,013	\$25,600	\$27,290
Grade 7	\$12,037	\$12,829	\$13,675	\$14,578	\$15,540	\$16,568	\$17,659	\$18,827	\$20,051

Position	Grade
Administrative Officer	2
MCS Team Leader	3
Finance Officer	3
IT Officer	3
CCM Support Officer	4
Human Resource Officer	4
Vessel Management Officer	5
Reporting Analyst Officer	4/5
Data Control Technician	6
Receptionist	6