



MA'U MAFAI VĀHENGĀ

Remuneration Authority

UPDATE ONE OF 01 JULY 2016

TO THE SECOND REMUNERATION REPORT OF SEPTEMBER 2015



MA'U MAFAI VĀHENGĀ

REMUNERATION AUTHORITY

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25 July 2016

Hon. Dr. 'Aisake Valu Eke
Minister of Finance and National Planning
Ministry of Finance and National Planning
Nuku'alofa

Dear Honourable Minister,

We are pleased to provide herewith the results of the updating of the Authority's Second Remuneration Report. This Report, first issued in September 2015, has now been updated to 01 July, 2016.

Yours Respectfully,

Siosi C. Mafi (Chairperson)

Posesi Bloomfield (Deputy Chair)

Meleseini Lomu (Member)

Taniela Fusimalohi (Member)

Pita Taufatofua (Member)



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A. INTRODUCTION

I. Legal Framework

1. The Remuneration Authority's (Authority) work is directed by the *Remuneration Authority Act 2010 (the Act)*, the *Remuneration Authority Rules and Procedures 2011*, and the *Remuneration Policy 2012*.
2. This is the first update to the Second Remuneration Report of September 2015. This was produced by the Authority, upon direction of Cabinet, and approval of the Public Service Commission. This recommends to the Public Service Commission, and thereafter to the Government of Tonga the establishment of a new remuneration structure for all 3,710 public servants. Included is a job evaluation method for all positions, recommended salaries for each position, and the use of a performance management system (PMS) to ensure salary increase is linked to performance.
3. This update takes into account all the new data, job related information, Ministry related information, and findings of the Authority. Many Ministries provided new approved organizational charts, job descriptions, and other relevant information between December 2015 and May 2016. This has all been taken into account to produce this update.
4. The legislative functions of the Authority are to consider and make recommendations as to the remuneration and other monetary benefits of positions listed in the Remuneration Act, and to carry out such other functions as may be conferred or imposed on it by the Act or any other enactment. For the remainder of public service positions, under the Public Service Act, the setting of remuneration for public servants legally remains under the Public Service Commission, with approval by Cabinet.
5. Accordingly, the Public Service Commission endorsed these updated recommendations on 1 July, 2016, and the Cabinet approved these recommendations on 8 July, 2016.

6. The primary and paramount requirements from the *Remuneration Act*, which is used by the Authority for all of its work, is for remuneration recommendations to be relative to the levels of remuneration in the private sector, relative to other positions who have similar conditions of service, recognize the need to recruit and retain competent and qualified workers, fairness to the requirements of each position, fair to the position holder, and finally, fair to the tax payer. The Authority has done its utmost best and is confident that the recommendations in this report have achieved the best balance of these different factors.
7. The Act allows the Authority to fix scales or ranges of remuneration, to specify the manner in which such scales or ranges of remuneration are to be applied, and to provide for remuneration to be adjusted on a specified basis against a specified index or such other adjustment mechanism as the Authority specifies.
8. It is important to note that the legal role of the Authority is to make recommendations. The Authority reports to the Hon. Minister for Finance and National Planning.
9. These remuneration recommendations are effective from July 01, 2016 for all positions, except for those positions currently under employment contracts. New employment contracts signed after the effective date of approval of this report are proposed to be subject to these recommendations.

II. Main Purpose of Report

10. This is NOT a review to bring about across the board Public Service salary increases. At the same time, the Authority will NOT recommend that any salary currently paid to an existing position holder be reduced.
11. This work brings all Public Service positions remunerated by public funds under a single new, fair, and defensible system. The remuneration of all positions have been reviewed under one standardised job evaluation model and under one set of criteria. Importantly, the work and recommendations of this report was all conducted by one independent body.

12. The work primarily is to evaluate each position in the Public Service. The Authority independently evaluated positions relating to three thousand seven hundred and ten (3,710) public servants and workers.
13. Once each position was evaluated and job-sized, the Authority set up a new structure with new bands (replacing the existing “levels”). The Authority then migrated the entire Public Service from the current remuneration structure (in use since the *Walker Report* in 1982) into the recommended new structure. The Authority is confident that the new structure better reflects the requirements and complexities of public service in the 21st century.
14. The recommendations made in this report are a work in progress. This is just the beginning of a longer term process. The new system is essentially a significant change and as such will have transition risks and difficulties. The Authority and the Public Service Commission are committed to manage these risks and difficulties proactively.
15. The Authority is committed to the change being done in a transparent way (see discussion below at Part XV for the consultation process), in a collaborative process which allows change in determinations (see discussion below at Part XVI for the appeal process), and at a pace which allows time for effective implementation (see discussion below at Part XVII for Performance Management System and Part XVIII for Annual Reviews).
16. The baseline salaries for this report already include the 5% Cost of Living Adjustment (COLA) approved by the Government in December 2014, the 1% COLA in January 2015, and the 5% COLA in December 2015. From FY 2016/2017 onwards, during the annual review of the salary scales, the Authority will take into account relevant economic and financial indicators.

III. Previous Report

17. The Authority issued its first Remuneration Report in June 2014. That report contained remuneration recommendations only for the positions under the Authority’s

responsibility pursuant to the *Act*. In that report, the Authority independently evaluated positions relating to more than one thousand five hundred (1,500) public servants and workers. This represented twenty-six per cent (26%) of all positions paid from public funds.

18. The June 2014 report included remuneration recommendations for the Executive (Prime Minister, Ministers, certain Heads of Department), the Judiciary (all Judges in the Appeal Court, Supreme Court, Magistrates Court), the Legislative Assembly (Speaker, Deputy Speaker, Members of Parliament, Staff of Legislative Assembly), Public Enterprises (CEOs and Directors), Commissions and Tribunals, all staff of His Majesty's Armed Forces, the Tonga Police, the Prisons, and the Fire Department.

19. The effective date for approval of the recommendations from the June 2014 Report were postponed by Cabinet, directing the Authority on 18 July, 2014 to provide the same recommendations for the remainder of the public service under the *Public Service Act*. The recommendations for the Update to the June 2014 Report was also duly approved on 8 July, 2016 to be made effective from July 01, 2016. This ensures all positions under the *Remuneration Authority Act* (June 2014 Report) and under the (September 2015 Report) have now entered the new remuneration structure at the same time.

20. As a result of this work, Tonga has achieved a significant public sector reform milestone. In the interests of accountability, transparency and good governance, the Government is ensuring that all positions paid from public funds, whether directly from tax payer funds or through Government bodies, regardless of their relative importance, use the same job evaluation method that is fair and affordable.

IV. Cabinet Direction

21. The Cabinet, in its decision No. 517 of 18 July, 2014 directed the Remuneration Authority to provide recommendations for the entire Public Service. The Cabinet again, in November 2015, April 2016 and May 2016, directed the Authority to provide further consultation, and provide an opportunity for public servants to submit any individual concerns. That process was completed in June 2016, and results of the examination of

all 821 updates, and revisions was presented to Cabinet on 8 July, 2016. The Cabinet approved the recommendations of the Authority to be made effective on July 01, 2016, and for all updates to be made to the 2016 Report, and reprinted. This report is in full compliance with the Cabinet's decisions.

B. SUMMARY OF WORK

V. New Structure

22. The Remuneration Authority hereby establishes and recommends a new remuneration structure for all Public Servants who are paid from public funds.
23. Essentially, the remuneration recommended for every position depends on the size of the job, and as required by the Act; fair relativity to similar positions both in the public and private sector, fairness to the position holder, requirements of the position, fairness to the tax payer, and the need to recruit and retain competent position holders.
24. The recommendations herein represent the beginning of longer term work to ensure the new remuneration structure is implemented properly and working efficiently and effectively. This work will be in addition to considering concerns and appeals, the job sizing of new positions, the annual updating of job descriptions that change, and the annual review of the salary scale.
25. The 1982 remuneration structure has been in use for more than 30 years. The Authority is confident that this new recommended structure will be appropriate for the long-term future.

VI. Evaluation Method Used

26. The size of each civil service position was calculated by the Authority using the Hay Group¹ job evaluation method. The Hay Group also provided quality checks and benchmarking advice to the Authority.

¹ The Hay Group Guide Chart – Profile Method of Job Evaluation is the most widely used method in the world and has been applied in organizations of all kinds, in all sectors, to evaluate millions of jobs at all levels in more than 50 countries for their public sector and 100 countries for their private sector.

27. For calculating a job size, information relating to the Ministry (Annual Reports, Corporate Plans, Relevant Legislation, Organizational Structure), the position (Job Description, Remuneration Authority Survey) and similar positions (job sizes of similar comparable positions in the private sector and from Hay Group's world wide database) were obtained and considered at length.
28. Once the size of each job was confirmed, all positions were placed into bands grouped according to their job size. For each band, a salary scale was calculated using existing salary scales and all relevant financial and economic data.

VII. New Salary Scales

29. The proposed new salary scales were determined through the consideration of the existing Public Service salary scales, the salary scales of the private sector, and the latest financial and economic data. The Authority also considered Hay Group market data from both Tonga's and neighbouring countries public and private sectors. This analysis provided the basis for assessing affordability and sustainability of the proposed salary scales.
30. From 2017 onwards, the Authority will annually review the salary scales according to updated economic and financial indicators.
31. Each position in the current Public Service (in a structure ranging from Level 1 down to Level 14) was reviewed by the Authority.
32. The positions were job sized and then placed into the new proposed structure (in bands ranging from band A down to band S).
33. Once this "migration" was complete, each position will have a job size on file, placed into a band according to its job size, and paid according to the new recommended salary scale in Table 1.

Table 1

BAND	SALARY SCALE ALL TONGA GOVERNMENT CIVIL SERVICE POSITIONS
A	\$112,000
B	\$71,400 - \$107,100
C	\$58,800 - \$88,200
D	\$53,760 - \$80,640
E	\$46,200 - \$69,300
F	\$42,000 - \$63,000
G	\$37,800 - \$56,700
H	\$33,600 - \$50,400
I	\$30,240 - \$45,360
J	\$26,880 - \$40,320
K	\$23,520 - \$35,280

L	\$19,490 - \$29,230
BAND	SALARY SCALE ALL TONGA GOVERNMENT CIVIL SERVICE POSITIONS
M	\$15,120 - \$22,680
N	\$11,760 - \$17,640
O	\$10,080 - \$15,120
P	\$9,240 - \$13,860
Q	\$8,400 - \$12,600
R	\$7,560 - \$11,340
S	\$6,720 - \$10,080

C. THE METHOD USED

VIII. Hay Group Job Evaluation Method

34. The work was conducted using the most widely used job evaluation method in the world, the Hay Group model. This was chosen because it was fair and equitable, most able to incorporate the requirements of the Authority's Act, and defensible. It also allowed members of the Authority to use their experience in and knowledge of the Public Service to consider the local circumstances unique to Tonga.
35. This job evaluation method is used by more than 50 countries in their public sector, including New Zealand. Hay Group has also worked with the Samoa Remuneration Tribunal. It is used in the private sector of more than 100 countries, with 86 offices in 47 countries including Samoa and Fiji. The method has already been in use for a number of years by a number of organizations and companies in Tonga including commercial banks such as the Tonga Development Bank.
36. Members of the Authority have been specially trained and certificated by Hay Group to evaluate jobs according to their model. The Hay Group provides support in job evaluation, quality checks and access to worldwide economic and market data.

IX. The Job Evaluation Process

37. The Authority first worked to obtain all information regarding each of the positions to be evaluated. This information included the job description, information gathered during Ministry consultations and presentations, Authority surveys, related legislation, employment contracts, organizational structure, annual reports, corporate plans, and annual management plans.
38. The second step was calculating each position's job size. The aim of the Authority in the collection of the information was to have a clear understanding as to the content and contribution of each position. This part of the process uses the gathered information to measure the size of each job. This was accomplished by applying a model which is globally accepted. The model uses a chart profile method of job evaluation for all positions.

39. To summarise, the model considers that each role or position consists of three main components. First is the KNOW-HOW required to perform the job. Second is the PROBLEM SOLVING involved with performing the job. Third is the ACCOUNTABILITY process within which the job is performed.

Table 2 – Sample Job Sizing of a Position

(Know How)	(Problem Solving)	(Accountability)
F II 3 350 points	E 3+ (38) 132 points	E 3 S 175 points
Technical		
Practical	Freedom to Think	Freedom to Act
Communicating & Influencing	Thinking Challenge	Nature of Impact
Planning, Organizing Integrating		Magnitude of Impact
<u>JOB SIZE (QUALITY CHECKED AGAINST BENCHMARKS, ADJUSTED FOR LOCAL CIRCUMSTANCES) : 657</u>		

40. Within each of the above three components there are eight main sub-components to be considered. The model assesses the relative importance, contribution and content of the roles within the context and organizational framework it operates.

41. Hay Group worked together with members of the Authority through the evaluation of a number of benchmark positions to arrive at an equitable and defensible set of relativities. These relativities would guide the remainder of the positions evaluated solely by Authority members. Hay Group then reviewed this work to ensure accuracy and consistency with global standards.

42. Points are awarded, within a range of possibilities and subject to internal controls, for each of the three main components above. The total of the points is the overall job size, or job size points.
43. The job size point attached to each job was therefore calculated within a framework that had been carefully considered at length and approved by the Authority. Each of the three thousand, seven hundred and ten (3,710) jobs listed in this report went through the same process, the same evaluation assessment, using the same model.
44. The next step of the process was calculating the job size ranges and job size bands. Once job sizes were completed for each of the positions, the Authority grouped these into job size ranges. These ranges are called bands (akin to the fourteen (14) “levels” currently used by the Public Service Commission) and named alphabetically from “A” down to “S”. This is a total of nineteen (19) bands.
45. It must be noted that positions in each band will likely have different job size numbers, but because bands represent a range of job sizes, all positions in that range will fall into the same band, and therefore be paid according to the same salary scale.
46. In establishing the new bands, it is the decision of the Authority to introduce as much standardisation as possible, thereby having a common banding model for all positions. The Authority was also able to build flexibility into the salary ranges in order to provide for performance and special market factors to be considered together with the performance management system and assessment framework.

X. Specific Difficulties

47. Information gathering was the most difficult and time-consuming step of the process. Given that the Authority was conducting this work for the Public Service for the first time, building a completely new database, compiling source documents on the relevant remuneration information on each position was a significant challenge.
48. The Authority gave Ministries the opportunity to provide as much information as possible for consideration. Consultation meetings began in October 2014 with the Public

Service Commissioners followed by every Ministry CEO, Deputy CEOs, Human Resource Managers and relevant staff.

49. The first deadline for CEO and Deputy CEO positions was 28 November, 2014. The deadline for the remainder of the staff was 30 January, 2015. Follow up meetings, further consultations, and other discussions were held when additional information was required by the Authority.
50. The rate of compliance with the Authority's request for information was initially low. The majority of job descriptions were not received until April, 2015. The quality of the job descriptions from some Ministries were initially not good, and did not adequately reflect the actual responsibilities of each position. The Authority was required to further liaise with the concerned Ministries for better information.
51. The Ministry of Education did not submit all their job descriptions until August, 2015. The job descriptions for a few positions at the Ministry of Foreign Affairs and Trade (diplomatic staff) and the Palace Office were not provided until September, 2015.
52. During the Cabinet directed special consultation process from May to June 2016, Ministries took the opportunity to provide more information particularly related to revised Job Descriptions, and in some cases, a new organizational chart.

D. SUMMARY OF FINDINGS

XI. Positions whose Current Salary was WITHIN the New Proposed Salary Scale

53. The majority of positions, representing 99% of the total wage bill, when moved into the new band (based on the job size evaluations) and new salary scale (based on all current relevant economic factors), were currently paid a salary which was within the new salary scale. The "60%-70%-80%"² public-service-wide salary increase in 2005 is a major

² Following a Public Service strike in 2005, the Government agreed to a 60% increase for salaries of positions in the upper end of the public service, 70% for those positions in the middle, and 80% increase for positions in the lower end of

contributory factor to this finding. There was also a 10% public-service-wide salary increase in 2009 to adjust for loss of entitlements. There has also been a 5% salary increase in December 2014 and 1% increase in January 2015 and a further 5% December in 2015.

54. It is recommended that positions in this category continue at their current level of remuneration. This is why the vast majority of positions in the Ministry tables beginning at Section I below will show no change to the salary.
55. This finding indicates that the very great majority of public servants are paid adequately considering the responsibilities of their positions, as well as the ability of tax payers to fund the Government's total wage bill (affordability), and relative to similar positions both within and outside the public sector.
56. The fundamental positive for position holders (the great majority of all public servants) who fall into this category will find themselves in a new band and salary scale that has a higher maximum point, which they can reach according to good performance.
57. Many others who had reached the maximum point in the current salary structure for some time will now move into a new band and salary scale that allows their salary to increase, in accordance to their performance.
58. Having salary scales with higher maximum points does not necessarily mean a higher wage bill in both the short and long term future.
59. First, salary increases from now on will only be awarded based on performance. Over the past years, annual increments have basically been awarded automatically. Unless an employee commits a significant negative act, usually every position holder in Government gets an annual increment. This has meant that increments alone cost the Government on average \$3,500,000 every year. The importance of an effective Performance Management System (PMS) being readied by the Public Service Commission by July 2016 is set out at Part XVII below.

the public service. This resulted in a significant increase to the wage bill, and led to Government having to offer voluntary redundancies in 2006.

60. Second, from the 2017/2018 budget and onwards, the Public Service Commission and the Authority in consultation with the Hon. Minister of Finance and National Planning must first identify the amount of public fund that the Government can afford for salary increase.
61. The PMS determines which positions will be increased. The Government now has another tool to control runaway growth of the total wage bill.

XII. Positions whose Current Salary was ABOVE the New Proposed Salary Scale

62. A very small number of positions, representing 0.2% of the total wage bill, when moved into the new band (based on job size) and new salary scale (calculated by the Authority), were currently paid a salary which exceeded the proposed new salary scale. The Authority does not recommend that the salary of these position holders be reduced. Generally, these are long-serving position holders whose incremental increases over a long period of public service have meant they are close to or at the maximum point of their current salary scale.
63. It is recommended that these positions will continue to be paid at the current salary, but that this salary will be frozen. When the position holder vacates the position, the new recruit will be paid at the new (lower) recommended salary scale. One option is for the Public Service Commission and the Ministry concerned to discuss the possibility of adding to the duties and responsibilities of the position holder. Another option is to move the position holder to a position in a higher band, where their salary would be justified provided they meeting the minimum know-how required. Other policy options are being considered by the Public Service Commission.
64. The Authority and the Public Service Commission will actively and carefully manage the positions that fall under this category (please see discussion on appeal process below at Part XVI below).

XVIII. Positions whose Current Salary was BELOW the New Proposed Salary Scale

65. A very small number of positions, representing 0.7% of the total wage bill, when moved into the new band (based on job size) and new salary scale (calculated by the Authority), were currently paid a salary which were below the proposed new salary scale. The salaries for positions in this category are recommended to be moved up to the minimum point of the proposed new salary scale.
66. These positions were generally at the lower end of the public service. These positions' job sizes were evaluated, benchmarked and quality checked, and consistently found to be paid at salary levels that were lower than the job size range, band and scale that these positions should be remunerated at.
67. The current entry point salary at the lowest position levels (Level 14) in the public service is \$5,498, which is \$105.00 per week. The new entry level salary at the lowest band in the new salary structure (Band S) is \$6,720, which is \$129.23 per week. All positions which were paid below \$6,720 are recommended to be moved up to \$6,720.
68. Again, the Authority and the Public Service Commission will actively work with the concerned Ministries to carefully manage the transition of these positions. In addition, during the appeal process (set out in Part XVI below), the Authority will further explain and respond to any questions in relation to these positions.
69. As stated above, the very great majority of public servants will move with their current salary and be placed into a new band where their current salary simply fits in. Their salary will not change. The Authority's firm assessment is that current salaries are commensurate with the responsibilities of their positions as required by the Ministries to deliver and achieve their goals and objectives, at the same time commensurate with what taxpayers and the Government can afford.

XIV. Overall Cost Implications of the Findings

70. The recommendation in Part XIII above represents costs to the Government wage bill, of \$559,237. Possible budget savings (salaries assessed to be overpaid) is \$136,033. This figure when added to the savings recommended in the First Report is \$606,888. These are savings in the long run, and will have no effect on the budget unless the Authority's recommendations herein are implemented. These figures are broken down per Ministry below.

71. The cost (of moving up current salaries for positions assessed to be paid below the recommended salary scale) in this report is \$559,237.

72. The additional cost from the update of the first report is \$596,063.

Table 3 Summary of Cost of Recommendations

MINISTRY (in alphabetical order)	Total Salary Cost (excludes vacant positions, and those already in the Update to the First Report)	Additional amount required to fund recommendations	Savings if recommendations are implemented
Ministry of Agriculture, Food and Forests	\$3,719,863	\$8,071	\$7,158
Attorney General's Office	\$212,708	\$4,750	-
Ministry of Commerce, Consumer, Trade, Innovation and Labour	\$1,633,210	\$4,085	\$9,448
Commission for Public Relations	\$308,927	\$3,662	-

Ministry of Education and Training	\$26,900,554	\$27,424	\$29,840
Ministry of Finance and National Planning	\$3,135,976	\$11,872	\$5,976
Ministry of Fisheries	\$1,035,067	\$5,301	-
Ministry of Foreign Affairs	\$701,489	\$1,638	\$6,494
Ministry of Health	\$19,707,180	\$193,231	\$24,195
Ministry of Infrastructure	\$2,537,648	\$4,298	\$7,780
Ministry of Internal Affairs	\$2,656,086	\$147,716	\$7,367
Ministry of Justice	\$1,417,797	\$22,725	\$10,101
Ministry of Lands and Natural Resources	\$1,672,919	\$28,999	\$1,514
Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change & Communications	\$2,398,581	\$11,598	\$9,282
MINISTRY (in alphabetical order)	Total Salary Cost (excludes vacant positions, and those already in the Update to the First Report)	Additional amount required to fund recommendations	Savings if recommendations are implemented
Palace Office	\$603,882	\$3,369	\$2,716
Prime Minister's Office	\$884,564	\$12,049	\$1,587
Ministry of Public Enterprises	\$686,399	\$6,174	-
Public Service Commission	\$764,151	\$4,983	-
Ministry of Revenue and Customs	\$2,843,628	\$54,458	\$6,348

Statistics Department	\$597,017	\$2,308	-
Tourism	\$345,769	\$526	\$6,227
TOTAL	\$74,763,415	\$559,237	\$136,033

73. The proposed recommended additional costs of salaries and benefits are within the current year Government budget for salary. The cost and budgetary implications for future years will be dependent on affordability and will be managed by the Remuneration Authority and the Public Service Commission in consultation with the Minister of Finance and National Planning.

E. MANAGING THE CHANGE

XV. Consultations

74. It was important to the Authority that it was able to explain the work being conducted, to as many public servants as possible. Consultation and the opportunity for every position holder in the public service to meet, question, and discuss the work being done was given.
75. The Authority held the first round of consultations with all of the Ministries of the Government beginning in the month of November, 2014. Following the Cabinet direction in July, the Public Service Commission was not able to meet with the Authority until October, 2014 after the plan of action was agreed and approved by Cabinet on 29 August, 2014.
76. The Authority held consultations with all Government Chief Executive Officers (CEO Forum) on 6 November, 2014. The Authority then met with the CEO and relevant staff of each Ministry in succession. Consultations were also held with the Medical Doctors Association on 11 November, 2014, and the Public Servants Association, Nurses Association, Tonga Teachers Association on 4 December, 2014.

77. After the first round of consultations with Ministries' top level management, explaining the work of the Authority, and information required, a first deadline for information and job descriptions for CEOs and Deputy level positions was set for 28 November, 2014, and for all other staff for 30 January, 2015. The deadline was again extended to 31 March, 2015 and then again to 30 April, 2015. This was to accommodate many Ministries who requested further time to finalize their job descriptions and to provide the information required by the Authority.
78. The second round of consultations began in August, 2015. In this round the Authority held consultation meetings which were opened to all staff of every Ministry. This included consultations with public servants in Vava'u, Ha'apai, 'Eua, and by radio to the Niua. The Authority also conducted a television program to explain to the public the work being conducted, as also conducted talk-back on radio.
79. As the Authority was in the process of considering the recommendations in relation to the Public Service, all staff in every Ministry was given the opportunity to provide oral submissions to the Authority, and additional written submissions right up until the end of August, 2015.
80. In November 2015, Cabinet noted the Second Remuneration Report September 2015 and directed that the report be made available to all Chief Executive Officers (CEOs) while the Authority conduct a more in-depth consultation with CEOs to resolve any anomalies that may arise out of this job evaluation exercise and to be completed by end of January, 2016.
81. As directed by Cabinet on 13 May 2016, the third round of consultations was provided by the Authority and Public Service Commission beginning 23 May 2016. This provided opportunities for every public servant to ask further questions, provide new information related to their position, and file concerns with the Public Service Commission. This process resulted in 44 meetings, and 821 concerns reviewed by the Authority. There were 137 concerns resulted in changes to salary bands. The rest of the concerns resulted in no change to the salary band and new appointments.
82. The schedule of all consultation meetings are set out in the tables below.

Table 4a – Consultation with Government Ministries (August – September 2015)

Date	Ministries	Venue
10 August 2015	1. Ministry of Public Enterprises 2. Statistics Department	1. Ministry of Public Enterprises 2. Statistics Department
11 August 2015	1. Attorney General's Office 2. Auditor General's Office	1. Attorney General's Office 2. Auditor General's Office
12 August 2015	1. Ministry of Foreign Affairs & Trade 2. Public Service Commission	1. Ministry of Foreign Affairs (NRBT Building) 2. PSC (Prime Minister's Office)

Date	Ministries	Venue
13 August 2015	Ministry of Finance & National Planning	1. Ministry of Finance 2. Remuneration Authority Office
14 August 2015	1. Ministry of Revenue and Customs 2. Prime Minister's Office	1. Ministry of Revenue and Customs 2. Prime Minister's Office
17 August 2015	1. Ministry of Justice 2. Ministry of Internal Affairs	1. Ministry of Justice 2. Ministry of Internal Affairs
18 August 2015	1. TV Recording Program 2. Ministry of Infrastructure and Tourism	1. Tonga Broadcasting Commission 2. Ministry of Infrastructure
19 August 2015	1. Ministry of Commerce and Labour 2. Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications	1. Ministry of Labour MEIDECC 2.

24 August 2015	Ministry of Health (Public Health and Administration, Doctors, Nurses)	Ministry of Health (Vaiola Hospital)
25 August 2015	Ministry of Agriculture, Food, Forestry and Fisheries	<ol style="list-style-type: none"> 1. Fisheries (Sopu) 2. Agriculture (Queen Salote Wharf) 3. Forestry & Livestock (Tokomololo)
26 August 2015	<ol style="list-style-type: none"> 1. Ministry of Justice 2. Public Service Commissioners 	<ol style="list-style-type: none"> 1. Ministry of Justice 2. PSC (Prime Minister's Office)
27 August 2015	Ministry of Education and Training (including Tonga College, Tonga High School and Tonga Side School teachers)	<ol style="list-style-type: none"> 1. Ministry of Education (Pahu) 2. Tonga College 3. Tonga High School
28 August 2015	RA consultation at „Eua	„Eua High School
31 August 2015	RA consultation at Vava'u	<ol style="list-style-type: none"> 1. Governor's Office 2. Ministry of Health (Ngu Hospital) 3. Vava'u High School
Date	Ministries	Venue
1 September 2015	Ministry of Education & Training	Remuneration Authority Office
2 September 2015	RA consultation at Ha'apai	Tokaikolo Hall
10 September 2015	<ol style="list-style-type: none"> 1. Palace Office 2. Nursing 	<ol style="list-style-type: none"> 1. Palace Office 2. Ministry of Health (Vaiola Hospital)
11 September 2015	Central District Primary School Teachers	GPS Fanga
14 September 2015	Western District Primary School Teachers	GPS Houma

15 September 2015	Commission for Public Relations	Public Relations Conference Room (Mosimani Building)
16 September 2015	Eastern District Primary School Teachers	GPS „Atele
18 September 2015	<ol style="list-style-type: none"> 1. District Officers and Town Officers 2. Ministry of Lands and Natural Resources 3. Eastern District Primary School Teachers 	<ol style="list-style-type: none"> 1. Basilica 2. Ministry of Lands and Natural Resources 3. GPS Mu"a
24 September 2015	Associations (TNA, FITA, PSA – overseas travel)	Remuneration Authority Office
25 September 2015	Minister of Finance and PSC	Ministry of Finance
28 September 2015	Public Service Commissioners	PSC (Prime Minister's Office)

Table 4b – Consultation with Chief Executive Officers (CEOs)

Date	Head of Government Ministry
19 January 2016	Solicitor General
20 January 2016	<ol style="list-style-type: none"> 1. Acting CEO for Education and Training 2. CEO for Public Relations

21 January 2016	<ol style="list-style-type: none"> 1. CEO for Finance and National Planning 2. Auditor General
22 January 2016	CEO for Health
25 January 2016	<ol style="list-style-type: none"> 1. Acting CEO for Infrastructure & Tourism 2. Secretary for Justice
28 January 2016	<ol style="list-style-type: none"> 1. CEO for Internal Affairs 2. Acting Government Statistician
29 January 2016	Acting CEO for Public Service Commission
1 February 2016	CEO for Revenue and Customs
3 February 2016	<ol style="list-style-type: none"> 1. CEO for MEIDECC 2. CEO for Lands and Natural Resources 3. Chief Secretary and Secretary to Cabinet 4. CEO for Agriculture and Food, Forests and Fisheries
4 February 2016	<ol style="list-style-type: none"> 1. CEO for Foreign Affairs 2. CEO for Commerce, Consumer, Trade, Innovation and Labour
8 February 2016	CEO for Public Enterprises

Table 4c – Consultation with Government Ministries (May – June 2016)

Date	Ministries
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23 May 2016	<ol style="list-style-type: none"> 1. Public Service Commission 2. Commission for Public Relations
24 May 2016	Justice
25 May 2016	<p>Internal Affairs</p> <ol style="list-style-type: none"> 1. 2. Revenue 3. Customs
26 May 2016	<p>Infrastructure</p> <ol style="list-style-type: none"> 1. 2. Fisheries
27 May 2016	Commerce, Consumer, Trade, Innovation and Labour
30 May 2016	<p>Statistics</p> <ol style="list-style-type: none"> 1. 2. Lands and Natural Resources
31 May 2016	<p>Finance and National Planning</p> <ol style="list-style-type: none"> 1. 2. MEIDECC
1 June 2016	<p>Attorney General's Office</p> <ol style="list-style-type: none"> 1. 2. Public Enterprises 3. Agriculture, Food and Forests
3 & 7 June 2016	Health
8 June 2016	<ol style="list-style-type: none"> 1. Palace 2. Foreign Affairs 3. Prime Minister's Office 4. Tourism
13 – 16 June 2016	Education and Training

14 – 15 June 2016	Outer island consultation (Vava"u)
16 – 17 June 2016	Outer island consultation (Ha"apai)
20 June 2016	Outer island consultation („Eua)

XVI. Special Consultation Process

83. The Authority and the Public Service Commission began the special consultation process in May, 2016 open to all staff of every Ministry.

84. Ministries, together with their specific position holders (if any) who find the recommendations herein unacceptable, were given the opportunity to lodge their concerns with the Public Service Commission for the Authority to reconsider its determinations.

85. As stated at the outset of this report, this is essentially a change which must be implemented in careful steps, and managed proactively by the Authority and the Public Service Commission. The Authority and the Public Service Commission will work together to minimize negative effects of this change, not only on the position holder, but also on the Ministry, the Government, and the tax payer. At the same time, the overall benefits to public tax payers of a better managed public remuneration bill, better public services and performance, and long term economic sustainability for Government was also kept in mind.

Table 5

MINISTRY (in alphabetical order)	Scheduled Times for Ministry Appeal
Public Service Commission	May 19, 2016
Commission for Public Relations	May 19, 2016
Ministry of Justice	May 20, 2016

Ministry of Internal Affairs	May 23, 2016
Ministry of Revenue and Customs	May 23, 2016
Ministry of Infrastructure	May 24, 2016
Ministry of Fisheries	May 24, 2016
Ministry of Commerce, Consumer, Trade, Innovation and Labour	May 25, 2016
Statistics Department	May 26, 2016
MINISTRY (in alphabetical order)	Scheduled Times for Ministry Appeal
Ministry of Lands & Natural Resources	May 26, 2016
Ministry of Finance and National Planning	May 27, 2016
Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change and Communications	May 27, 2016
Attorney General's Office	May 30, 2016
Ministry of Public Enterprises	May 30, 2016
Ministry of Agriculture, Food and Forests	May 30, 2016
Ministry of Health	June 1, 2016
Palace Office	June 6, 2016
Ministry of Foreign Affairs	June 6, 2016
Prime Minister's Office	June 6, 2016
Tourism	June 6, 2016
Ministry of Education and Training	June 6, 2016

86. The Authority undertook that during the appeal process, it would work closely with the Public Service Commission and these Ministries. The Authority reviewed the information provided for the concerned positions, identified gaps in the information, updated changes to job descriptions, and re-examined new approved organizational charts. Given the

extremely short time frame provided, the Authority did its best to make the process as accessible as possible to facilitate concerns, and requests for reconsideration.

F. IMPORTANT FUTURE WORK

XVII. Performance Management System

87. The annual increase for each position will depend on the position holder's performance. The Performance Management System (PMS) for Government Ministries has been established by the Public Service Commission in conjunction with this remuneration work.

88. A good PMS is key to the effectiveness of this new remuneration structure. It must credibly assess performance and establish a fair reward system for any annual salary increase.

89. The Public Service Commission worked tirelessly to ensure that the PMS was ready for implementation once the new salary structure became effective. It should also be noted that some Ministries are currently implementing their own PMS which are tailored to the professional standards and minimum service delivery requirements.

XVIII. Annual Reviews

90. The Authority will conduct annual reviews of a number of remuneration related matters.

91. Together with the Public Service Commission and each Ministry, the Authority will annually review only the job sizes of new positions created, and positions whose job descriptions have changed significantly over the span of one year.

92. Significant changes to a specific position's responsibilities and the environment within which the position operates must be submitted by the relevant Ministry to the Public Service Commission then to the Authority for evaluation. This may result in changes in the job size, band and salary.

93. The Authority will also conduct annual reviews of the salary scales to ensure it remains current with all financial and economic factors that may affect remuneration.
94. If requested by Cabinet or by the Hon. Minister for Finance, the Authority will also be able to provide remuneration recommendations for any other Government position or Government organization which is not under either the *Remuneration Authority Act*, or the *Public Service Act*.

G. IMPACT ON THE ECONOMY

XIX. Economic Analysis

95. This work is part of the Government's Public Sector Reform to strengthen governance and public administration with better accountability, budgeting and delivery of public services. These reform programs include improved Public Financial Management and enhanced Staff Performance Management System to promote increased performance and overall productivity.
96. The economic condition in Tonga has improved in recent years, increasing government revenue, stable foreign budgetary support, increasing private remittances, low inflation, and higher economic growth.
97. The economic improvements in Tonga have been supported by construction, agriculture, remittances, tourism, private credit growth, donor aid, and lower global food and fuel prices.
98. While economic condition has improved in recent years, the vulnerability of Tonga's economy to external developments remains high. According to the IMF Article IV Staff Report, 2016, the main risks to the economic outlook stem from a protracted period of slower growth in advanced and emerging economies particularly Australia and New Zealand which would lead to lower aid, remittances and tourism receipts. Natural disasters and fiscal pressure to raise government wages were also mentioned as challenges facing the Government. The impact of the geo political uncertainties in Europe and the British vote to exit the European Union could worsen the downside risk for the economic outlook for Tonga through their impact on our trading partners.
99. Despite the significant increase in domestic revenue in recent years, staff costs continued to remain high, taking up 59 percent (59%) of domestic revenue and accounting for 52 percent (52%) of government's total operating expenditure. This

is well above the forty five percent (45%) government target for the share of staff cost in total operating expenditure. Given the sensitivity of the situation, the sustainable and target percentage set by the government has been raised from forty five to fifty percent (50%) in the 2016/17 budget.

100. The Ministry of Finance estimates a growth of 3.7% in 2014/15, an improvement from 2.1% growth in 2013/14. Economic growth is predicted by the Ministry of Finance and National Planning (Budget Statement 2016/17) to continue in the next couple of years estimating economic growth at around 3.0% in 2015/16 and 2.7% in 2016/17.
101. The rate of inflation measured by Consumer Price Index (CPI) has remained low in the last three years, averaging at 1 percent and is projected by the International Monetary Fund to be negative in the next 24 months before rising up to around 3% in 2019.
102. The inflationary pressure from stronger domestic demand is expected to be muted by improved agricultural production and anticipated low international prices for fuel and food.
103. It is noted that any increases in salary resulting from this work will increase domestic demand and the demand for imports and foreign exchange. However, given the high level of foreign reserves (9.0 months of imports at the end of April 2016) and the Reserve Bank's outlook for it to remain above 4 months of imports cover out to June 2017, the external stability of the country will be safe-guarded.
104. The Remuneration Authority fully appreciates the importance of maintaining macroeconomic stability of the country. The Authority's decisions were guided by Tonga's recent economic and financial development.
105. As noted above, the law specifically states that when considering remuneration, fairness to the tax payer, the employee and the employer are key factors which

must be considered. Fairness to all stakeholders necessarily includes issues of affordability, productivity and economic sustainability.

106. A fair, standardised and consistent remuneration model is essential for developing and strengthening human resources. This normally increases employer morale and leads to higher productivity in the workforce. This in turn frees up more resources to be allocated to social services, effectively giving a higher return for the tax payers and the public at large. This should also lead to attracting and retaining skilled, professional and better performing workers. Improved performance by the workforce covered by this report means more productive usage of Tonga"s limited capital and assets, bringing about higher return and revenue for the Government.

Source:

- (1) Ministry of Finance and National Planning Budget Statement for year ending 2015
- (2) Ministry of Finance and National Planning Budget Statement for year ending 2016
- (3) Ministry of Finance and National Planning Budget Statement for year ending 2017
- (4) IMF Article IV Staff Report 2016
- (5) NRBT Monetary Policy Statement February 2016

Table 6

Economic Indicators

	2010/11	2011/12	2012/13	2013/14	2014/15 (pr)	2015/16(e)	2016/17(e)	2017/18(e)
Domestic Revenue (million TOP)	152.69	144.42	152.16	159.44	188.52	208.67	231.84	238.99
Operating Expenditure (million TOP)	177.34	166.05	178.29	193.13	225.88	261.03	285.26	282.04
Staff cost % of Domestic Revenue	58.8	59	60.91	60.8	56.8	58.5	58.6	57
Staff cost % of Operating Expenditure	57.1	55.4	57.7	54.9	52.7	52.2	53.4	52.4
Budget Support (million TOP)	23.6	37.1	11.8	36.2	19.3	34.7	30.4	29.5
Remittances (million TOP)	138.9	156.8	209.6	208.9	220.4			
Consumer Price Index (period average)	6.0	3.3	0.7	2.3	0.1			
Imported Component	7.7	4.7	0.7	2.6	0.2			
Domestic Component	3.5	1.5	0.6	1.8	-0.1			
Real GDP Growth	2.9	0.8	0.7	2.1	3.7	3.0	2.7	3.8

pr = provisional

e = estimate

H. KEY POLICY RECOMMENDATIONS - GENERAL

107. The Authority accepts that its recommendations are restricted to remuneration only. Nevertheless, a number of policy issues were highlighted during the assessment of information, findings of the evaluation work, and during the extensive consultations conducted. These key policy recommendations are provided for consideration by the Government, the Public Service Commission and by the individual Ministries.
108. Ministries should review their organisational structures to make sure they align properly with their strategies, policies and plans as these are the basis for division of labour and designing job descriptions.
109. The widespread use of the term, “and any other duties assigned by the supervisor” should be qualified. This condition may be advantageous to the Ministry, but often is not fair to the position holder, and is not fair to the tax payer.
110. Ministries should discontinue the practice of position holders moving with the position to another station. This is common in Ministries such as the Ministry of Education and Training, where a public servant holding the title and remuneration of primary school principal is found working at the head office, while back at that specific primary school there is no principal position.
111. The above situation also results in the teacher at the specific primary school being assigned to be an “Officer in Charge”, conducting all the duties of a school principal with no additional compensation. Of the 110 primary schools in Tonga, 74 are being run by an “Officer in Charge”. This situation is not fair to the “Officers in Charge”, is not fair to the school, and is not fair to the tax payer.
112. It is recommended that positions be re-designated to reflect their responsibilities. For example, a Computer Operator Grade 2 in one Ministry will be working as an

accounts clerk, while the holder of the same position title in another Ministry is working as a HR officer.

113. The Authority recommends that where the requirements for the performance of certain positions are seasonal in nature, that these jobs should not be permanently occupied. Staff should be redeployed and only perform such responsibilities when required to be performed. The performance of the responsibilities is related to specific events, period of time during the year, or unforeseen circumstances. This includes positions which are undertaken on a part-time basis.
114. It is recommended that consideration of allowance be given to position holders who are given additional responsibilities from the same level or lower, especially if it is for a long period.
115. The Authority recommends that part of the effectiveness of the new remuneration system is giving staff in-Government opportunity to train, up-skill and gain the minimum requirements and know-how required to move up a career path in each Ministry. This is especially important for the lower levels in the organizational structure. This service was previously provided by the Government Civil Service Training Centre but was discontinued.
116. The current taxation policy framework means that there is no advantage to the employer or employee in providing tangible benefits. In effect, all benefits are taxable whether they are part of the salary, or provided separately. The Authority is considering the feasibility of moving to a fixed remuneration package that incorporates all benefits into the salary.
117. Other policy implications raised during the special consultations would be considered by the Public Service Commission.
118. The Remuneration Authority will defer to the Public Service Commission if the practical implementation of these recommendations becomes in conflict with any PSC policy. At the same time, the new proposed salary structure will not substantially affect the numerous and complex Public Service Commission Laws, Regulations and

Policies.

119. The recommendations for job evaluation, salary increase based on performance, annual reviews, and a criteria based remuneration structure are in fact all requirements of the *Public Service Act* and Regulations. The opportunity for the PSC and the Government to become in compliance was a primary motivation for the Authority.

I. RECOMMENDED REMUNERATION FOR THE TONGA GOVERNMENT PUBLIC SERVICE

1. Recommended Remuneration for Ministry of Agriculture, Food and Forests

Table 7

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10%)	Recommended TRP
G	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Deputy Director	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Chief Plant Nutritionist	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Chief Entomologist	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Chief Agronomist	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Deputy Director (3)	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
I	Principal Agronomist	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Agricultural Officer	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Agricultural Economist	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587

I	Senior Plant Pathologist	\$34,299	\$3,430	\$37,729	\$30,240 - \$45,360	\$34,299	\$3,430	\$37,729
I	Senior Agricultural Officer	\$32,167	\$3,217	\$35,384	\$30,240 - \$45,360	\$32,167	\$3,217	\$35,384
J	Senior Agricultural Officer (3)	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Agricultural Officer	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Agricultural Officer	\$33,233	\$3,323	\$36,556	\$26,880 - \$40,320	\$33,233	\$3,323	\$36,556
J	Senior Forestry Officer	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10%)	Recommended TRP
J	Senior Forestry Officer	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Agricultural Officer	\$30,036	\$3,004	\$33,040	\$26,880 - \$40,320	\$30,036	\$3,004	\$33,040
J	Senior Agricultural Officer (2)	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Technical Officer	\$26,819	\$2,682	\$29,501	\$26,880 - \$40,320	\$26,819	\$2,682	\$29,501
K	Principal Accounting Officer	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	Computer Programmer	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Agricultural Officer (3)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Senior Technical Officer (2)	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$26,819	\$2,682	\$29,501
K	Senior Technical Officer	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306
K	Forestry Officer	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$24,649	\$2,465	\$27,114
K	Senior Technical Officer	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$24,649	\$2,465	\$27,114
K	Agricultural Officer	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$24,649	\$2,465	\$27,114
K	Agricultural Officer	\$23,565	\$2,357	\$25,922	\$23,520 - \$35,280	\$23,565	\$2,357	\$25,922

K	Veterinary Officer	\$23,565	\$2,357	\$25,922	\$23,520 - \$35,280	\$23,565	\$2,357	\$25,922
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Accountant	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Technical Officer (2)	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Technical Officer Grade I (9)	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Agricultural Officer	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Technical Officer Grade I (3)	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Technical Officer Grade II	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10%)	Recommended TRP
L	Accountant	\$22,480	\$2,248	\$24,728	\$19,490 - \$29,230	\$22,480	\$2,248	\$24,728
L	Agricultural Officer (3)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Agricultural Officer (3)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Agricultural Officer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Forestry Officer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Technical Officer Grade II (22)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Technical Officer Grade II (7)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Technical Officer Grade II (7)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Technical Officer Grade II (4)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Technical Officer Grade II (2)	\$17,988	\$1,799	\$19,787	\$15,120 - \$22,680	\$17,988	\$1,799	\$19,787
M	Technical Officer Grade II	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138

M	Technical Officer Grade II (7)	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Technical Officer Grade II (3)	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Accounting Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
N	Technical Officer Grade I	\$22,481	\$2,248	\$24,729	\$11,760 - \$17,640	\$22,481*	\$2,248	\$24,729
N	Senior Technician (4)	\$16,218	\$1,622	\$17,840	\$11,760 - \$17,640	\$16,218	\$1,622	\$17,840
N	Senior Agricultural Assistant (5)	\$16,218	\$1,622	\$17,840	\$11,760 - \$17,640	\$16,218	\$1,622	\$17,840
N	Revenue Officer Grade I (2)	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Senior Agricultural Assistant	\$15,038	\$1,504	\$16,542	\$11,760 - \$17,640	\$15,038	\$1,504	\$16,542
N	Senior Agricultural Assistant (2)	\$14,448	\$1,445	\$15,893	\$11,760 - \$17,640	\$14,448	\$1,445	\$15,893
N	Senior Forestry Assistant	\$13,858	\$1,386	\$15,244	\$11,760 - \$17,640	\$13,858	\$1,386	\$15,244

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10%)	Recommended TRP
O	Computer Operator Grade III (2)	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Senior Agricultural Assistant	\$13,858	\$1,386	\$15,244	\$10,080 - \$15,120	\$13,858	\$1,386	\$15,244
O	Clerk Class I (2)	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Transport Supervisor	\$12,937	\$1,294	\$14,231	\$10,080 - \$15,120	\$12,937	\$1,294	\$14,231
O	Clerk Class I	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Senior Agricultural Assistant	\$9,654	\$965	\$10,619	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
P	Senior Technician	\$14,448	\$1,445	\$15,893	\$9,240 - \$13,860	\$14,448**	\$1,445	\$15,893
P	Computer Operator Grade III	\$12,937	\$1,294	\$14,231	\$9,240 - \$13,860	\$12,937	\$1,294	\$14,231
P	Technician	\$10,501	\$1,050	\$11,551	\$9,240 - \$13,860	\$10,501	\$1,050	\$11,551

P	Agricultural Assistant	\$10,501	\$1,050	\$11,551	\$9,240 - \$13,860	\$10,501	\$1,050	\$11,551
P	Senior Agricultural Assistant	\$8,973	\$897	\$9,870	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	Forestry Assistant (6)	\$10,501	\$1,050	\$11,551	\$8,400 - \$12,600	\$10,501	\$1,050	\$11,551
Q	Livestock Assistant	\$10,501	\$1,050	\$11,551	\$8,400 - \$12,600	\$10,501	\$1,050	\$11,551
Q	Agricultural Assistant (4)	\$10,501	\$1,050	\$11,551	\$8,400 - \$12,600	\$10,501	\$1,050	\$11,551
Q	Agricultural Assistant	\$10,160	\$1,016	\$11,176	\$8,400 - \$12,600	\$10,160	\$1,016	\$11,176
Q	Computer Assistant (3)	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Computer Assistant	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	Agricultural Assistant	\$8,800	\$880	\$9,680	\$8,400 - \$12,600	\$8,800	\$880	\$9,680
Q	Computer Assistant	\$8,633	\$863	\$9,496	\$8,400 - \$12,600	\$8,633	\$863	\$9,496
Q	Computer Assistant	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	VIP Driver	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10%)	Recommended TRP
Q	Veterinary Assistant	\$7,030	\$703	\$7,733	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver (3)	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Clerk Class III (2)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Laboratory Assistant	\$7,236	\$724	\$7,960	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Computer Operator Trainee	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Clerk Class III	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

120. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$3,719,863.

121. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$8,071. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

122. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$7,158. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

2. Recommended Remuneration for the Attorney General's Office

Table 8

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Assistant Secretary	\$28,987	\$2,899	\$31,885	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,885
Recommendations for positions above the Assistant Secretary were already recommended in the Authority's Update to the First Report 2014								
M	Interpreter	\$21,003	\$2,100	\$23,103	\$15,120 - \$22,680	\$21,003	\$2,100	\$23,103
M	Interpreter	\$18,991	\$1,899	\$20,890	\$15,120 - \$22,680	\$18,991	\$1,899	\$20,890
M	Interpreter	\$17,986	\$1,799	\$19,785	\$15,120 - \$22,680	\$17,986	\$1,799	\$19,785

M	System Administrator	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
N	Computer Operator Grade III	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Executive Officer	\$14,765	\$1,477	\$16,242	\$11,760 - \$17,640	\$14,765	\$1,477	\$16,242
N	Computer Operator Grade III	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911
O	Filing Registrar	\$14,765	\$1,477	\$16,242	\$10,080 - \$15,120	\$14,765	\$1,477	\$16,242
P	Assistant Filing Registrar	\$7,953	\$795	\$8,748	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	VIP Driver	\$8,633	\$863	\$9,496	\$8,400 - \$12,600	\$8,633	\$863	\$9,496
R	Receptionist	\$6,389	\$639	\$7,028	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver (2)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	House Keeper	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805

123. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$212,708. 124. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$4,750. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

3. Recommended Remuneration for the Ministry of Commerce, Consumer, Trade, Innovation and Labour

Table 9

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Commerce, Consumer, Trade, Innovation and Labour	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$76,343	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$76,343
G	Deputy Registrar	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Deputy Secretary (2)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director for Consumer Affairs	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
I	Principal Consumer Affair Officer	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Assistant Secretary (2)	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Assistant Registrar	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Assistant Registrar	\$35,772	\$3,577	\$39,349	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349
J	Senior Assistant Secretary	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	System Analyst	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384

J	Senior Assistant Secretary	\$30,036	\$3,004	\$33,040	\$26,880 - \$40,320	\$30,036	\$3,004	\$33,040
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
J	Senior Consumer Affairs Officer	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Policy Analyst	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
J	Senior Business Development Officer	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
J	Senior Assistant Secretary	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Senior Inspectorate Officer	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Senior Assistant Secretary	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	Senior Promotion Officer	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Senior Investment Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Assistant Secretary (2)	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Accountant	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Policy Analyst	\$20,313	\$2,031	\$22,344	\$23,520 - \$35,280	\$20,313	\$2,031	\$22,344
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Registrar	\$26,819	\$2,682	\$29,501	\$19,490 - \$29,230	\$26,819	\$2,682	\$29,501
L	Inspector of Weight, Measure & Price	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Assistant Registrar	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537

L	Inspector of Weights, Measures & Price	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Economist	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$1,856	\$20,416

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Personal Assistant (Senior)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$1,856	\$20,416
L	Accountant	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Assistant Secretary	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Plumber/ Carpenter	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Senior Co-operative Officer	\$21,379	\$2,138	\$23,517	\$15,120 - \$22,680	\$21,379	\$2,138	\$23,517
M	Assistant Tourist Officer	\$21,004	\$2,100	\$23,104	\$15,120 - \$22,680	\$21,004	\$2,100	\$20,660
M	Revenue Statistical Officer (2)	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Research & Statistical Assistant	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Senior Credit Union Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Accounting Officer	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Senior Research Officer	\$16,980	\$1,698	\$18,678	\$15,120 - \$22,680	\$16,980	\$1,698	\$18,678
M	Senior Executive Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	Computer Operator Grade 1	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
N	Computer Operator Grade 1 (Bus Info & Reg Officer)	\$20,313	\$2,031	\$22,344	\$11,760 - \$17,640	\$20,313*	\$2,031	\$22,344

N	Computer Operator Grade 1 (Bus Info & Reg Officer)	\$19,227	\$1,923	\$21,150	\$11,760 - \$17,640	\$19,227*	\$1,923	\$21,150
N	Registry Clerk	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Business Registry Officer	\$16,980	\$1,698	\$18,678	\$11,760 - \$17,640	\$16,980	\$1,698	\$18,678
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
N	Price Control Officer	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911
O	Assistant Security Officer	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Business Registry S/O	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Computer Operator Grade III (4)	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Sub Inspector of Weights, Measures & Price	\$12,937	\$1,294	\$14,231	\$10,080 - \$15,120	\$12,937	\$1,294	\$14,231
O	Clerk Class 1	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
P	Statistical Assistant	\$12,937	\$1,294	\$14,231	\$9,240 - \$13,860	\$12,937	\$1,294	\$14,231
P	Industrial Assistant	\$8,633	\$863	\$9,496	\$9,240 - \$13,860	\$9,240**	\$924	\$10,420
P	Senior Cooperative Assistant	\$10,674	\$1,067	\$11,741	\$9,240 - \$13,860	\$10,674	\$1,067	\$11,741
P	Labour Information Officer	\$7,953	\$795	\$8,748	\$9,240 - \$13,860	\$9,240**	\$924	\$10,420
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Q	Computer Assistant	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Statistical Clerk Grade II	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,313	\$931	\$10,245

Q	VIP Driver	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	VIP Driver	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Assistant Price Inspector (2)	\$7,620	\$762	\$8,382	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176

125. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$1,633,210.

126. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$4,085. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

127. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$9,448. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

4. Recommended Remuneration for Commission for Public Relations

Table 10

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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F	Chief Executive Officer - Public Relations	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$42,000 - \$63,000	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
H	Deputy Secretary	\$42,761	\$4,276	\$47,038	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,038
J	Senior Investigating Officer	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Assistant Secretary	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
L	Assistant Secretary	\$28,987	\$2,899	\$31,885	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,885
L	Investigation Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	System Administrator	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Computer Operator Grade 1	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Accounting Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
P	Computer Operator Grade III	\$11,718	\$1,172	\$12,889	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,889
Q	VIP Driver	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Receptionist	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Clerk Class III	\$5,773	\$577	\$6,351	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

S	Caretaker	\$6,595	\$659	\$7,254	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
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128. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$308,927.

129. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$3,662. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

5. Recommended Remuneration for the Ministry of Education and Training

Table 11

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
C	Chief Executive Officer - Education and Training	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$58,800 - \$88,200	\$58,800**	\$23,760 <u>Superannuation</u> 20% \$11,760, Housing Allowance \$6000, Telecommunications Allowance \$1000, Vehicle Allowance \$4000, Professional Subscription Allowance \$1000. Excluding, Internet Access, Gratuity at completion of contract 10%, and other nonmonetary benefits.	\$82,560
F	Deputy CEO (2)	\$42,761	\$4,276	\$47,037	\$42,000 - \$63,000	\$42,761	\$4,276	\$47,037
G	Deputy Director (6)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037

H	Deputy Chief Executive Officer	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
H	Chief Education Officer (7)	\$39,843	\$3,984	\$43,827	\$33,600 - \$50,400	\$39,843	\$3,984	\$43,827
H	Principal (6)	\$39,843	\$3,984	\$43,827	\$33,600 - \$50,400	\$39,843	\$3,984	\$43,827
H	Principal	\$35,772	\$3,577	\$39,349	\$33,600 - \$50,400	\$35,772	\$3,577	\$39,349
H	Chief Education Officer	\$39,842	\$3,984	\$43,826	\$33,600 - \$50,400	\$39,842	\$3,984	\$43,826
H	Principal	\$39,842	\$3,984	\$43,826	\$33,600 - \$50,400	\$39,842	\$3,984	\$43,826
I	Principal	\$39,843	\$3,984	\$43,827	\$32,000 - \$48,000	\$39,843	\$3,984	\$43,827
I	Deputy Principal CDTC	\$39,843	\$3,984	\$43,827	\$32,000 - \$48,000	\$39,843	\$3,984	\$43,827

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
I	Deputy Principal (10)	\$37,720	\$3,772	\$41,492	\$32,000 - \$48,000	\$37,720	\$3,772	\$41,492
I	Senior Lecturer	\$33,233	\$3,323	\$36,556	\$32,000 - \$48,000	\$33,233	\$3,323	\$36,556
I	Deputy Principal	\$33,233	\$3,323	\$36,556	\$32,000 - \$48,000	\$33,233	\$3,323	\$36,556
I	Senior Lecturer	\$33,233	\$3,323	\$36,556	\$32,000 - \$48,000	\$33,233	\$3,323	\$36,556
J	Deputy Principal (3)	\$37,720	\$3,772	\$41,493	\$26,880 - \$40,320	\$37,720	\$3,772	\$41,493
J	Senior Lecturer	\$36,133	\$3,613	\$39,746	\$26,880 - \$40,320	\$36,133	\$3,613	\$39,746
J	Senior Education Officer (6)	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Lecturer (9)	\$33,233	\$3,323	\$36,556	\$26,880 - \$40,320	\$33,233	\$3,323	\$36,556
J	Senior Instructor	\$33,233	\$3,323	\$36,556	\$26,880 - \$40,320	\$33,233	\$3,323	\$36,556

J	Senior Education Officer	\$33,233	\$3,323	\$36,556	\$26,880 - \$40,320	\$33,233	\$3,323	\$36,556
J	Deputy Principal	\$32,958	\$3,296	\$36,254	\$26,880 - \$40,320	\$32,958	\$3,296	\$36,254
J	Senior Inspector of Schools (Primary) (3)	\$32,518	\$3,252	\$35,770	\$26,880 - \$40,320	\$32,518	\$3,252	\$35,770
J	Senior Lecturer	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	Senior Administration Officer	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	Senior Inspector of Schools (Primary)	\$31,365	\$3,137	\$34,502	\$26,880 - \$40,320	\$31,365	\$3,137	\$34,502
J	Senior Lecturer	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Lecturer	\$30,036	\$3,004	\$33,040	\$26,880 - \$40,320	\$30,036	\$3,004	\$33,040
J	Senior Inspector of Schools (Primary)	\$29,057	\$2,906	\$31,963	\$26,880 - \$40,320	\$29,057	\$2,906	\$31,963

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
J	Principal Grade 2 (2)	\$28,987	\$2,899	\$31,886	\$26,880 - \$40,320	\$28,987	\$2,899	\$31,886
J	Senior Lecturer	\$28,968	\$2,897	\$31,865	\$26,880 - \$40,320	\$28,968	\$2,897	\$31,865
J	Senior Lecturer	\$24,649	\$2,465	\$27,114	\$26,880 - \$40,320	\$24,649	\$2,465	\$27,114
J	System Analyst	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Lecturer	\$33,236	\$3,324	\$36,559	\$26,880 - \$40,320	\$33,236	\$3,324	\$36,559
K	Principal	\$39,843	\$3,984	\$43,827	\$23,520 - \$35,280	\$39,843*	\$3,984	\$43,827
K	Principal	\$37,806	\$3,781	\$41,587	\$23,520 - \$35,280	\$37,806*	\$3,781	\$41,587
K	Senior Tutor	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729

K	Principal Accounting Officer	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729
K	Senior Mistress (3)	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Senior Tutor	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Assistant Senior Education Officer	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Assistant Teacher Graduate	\$32,958	\$3,296	\$36,254	\$23,520 - \$35,280	\$32,958	\$3,296	\$36,254
K	Assistant Senior Education Officer	\$32,518	\$3,252	\$35,770	\$23,520 - \$35,280	\$32,518	\$3,252	\$35,770
K	Principal Grade 1	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	Education Officer (2)	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Assistant Teacher Graduate (2)	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640
K	Senior Accounting Officer	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Area Organiser (4)	\$30,211	\$3,021	\$33,232	\$23,520 - \$35,280	\$30,211	\$3,021	\$33,232
K	School Broadcasting Officer	\$30,211	\$3,021	\$33,232	\$23,520 - \$35,280	\$30,211	\$3,021	\$33,232
K	Inspector of Schools	\$30,211	\$3,021	\$33,232	\$23,520 - \$35,280	\$36,006*	\$3,021	\$33,232
K	Assistant Teacher Graduate	\$30,036	\$3,004	\$33,040	\$23,520 - \$35,280	\$30,036	\$3,004	\$33,040
K	Senior Tutor	\$30,036	\$3,004	\$33,040	\$23,520 - \$35,280	\$30,036	\$3,004	\$33,040
K	Instructor	\$29,057	\$2,906	\$31,963	\$23,520 - \$35,280	\$29,057	\$2,906	\$31,963
K	Area Organizer (Primary)	\$29,057	\$2,906	\$31,963	\$23,520 - \$35,280	\$29,057	\$2,906	\$31,963

K	Principal Grade 2 (2)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Principal Grade 3 (12)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Deputy Principal Grade 3	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Education Officer (2)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Assistant Teacher Graduate (12)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Senior Tutor	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Assistant Teacher Graduate	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Inspector of Schools (Primary)	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Assistant Teacher Graduate (8)	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Assistant Senior Education Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Lecturer (2)	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Computer Programmer (2)	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640
K	Supervising Teacher	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640
K	Assistant Teacher Graduate (8)	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$22,400**	\$2,240	\$24,640
K	Lecturer	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306
K	Assistant Instructor	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306
K	Supervising Teacher	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306

K	Assistant Teacher Graduate (14)	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306
K	School Broadcasting Officer	\$25,733	\$2,573	\$28,306	\$23,520 - \$35,280	\$25,733	\$2,573	\$28,306
K	Head Teacher Grade 1	\$25,595	\$2,560	\$28,155	\$23,520 - \$35,280	\$25,595	\$2,560	\$28,155
K	Lecturer (2)	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$24,649	\$2,465	\$27,114
K	Assistant Teacher Graduate (9)	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$30,970*	\$2,465	\$27,114
K	Head Teacher Grade 2 (7)	\$24,057	\$2,406	\$26,463	\$23,520 - \$35,280	\$24,057	\$2,406	\$26,463
K	Assistant Instructor	\$23,565	\$2,357	\$25,922	\$23,520 - \$35,280	\$23,565	\$2,357	\$25,922
K	Assistant Teacher Graduate	\$23,565	\$2,357	\$25,922	\$23,520 - \$35,280	\$23,565	\$2,357	\$25,922
K	Assistant Teacher Graduate (4)	\$22,481	\$2,248	\$24,729	\$23,520 - \$35,280	\$23,520**	\$2,350	\$25,870
K	Teacher in Charge Grade 1 (2)	\$21,876	\$2,188	\$24,064	\$23,520 - \$35,280	\$23,520**	\$2,350	\$25,870
K	Computer Programmer	\$21,397	\$2,140	\$23,537	\$23,520 - \$35,280	\$23,520**	\$2,350	\$25,870
K	Infant Mistress Grade 2	\$20,785	\$2,079	\$22,864	\$23,520 - \$35,280	\$23,520**	\$2,350	\$25,870

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Assistant Teacher Graduate	\$28,986	\$2,899	\$31,885	\$23,520 - \$35,280	\$28,986	\$2,899	\$31,885
K	Computer Programmer	\$22,841	\$2,284	\$25,125	\$23,520 - \$35,280	\$23,520**	\$2,352	\$25,872
L	Deputy Principal	\$34,544	\$3,454	\$37,998	\$19,490 - \$29,230	\$34,544*	\$3,454	\$37,998
L	Assistant Senior Education Officer	\$30,211	\$3,021	\$33,232	\$19,490 - \$29,230	\$30,211*	\$3,021	\$33,232
L	Assistant Teacher Diplomat	\$30,036	\$3,004	\$33,040	\$19,490 - \$29,230	\$30,036*	\$3,004	\$33,040

L	Education Officer (3)	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Technician Officer	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Teacher Diplome (4)	\$28,969	\$2,897	\$31,866	\$19,490 - \$29,230	\$28,969	\$2,897	\$31,866
L	Education Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Principal Grade 2	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Senior Assistant Teacher Diplome	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Assistant Secretary	\$26,819	\$2,682	\$29,501	\$19,490 - \$29,230	\$26,819	\$2,682	\$29,501
L	Assistant Teacher Diplome	\$26,819	\$2,682	\$29,501	\$19,490 - \$29,230	\$26,819	\$2,682	\$29,501
L	Assistant Teacher Graduate (2)	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Head Teacher Grade 1 - Primary	\$25,595	\$2,560	\$28,155	\$19,490 - \$29,230	\$25,595	\$2,560	\$28,155
L	Assistant Teacher Graduate (4)	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Principal Grade 3 (3)	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Head Teacher Grade 1	\$24,441	\$2,444	\$26,885	\$19,490 - \$29,230	\$24,441	\$2,444	\$26,885

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Head Teacher Grade 2 (4)	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Deputy Principal Grade 3, Primary (3)	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Deputy Principal Grade 3, (2)	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Assistant Teacher Diplome	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922

L	Assistant Teacher Graduate	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Senior Assistant Teacher Diplomate	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Teacher Diplomate (137)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Assistant Teacher Diplomate (355)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Assistant Instructor	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Librarian	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Assistant Librarian	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Assistant Teacher Graduate	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Band Master/Music Teacher	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Teacher in Charge Grade 2 (2)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Teacher in Charge Grade 3 (2)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Assistant Teacher (4)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Assistant Teacher Class 1	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Assistant Teacher Class 3	\$22,482	\$2,248	\$24,730	\$19,490 - \$29,230	\$22,482	\$2,248	\$24,730

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Infant Mistress Grade 1	\$21,876	\$2,188	\$24,064	\$19,490 - \$29,230	\$21,876	\$2,188	\$24,064
L	First Assistant Teacher Grade 2	\$21,876	\$2,188	\$24,064	\$19,490 - \$29,230	\$21,876	\$2,188	\$24,064
L	Teacher in Charge Grade 1	\$21,876	\$2,188	\$24,064	\$19,490 - \$29,230	\$21,876	\$2,188	\$24,064

L	Catering Instructor	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Assistant Teacher Graduate	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Assistant Teacher Diplome (8)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Senior Assistant Teacher Diplome (12)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Senior Assistant Teacher Diplome (2)	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	First Assistant Teacher Grade 3 (3)	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Teacher in Charge Grade 2 (2)	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Infant Mistress Grade 2	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Assistant Teacher Graduate (5)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Instructor (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Instructor	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Teacher Diplome (7)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Senior Assistant Teacher Diplome (4)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Teacher Graduate	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Senior Assistant Teacher Diplome (2)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Infant Mistress Grade 3	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Assistant Teacher Diplome (5)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439

L	Infant Mistress Grade 4 (2)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Assistant Teacher Diplome	\$19,229	\$1,923	\$21,152	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Attendance Officer	\$23,565	\$2,357	\$25,922	\$15,120 - \$22,680	\$23,565*	\$2,357	\$25,922
M	Senior Assistant Teacher Diplome (13)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Assistant Teacher Diplome (4)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Computer Operator Grade 1 (2)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Teacher in Charge Grade 1 (3)	\$21,876	\$2,188	\$24,064	\$15,120 - \$22,680	\$21,876	\$2,188	\$24,064
M	Senior Assistant Teacher Class 3 (2)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Senior Assistant Teacher Diplome (35)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Assistant Teacher Diplome (10)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Senior Assistant Teacher Diplome	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864
M	Senior Assistant Teacher Diplome (36)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Senior Assistant Diplome	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Assistant Teacher Diplome (3)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Senior Assistant Teacher	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Assistant Teacher Graduate	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Senior Assistant Teacher Diplome	\$20,311	\$2,031	\$22,342	\$15,120 - \$22,680	\$20,311	\$2,031	\$22,342

M	Teacher in Charge Grade 3	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Senior Assistant Teacher	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Senior Assistant Teacher Diplome (23)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Teacher Diplome (7)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Teacher Graduate	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Teacher Diplome	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Senior Assistant Teacher Diplome (51)	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Trained Uncertified Teacher	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Assistance Teacher Diplome (6)	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Senior Assistant Teacher Diplome	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Senior Assistant Teacher Diplome (16)	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Assistant Teacher Diplome (15)	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Senior Assistant Teacher Diplome (33)	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Assistant Teacher Diplome (19)	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Farm Manager	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Second Engineer (MV Takuo)	\$15,985	\$1,599	\$17,584	\$15,120 - \$22,680	\$15,985	\$1,599	\$17,584
M	Senior Assistant Teacher Diplome (26)	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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M	Assistant Teacher Diplome (15)	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
N	Senior Executive Officer	\$21,397	\$2,140	\$23,537	\$11,760 - \$17,640	\$21,397*	\$2,140	\$23,537
N	Administrative Assistant	\$20,313	\$2,031	\$22,344	\$11,760 - \$17,640	\$20,313*	\$2,031	\$22,344
N	Senior Assistant Teacher Diplome	\$18,604	\$1,860	\$20,464	\$11,760 - \$17,640	\$18,604*	\$1,860	\$20,464
N	Computer Operator Grade 2 (5)	\$18,579	\$1,858	\$20,437	\$11,760 - \$17,640	\$18,579*	\$1,858	\$20,437
N	Registry Clerk	\$17,398	\$1,740	\$19,138	\$11,760 - \$17,640	\$17,398	\$1,740	\$19,138
N	Computer Operator Grade 2	\$17,398	\$1,740	\$19,138	\$11,760 - \$17,640	\$17,398	\$1,740	\$19,138
N	Senior Assistant Teacher	\$14,157	\$1,416	\$15,573	\$11,760 - \$17,640	\$17,398	\$1,740	\$19,138
O	Transport Supervisor	\$15,374	\$1,537	\$16,911	\$10,080 - \$15,120	\$15,374*	\$1,537	\$16,911
O	Clerk Class 1 (4)	\$12,329	\$1,239	\$13,568	\$10,080 - \$15,120	\$12,329	\$1,239	\$13,568
O	Clerk Class 3	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Trained Uncertified Teacher	\$11,521	\$1,152	\$13,673	\$10,080 - \$15,120	\$11,521	\$1,152	\$13,673
O	Trained Uncertified Teacher	\$11,181	\$1,118	\$12,299	\$10,080 - \$15,120	\$11,181	\$1,118	\$12,299
O	Senior Assistant Teacher Diplome	\$11,181	\$1,118	\$12,299	\$10,080 - \$15,120	\$11,181	\$1,118	\$12,299
O	Trained Uncertified Teacher	\$10,841	\$1,084	\$11,925	\$10,080 - \$15,120	\$10,841	\$1,084	\$11,925
O	Printing Assistant Grade 3	\$10,160	\$1,016	\$11,176	\$10,080 - \$15,120	\$10,160	\$1,016	\$11,176
P	Computer Operator Grade 3	\$15,985	\$1,599	\$17,584	\$9,240 - \$13,860	\$15,985*	\$1,599	\$17,584
P	Computer Operator Grade 3	\$14,157	\$1,415	\$15,569	\$9,240 - \$13,860	\$14,154*	\$1,415	\$15,569

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
P	Driver	\$12,329	\$1,233	\$13,560	\$9,240 - \$13,860	\$12,329	\$1,233	\$13,560
P	Clerk Class 2 (2)	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Cook	\$7,210	\$721	\$7,931	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	Senior VIP Driver	\$10,334	\$1,033	\$11,367	\$8,400 - \$12,600	\$10,334	\$1,033	\$11,367
Q	Senior Driver	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Computer Assistant (4)	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Clerk Class 2	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
R	Driver	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Driver	\$9,480	\$948	\$10,428	\$7,560 - \$11,340	\$9,480	\$948	\$10,428
R	Driver/Messenger	\$7,851	\$785	\$8,636	\$7,560 - \$11,340	\$7,851	\$785	\$8,636
R	Driver	\$7,442	\$744	\$8,186	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$7,236	\$724	\$7,960	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Clerk Class 3	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver/Messenger	\$7,030	\$703	\$7,733	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Caretaker /Handyman (2)	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805
S	Night Watchman	\$9,480	\$948	\$10,428	\$6,720 - \$10,080	\$9,480	\$948	\$10,428
S	Watchman (2)	\$6,798	\$679	\$7,477	\$6,720 - \$10,080	\$6,798	\$679	\$7,477

S	Cleaner	\$6,798	\$679	\$7,477	\$6,720 - \$10,080	\$6,798	\$679	\$7,477
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Cleaner	\$6,595	\$659	\$7,254	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Caretaker/ Handyman	\$6,595	\$659	\$7,254	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Cleaner	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

130. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$26,900,554.

131. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$27,424. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

132. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$29,840. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

6. Recommended Remuneration for the Ministry of Finance and National Planning

Table 17

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
C	Chief Executive Officer - Finance and National Planning	\$53,869	\$49,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost) plus \$20,000 p.a. (NRBT Board Director) and \$10,000 p.a. (TTA Board Director). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$103,543	\$58,800 - \$88,200	\$58,800**	\$20,660 <u>Superannuation</u> 20% \$11,760, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$79,460
F	Deputy Secretary (4)	\$42,761	\$4,276	\$47,038	\$42,000 - \$63,000	\$42,761	\$4,276	\$47,038
G	Deputy Secretary (2)	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
H	Deputy Secretary (2)	\$42,761	\$4,276	\$47,038	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,038
H	Chief Economist (2)	\$39,090	\$3,909	\$42,999	\$33,600 - \$50,400	\$39,090	\$3,909	\$42,999
H	Chief Accountant	\$39,090	\$3,909	\$42,999	\$33,600 - \$50,400	\$39,090	\$3,909	\$42,999
I	Principal Economist (4)	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Chief Procurement Officer (2)	\$39,090	\$3,909	\$42,999	\$30,240 - \$45,360	\$39,090	\$3,909	\$42,999
I	Principal Assistant Secretary	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Economist	\$33,736	\$3,374	\$37,110	\$30,240 - \$45,360	\$33,736	\$3,374	\$37,110
I	Principal Procurement Officer	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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I	Principal Auditor	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
J	Chief Accounting Officer (2)	\$37,720	\$3,772	\$41,492	\$26,880 - \$40,320	\$37,720	\$3,772	\$41,492
J	Sub-Treasurer Vava'u	\$37,720	\$3,772	\$41,492	\$26,880 - \$40,320	\$37,720	\$3,772	\$41,492
J	Principal Economist	\$35,772	\$3,577	\$39,349	\$26,880 - \$40,320	\$35,772	\$3,577	\$39,349
J	System Analyst (2)	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Accountant	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	Senior Economist (4)	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	System Analyst	\$32,167	\$3,217	\$35,384	\$26,880 - \$40,320	\$32,167	\$3,217	\$35,384
J	Senior Accountant	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Accountant	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Financial Analyst	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Auditor	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Principal Accounting Officer	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729
K	Principal Accounting Officer (2)	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Senior Accounting Officer (3)	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Senior Accounting Officer (3)	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Senior Auditing Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Accounting Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Senior Procurement Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Accounting System Administrator	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Assistant Principal Registry Officer	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Senior Accounting Officer	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Computer Operator Grade 1	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Economist (2)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Financial Analyst	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Accountant (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Economist	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Financial Analyst	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Procurement Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Accountant (5)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	Assistant Secretary	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	Auditor	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	Economist (5)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	Procurement Officer (Graduate)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	System Administrator	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
M	Accounting Officer (3)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Assistant Economist	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Assistant Secretary	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Senior Executive Officer	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Accounting Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Accountant	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Registry Clerk	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Chief Clerk	\$17,988	\$1,799	\$19,787	\$15,120 - \$22,680	\$17,988	\$1,799	\$19,787
M	Assistant Accountant	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Assistant Economist	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Assistant Economist	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Assistant Accountant	\$16,570	\$1,657	\$18,227	\$15,120 - \$22,680	\$16,570	\$1,657	\$18,227
M	Assistant Accountant	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Accounting Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	System Support Officer Grade 1	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	Accounting Officer Diplomat	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
M	Assistant Accountant (3)	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
M	Assistant Procurement Officer (3)	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
N	Chief Clerk	\$16,808	\$1,681	\$18,489	\$11,760 - \$17,640	\$16,808	\$1,681	\$18,489
N	Costing Clerk	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Accounting Officer	\$15,975	\$1,598	\$17,573	\$11,760 - \$17,640	\$15,975	\$1,598	\$17,573
N	Assistant Procurement Officer	\$15,628	\$1,563	\$17,191	\$11,760 - \$17,640	\$15,628	\$1,563	\$17,191
N	Chief Clerk	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911

N	Treasury Clerk	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
N	Treasury Cashier	\$13,546	\$1,355	\$14,901	\$11,760 - \$17,640	\$13,546	\$1,355	\$14,901
O	Executive Officer	\$14,765	\$1,477	\$16,242	\$10,080 - \$15,120	\$14,765	\$1,477	\$16,242
O	Executive Officer	\$12,937	\$1,294	\$14,231	\$10,080 - \$15,120	\$12,937	\$1,294	\$14,231
O	Clerk Class 1	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Clerk Class 1	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$9,994	\$999	\$10,993
O	Clerk Class 1	\$9,654	\$965	\$10,619	\$10,080 - \$15,120	\$9,654	\$965	\$10,619
P	Chief Clerk	\$16,808	\$1,681	\$18,489	\$9,240 - \$13,860	\$16,808	\$1,681	\$18,489
P	Chief Clerk	\$15,374	\$1,537	\$16,911	\$9,240 - \$13,860	\$15,374	\$1,537	\$16,911
P	Computer Operator Grade 3	\$15,374	\$1,537	\$16,911	\$9,240 - \$13,860	\$15,374	\$1,537	\$16,911
P	Computer Operator Grade 3	\$11,718	\$1,172	\$12,890	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,890
P	Clerk Class 1 (3)	\$9,654	\$965	\$10,619	\$9,240 - \$13,860	\$9,654	\$965	\$10,619
P	Clerk Class 2	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
Q	Clerk Class 1	\$9,994	\$999	\$10,993	\$8,400 - \$12,600	\$9,994	\$999	\$10,993
Q	VIP Driver	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	Senior Driver	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,295	\$830	\$9,125
R	Driver	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Driver	\$9,823	\$982	\$10,805	\$7,560 - \$11,340	\$9,823	\$982	\$10,805
R	Clerk Class 2	\$8,295	\$830	\$9,125	\$7,560 - \$11,340	\$8,295	\$830	\$9,125
R	Computer Assistant	\$7,953	\$795	\$8,748	\$7,560 - \$11,340	\$7,953	\$795	\$8,748

R	Clerk Class 3	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,210	\$721	\$7,931
R	Driver (2)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$6,414	\$641	\$7,055
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Cleaner / Caretaker	\$7,004	\$700	\$7,704	\$6,720 - \$10,080	\$7,004	\$700	\$7,704
S	Cleaner / Caretaker	\$6,798	\$680	\$7,478	\$6,720 - \$10,080	\$6,798	\$680	\$7,478

133. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$3,135,976.

134. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$11,872. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

135. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$5,976. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

7. Recommended Remuneration for the Ministry of Fisheries

Table 13

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
E	Chief Executive Officer - Fisheries	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543	\$46,200 - \$69,300	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543
G	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
I	Principal Fisheries Officer	\$37,806	\$3,780	\$41,586	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Principal Fisheries Officer	\$33,736	\$3,373	\$37,109	\$30,240 - \$45,360	\$33,736	\$3,373	\$37,109
I	Senior Fisheries Officer	\$34,299	\$3,429	\$37,728	\$30,240 - \$45,360	\$34,299	\$3,429	\$37,728
I	Principal Accounting Officer	\$32,167	\$3,217	\$35,384	\$30,240 - \$45,360	\$32,167	\$3,217	\$35,384
J	Legal Officer	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Computer Programmer	\$28,987	\$2,898	\$31,885	\$23,520 - \$35,280	\$28,987	\$2,898	\$31,885
K	Fisheries Officer (4)	\$28,987	\$2,898	\$31,885	\$23,520 - \$35,280	\$28,987	\$2,898	\$31,885
K	Senior Technical Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Licensing and Certification Officer	\$28,987	\$2,898	\$31,885	\$23,520 - \$35,280	\$28,987	\$2,898	\$31,885
L	Fisheries Officer (3)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Technical Officer Grade 1	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
L	Fisheries Officer	\$19,227	\$1,922	\$21,149	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Technical Officer Grade II (8)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Technical Officer Grade II	\$16,808	\$1,680	\$18,488	\$15,120 - \$22,680	\$16,808	\$1,680	\$18,488
M	Technical Officer Grade II	\$16,218	\$1,621	\$17,839	\$15,120 - \$22,680	\$16,218	\$1,621	\$17,839
M	Assistant Research Officer	\$16,808	\$1,680	\$18,488	\$15,120 - \$22,680	\$16,808	\$1,680	\$18,488
N	Senior Fisheries Assistant (3)	\$16,218	\$1,621	\$17,839	\$11,760 - \$17,640	\$16,218	\$1,621	\$17,839
N	Senior Fisheries Assistant	\$15,038	\$1,503	\$16,541	\$11,760 - \$17,640	\$15,038	\$1,503	\$16,541
N	Senior Fisheries Assistant	\$9,654	\$965	\$10,619	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,396
O	Fishereis Trainee	\$7,620	\$762	\$8,382	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
Q	Computer Assistant	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Fisheries Assistant	\$10,501	\$1,050	\$11,551	\$8,400 - \$12,600	\$10,501	\$1,050	\$11,551
Q	Fisheries Assistant	\$8,460	\$846	\$9,306	\$8,400 - \$12,600	\$8,460	\$846	\$9,306
Q	Fisheries Assistant	\$8,057	\$805	\$8,862	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Fisheries Assistant	\$7,851	\$785	\$8,636	\$7,560 - \$11,340	\$7,851	\$785	\$8,636
R	Fisheries Assistant (3)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Fisheries Assistant	\$7,236	\$723	\$7,959	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$7,236	\$723	\$7,959	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Fisheries Trainee	\$6,595	\$659	\$7,254	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Fisheries Trainee (2)	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Fisheries Trainee	\$5,979	\$597	\$6,576	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

136. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the June 2014 Report such as Minister) is \$1,035,067.

137. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$5,301. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

8. Recommended Remuneration for the Ministry of Foreign Affairs

Table 14

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Foreign Affairs	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543
G	Deputy Secretary (2)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
I	Principal Assistant Secretary	\$37,806	\$3,781	\$41,587	\$30,240 - \$45,360	\$37,806	\$3,781	\$41,587
I	Senior Assistant secretary	\$31,100	\$3,110	\$34,210	\$30,240 - \$45,360	\$31,100	\$3,110	\$34,210
J	Senior Immigration Officer G2	\$35,772	\$3,577	\$39,349	\$26,880 - \$40,320	\$35,772	\$3,577	\$39,349
J	Senior Assistant Secretary	\$32,167	\$3,217	\$35,384	\$25,600 - \$38,400	\$32,167	\$3,217	\$35,384
L	Assistant Senior Computer	\$30,211	\$3,021	\$33,232	\$19,490 - \$29,230	\$30,211*	\$3,021	\$33,232
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Secretary	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Immigration Officer Grade I	\$18,604	\$1,860	\$20,464	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Senior Immigration Officer Grade IV	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
M	Accounting Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Immigration Officer Grade 1	\$17,514	\$1,751	\$19,265	\$15,120 - \$22,680	\$17,514	\$1,751	\$19,265
N	Immigration Officer Grade II	\$16,808	\$1,681	\$18,489	\$11,760 - \$17,640	\$16,808	\$1,681	\$18,489
N	Immigration Officer Grade I (3)	\$17,514	\$1,751	\$19,265	\$11,760 - \$17,640	\$17,514	\$1,751	\$19,265
N	Immigration Officer Grade I	\$19,695	\$1,970	\$21,665	\$11,760 - \$17,640	\$19,695*	\$1,970	\$21,665
N	Immigration Officer Grade III	\$11,718	\$1,172	\$12,890	\$11,760 - \$17,641	\$11,760**	\$1,176	\$12,894
O	Computer Operator Grade II	\$18,579	\$1,858	\$20,437	\$10,080 - \$15,120	\$18,579*	\$1,858	\$20,437
O	Immigration Officer Grade III (2)	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Immigration Officer Grade III	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Immigration Officer Grade II (2)	\$14,448	\$1,445	\$15,893	\$9,600 - \$14,400	\$14,448	\$1,445	\$15,893
P	Computer Operator Grade III	\$15,985	\$1,599	\$17,584	\$9,240 - \$13,860	\$15,985*	\$1,599	\$17,584
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Q	Immigration Officer Assistant (2)	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Computer Assistant	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Immigration Officer Assistant	\$8,973	\$897	\$9,870	\$8,400 - \$12,600	\$8,973	\$897	\$9,870
Q	VIP Driver	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245

138. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$701,489. This excludes the diplomatic corps, whose salaries are shown in the update to the first report.

139. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$1,638. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size. This excludes the diplomatic corp, whose salaries are shown in the update to the first report.

140. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$6,494. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced)

9. Recommended Remuneration for the Ministry of Health

Table 15

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
C	CEO for Health	\$64,643	\$21,829 <u>Superannuation</u> 20% \$12,929, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$86,472	\$58,800 - \$88,200	\$64,643	\$21,829 <u>Superannuation</u> 20% \$12,929, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$86,472
E	Medical Superintendent	\$55,522	\$5,552	\$61,074	\$46,200 - \$69,300	\$55,522	\$5,552	\$61,074
F	Chief Dental Officer	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Chief Medical Officer (2)	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Obstetric/ Gynaecology Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Oral Pathologist Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Paediatric Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Psychiatric Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Radiologist Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Chief Surgeon Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074
F	Physician Specialist	\$55,522	\$5,552	\$61,074	\$42,000 - \$63,000	\$55,522	\$5,552	\$61,074

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
F	Physician Specialist	\$52,378	\$5,238	\$57,616	\$42,000 - \$63,000	\$52,378	\$5,238	\$57,616
G	Chief Nursing Officer	\$52,101	\$5,210	\$57,311	\$37,800 - \$56,700	\$52,101	\$5,210	\$57,311
G	Principal Dental Officer (2)	\$52,101	\$5,210	\$57,311	\$37,800 - \$56,700	\$52,101	\$5,210	\$57,311
G	Senior Medical Officer (6)	\$52,101	\$5,210	\$57,311	\$37,800 - \$56,700	\$52,101	\$5,210	\$57,311
H	Medical Officer Special Grade (7)	\$47,811	\$4,781	\$52,592	\$33,600 - \$50,400	\$47,811	\$4,781	\$52,592
H	Medical Officer Special Grade	\$45,368	\$4,537	\$49,905	\$33,600 - \$50,400	\$45,368	\$4,537	\$49,905
H	Principal Health Administrator	\$45,368	\$4,537	\$49,905	\$33,600 - \$50,400	\$45,368	\$4,537	\$49,905
H	Principal Medical Scientist	\$45,368	\$4,537	\$49,905	\$33,600 - \$50,400	\$45,368	\$4,537	\$49,905
H	Principal Pharmacist	\$45,368	\$4,537	\$49,905	\$33,600 - \$50,400	\$45,368	\$4,537	\$49,905
H	Senior Dental Officer	\$45,368	\$4,537	\$49,905	\$33,600 - \$50,400	\$45,368	\$4,537	\$49,905
H	Medical Officer (4)	\$43,360	\$4,336	\$47,696	\$33,600 - \$50,400	\$43,360	\$4,336	\$47,696
H	Medical Officer	\$43,359	\$4,336	\$47,695	\$33,600 - \$50,400	\$43,359	\$4,336	\$47,695
H	Senior Medical Officer	\$43,213	\$4,321	\$47,534	\$33,600 - \$50,400	\$43,213	\$4,321	\$47,534
H	Medical Officer Special Grade	\$42,927	\$4,293	\$47,220	\$33,600 - \$50,400	\$42,927	\$4,293	\$47,220
H	Matron	\$41,159	\$4,116	\$45,275	\$33,600 - \$50,400	\$41,159	\$4,116	\$45,275
H	Medical Officer (4)	\$41,159	\$4,116	\$45,275	\$33,600 - \$50,400	\$41,159	\$4,116	\$45,275
H	Principal QSSN	\$41,159	\$4,116	\$45,275	\$33,600 - \$50,400	\$41,159	\$4,116	\$45,275
H	Supervising Public Health Sister	\$41,159	\$4,116	\$45,275	\$33,600 - \$50,400	\$41,159	\$4,116	\$45,275

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
H	Medical Officer	\$38,600	\$3,860	\$42,460	\$33,600 - \$50,400	\$38,600	\$3,860	\$42,460
H	Medical Officer	\$38,602	\$3,860	\$42,462	\$33,600 - \$50,400	\$38,602	\$3,860	\$42,462
H	Senior Dental Officer	\$38,040	\$3,804	\$41,844	\$33,600 - \$50,400	\$38,040	\$3,804	\$41,844
H	Principal Health Planning Officer	\$37,806	\$3,781	\$41,587	\$33,600 - \$50,400	\$37,806	\$3,781	\$41,587
H	Medical Officer (4)	\$37,320	\$3,732	\$41,052	\$33,600 - \$50,400	\$37,320	\$3,732	\$41,052
H	Medical Officer (3)	\$36,043	\$3,604	\$39,647	\$33,600 - \$50,400	\$36,043	\$3,604	\$39,647
H	Medical Officer	\$36,042	\$3,604	\$39,646	\$33,600 - \$50,400	\$36,042	\$3,604	\$39,646
H	Medical Officer	\$34,763	\$3,476	\$38,239	\$33,600 - \$50,400	\$34,763	\$3,476	\$38,239
H	Royal Physician (for Queen Mother)	\$11,642	\$1,164	\$12,806	\$33,600 - \$50,400	If held by one person salary will be recommended from this band		\$12,806
H	Royal Physician (for King and Queen)	\$11,642	\$1,164	\$12,806	\$33,600 - \$50,400	If held by one person salary will be recommended from this band		\$12,806
I	Senior Health Administrator	\$41,159	\$4,116	\$45,275	\$30,240 - \$45,360	\$41,159	\$4,116	\$45,275
I	Senior Nursing Sister	\$41,159	\$4,116	\$45,275	\$30,240 - \$45,360	\$41,159	\$4,116	\$45,275
I	Senior Medical Scientist	\$39,880	\$3,988	\$43,868	\$30,240 - \$45,360	\$39,880	\$3,988	\$43,868
I	Senior Medical Scientist	\$37,320	\$3,732	\$41,052	\$30,240 - \$45,360	\$37,320	\$3,732	\$41,052
I	Senior Pharmacist	\$37,320	\$3,732	\$41,052	\$30,240 - \$45,360	\$37,320	\$3,732	\$41,052
I	Medical Officer (2)	\$36,043	\$3,604	\$39,647	\$30,240 - \$45,360	\$36,043	\$3,604	\$39,647
I	Senior Pharmacist	\$36,043	\$3,604	\$39,647	\$30,240 - \$45,360	\$36,043	\$3,604	\$39,647

I	Dental Officer	\$34,784	\$3,478	\$38,262	\$30,240 - \$45,360	\$34,784	\$3,478	\$38,262
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
I	Medical Officer (2)	\$34,763	\$3,476	\$38,239	\$30,240 - \$45,360	\$34,763	\$3,476	\$38,239
I	Dental Officer	\$33,483	\$3,348	\$36,831	\$30,240 - \$45,360	\$33,483	\$3,348	\$36,831
I	Medical Officer (8)	\$33,483	\$3,348	\$36,831	\$30,240 - \$45,360	\$33,483	\$3,348	\$36,831
I	Dental Officer	\$32,183	\$3,218	\$35,401	\$30,240 - \$45,360	\$32,183	\$3,218	\$35,401
I	Dental Officer (2)	\$30,884	\$3,088	\$33,972	\$30,240 - \$45,360	\$30,884	\$3,088	\$33,972
I	Senior Computer Programmer	\$34,299	\$3,430	\$37,729	\$30,240 - \$45,360	\$30,240**	\$3,024	\$33,264
J	Community Nurse Practitioner Supervisor	\$37,320	\$3,732	\$41,052	\$26,880 - \$40,320	\$37,320	\$3,732	\$41,052
J	Senior Nursing Sister (3)	\$37,320	\$3,732	\$41,052	\$26,880 - \$40,320	\$37,320	\$3,732	\$41,052
J	Senior Public Health Sister	\$37,320	\$3,732	\$41,052	\$26,880 - \$40,320	\$37,320	\$3,732	\$41,052
J	Senior Tutor Nurse (2)	\$37,320	\$3,732	\$41,052	\$26,880 - \$40,320	\$37,320	\$3,732	\$41,052
J	Senior Nursing Sister	\$36,043	\$3,604	\$39,647	\$26,880 - \$40,320	\$36,043	\$3,604	\$39,647
J	Senior Public Health Sister	\$36,043	\$3,604	\$39,647	\$26,880 - \$40,320	\$36,043	\$3,604	\$39,647
J	Nurse Practitioner (4)	\$34,784	\$3,478	\$38,262	\$26,880 - \$40,320	\$34,784	\$3,478	\$38,262
J	Nursing Sister Graduate	\$34,784	\$3,478	\$38,262	\$26,880 - \$40,320	\$34,784	\$3,478	\$38,262
J	Supervising Health Officer	\$34,784	\$3,478	\$38,262	\$26,880 - \$40,320	\$34,784	\$3,478	\$38,262
J	Senior Public Health Sister	\$34,763	\$3,476	\$38,239	\$26,880 - \$40,320	\$34,763	\$3,476	\$38,239

J	Senior Nursing Sister (13)	\$34,763	\$3,476	\$38,239	\$26,880 - \$40,320	\$34,763	\$3,476	\$38,239
J	Senior Public Health Sister (2)	\$34,763	\$3,476	\$38,239	\$26,880 - \$40,320	\$34,763	\$3,476	\$38,239

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
J	Asset Manager	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Health Administrator	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Health Promotion Officer	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Nurse Practitioner	\$33,483	\$3,348	\$36,831	\$26,880 - \$40,320	\$33,483	\$3,348	\$36,831
J	Nursing Sister Graduate	\$33,483	\$3,348	\$36,831	\$26,880 - \$40,320	\$33,483	\$3,348	\$36,831
J	Senior Nursing Sister (3)	\$33,483	\$3,348	\$36,831	\$26,880 - \$40,320	\$33,483	\$3,348	\$36,831
J	Nurse Nutritionist/Dietician	\$33,483	\$3,348	\$36,831	\$26,880 - \$40,320	\$33,483	\$3,348	\$36,831
J	Senior Public Health Sister (4)	\$33,483	\$3,348	\$36,831	\$26,880 - \$40,320	\$33,483	\$3,348	\$36,831
J	Nursing Sister Graduate	\$32,183	\$3,218	\$35,401	\$26,880 - \$40,320	\$32,183	\$3,218	\$35,401
J	Principal Accountant	\$31,700	\$3,170	\$34,870	\$26,880 - \$40,320	\$31,700	\$3,170	\$34,870
J	Supervising Public Health Inspector	\$30,036	\$3,004	\$33,040	\$26,880 - \$40,320	\$30,036	\$3,004	\$33,040
J	Nursing Sister Graduate	\$29,579	\$2,958	\$32,537	\$26,880 - \$40,320	\$29,579	\$2,958	\$32,537
J	Medical Scientist	\$28,281	\$2,828	\$31,109	\$26,880 - \$40,320	\$28,281	\$2,828	\$31,109
J	Clinical Psychologist	\$28,278	\$2,828	\$31,106	\$26,880 - \$40,320	\$28,278	\$2,828	\$31,106
J	Senior Hospital Administrator	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693

J	Medical Scientist	\$34,783	\$3,478	\$38,262	\$26,880 - \$40,320	\$34,783	\$3,478	\$38,262
J	Nursing Sister Graduate	\$28,281	\$2,828	\$31,109	\$26,880 - \$40,320	\$28,281	\$2,828	\$31,109
K	Physiotherapist	\$34,784	\$3,478	\$38,262	\$23,520 - \$35,280	\$34,784	\$3,478	\$38,262

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Principal Accounting Officer	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729
K	Eye Care Practitioner	\$33,483	\$3,348	\$36,831	\$23,520 - \$35,280	\$33,483	\$3,348	\$36,831
K	Senior Radiology Technologist	\$33,483	\$3,348	\$36,831	\$23,520 - \$35,280	\$33,483	\$3,348	\$36,831
K	Eye Care Practitioner	\$32,183	\$3,218	\$35,401	\$23,520 - \$35,280	\$32,183	\$3,218	\$35,401
K	Associate Intern Medical Officer	\$30,879	\$3,088	\$33,967	\$23,520 - \$35,280	\$30,879	\$3,088	\$33,967
K	Eye Care Practitioner	\$30,879	\$3,088	\$33,967	\$23,520 - \$35,280	\$30,879	\$3,088	\$33,967
K	Radiographer	\$30,879	\$3,088	\$33,967	\$23,520 - \$35,280	\$30,879	\$3,088	\$33,967
K	Anaesthesia Practitioner	\$29,579	\$2,958	\$32,537	\$23,520 - \$35,280	\$29,579	\$2,958	\$32,537
K	Associate Internal Medical Officer (2)	\$29,579	\$2,958	\$32,537	\$23,520 - \$35,280	\$29,579	\$2,958	\$32,537
K	Principal Staff Nurse	\$29,579	\$2,958	\$32,537	\$23,520 - \$35,280	\$29,579	\$2,958	\$32,537
K	Senior Nurse Midwife (7)	\$29,579	\$2,958	\$32,537	\$23,520 - \$35,280	\$29,579	\$2,958	\$32,537
K	Mechanical Supervisor	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Health Officer	\$28,868	\$2,887	\$31,755	\$23,520 - \$35,280	\$28,868	\$2,887	\$31,755
K	Laboratory Technician Grade I	\$28,868	\$2,887	\$31,755	\$23,520 - \$35,280	\$28,868	\$2,887	\$31,755

K	Senior Dental Therapist (3)	\$28,868	\$2,887	\$31,755	\$23,520 - \$35,280	\$28,868	\$2,887	\$31,755
K	Senior Health Officer (3)	\$28,868	\$2,887	\$31,755	\$23,520 - \$35,280	\$28,868	\$2,887	\$31,755
K	Associate Intern Medical Officer (2)	\$28,278	\$2,828	\$31,106	\$23,520 - \$35,280	\$28,278	\$2,828	\$31,106
K	Principal Staff Nurse (7)	\$28,278	\$2,828	\$31,106	\$23,520 - \$35,280	\$28,278	\$2,828	\$31,106

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Senior Nurse Midwife (2)	\$28,278	\$2,828	\$31,106	\$23,520 - \$35,280	\$28,278	\$2,828	\$31,106
K	Senior Nurse Midwife	\$28,281	\$2,828	\$31,109	\$23,520 - \$35,280	\$28,281	\$2,828	\$31,109
K	Nursing Sister Graduate (2)	\$28,278	\$2,828	\$31,106	\$23,520 - \$35,280	\$28,278	\$2,828	\$31,106
K	Eye Care Practitioner	\$27,492	\$2,749	\$30,241	\$23,520 - \$35,280	\$27,492	\$2,749	\$30,241
K	Senior Accountant	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Principal Staff Nurse	\$26,977	\$2,698	\$29,675	\$23,520 - \$35,280	\$26,977	\$2,698	\$29,675
K	Senior Nurse Midwife (7)	\$26,977	\$2,698	\$29,675	\$23,520 - \$35,280	\$26,977	\$2,698	\$29,675
K	Nursing Sister Graduate (3)	\$26,977	\$2,698	\$29,675	\$23,520 - \$35,280	\$26,977	\$2,698	\$29,675
K	Nursing Sister Graduate	\$25,676	\$2,568	\$28,244	\$23,520 - \$35,280	\$25,676	\$2,568	\$28,244
K	Senior Nurse Midwife (3)	\$25,676	\$2,568	\$28,244	\$23,520 - \$35,280	\$25,676	\$2,568	\$28,244
K	Radiography Graduate	\$26,977	\$2,698	\$29,675	\$23,520 - \$35,280	\$26,977	\$2,698	\$29,675
K	Senior Nurse Midwife	\$24,376	\$2,438	\$26,814	\$23,520 - \$35,280	\$24,376	\$2,438	\$26,814
K	Physiotherapist	\$23,072	\$2,307	\$25,379	\$23,520 - \$35,280	\$23,520**	\$2,352	\$25,872

L	Senior Nursing Sister	\$33,483	\$3,348	\$36,831	\$19,490 - \$29,230	\$33,483*	\$3,348	\$36,831
L	Graduate Midwife	\$29,579	\$2,958	\$32,537	\$19,490 - \$29,230	\$29,579*	\$2,958	\$32,537
L	Financial Analyst	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Internal Auditor	\$26,818	\$2,682	\$29,500	\$19,490 - \$29,230	\$26,818	\$2,682	\$29,500

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Assistant Pharmacist Grade I (4)	\$28,868	\$2,887	\$31,755	\$19,490 - \$29,230	\$28,868	\$2,887	\$31,755
L	Assistant Radiographer Grade 1	\$28,868	\$2,887	\$31,755	\$19,490 - \$29,230	\$28,868	\$2,887	\$31,755
L	Laboratory Technician Grade I (2)	\$28,868	\$2,887	\$31,755	\$19,490 - \$29,230	\$28,868	\$2,887	\$31,755
L	Laboratory Technical Grade 2	\$28,868	\$2,887	\$31,755	\$19,490 - \$29,230	\$28,868	\$2,887	\$31,755
L	NCD Nurse (3)	\$26,977	\$2,698	\$29,675	\$19,490 - \$29,230	\$26,977	\$2,698	\$29,675
L	Staff Nurse Diplomat (27)	\$26,977	\$2,698	\$29,675	\$19,490 - \$29,230	\$26,977	\$2,698	\$29,675
L	Assistant Senior Accounting Officer	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Mental Health Welfare Officer	\$25,676	\$2,568	\$28,244	\$19,490 - \$29,230	\$25,676	\$2,568	\$28,244
L	NCD Nurse	\$25,676	\$2,568	\$28,244	\$19,490 - \$29,230	\$25,676	\$2,568	\$28,244
L	Senior Nurse Midwife	\$25,676	\$2,568	\$28,244	\$19,490 - \$29,230	\$25,676	\$2,568	\$28,244
L	Staff Nurse Diplomat (24)	\$25,676	\$2,568	\$28,244	\$19,490 - \$29,230	\$25,676	\$2,568	\$28,244
L	NCD Nurse (9)	\$24,376	\$2,438	\$26,814	\$19,490 - \$29,230	\$24,376	\$2,438	\$26,814

L	Senior Staff Nurse (14)	\$22,508	\$2,251	\$24,759	\$19,490 - \$29,230	\$22,508	\$2,251	\$24,759
L	Nursing Sister Graduate (2)	\$24,376	\$2,438	\$26,814	\$19,490 - \$29,230	\$24,376	\$2,438	\$26,814
L	Staff Nurse Diplomate (19)	\$24,376	\$2,438	\$26,814	\$19,490 - \$29,230	\$24,376	\$2,438	\$26,814
L	Nursing Sister Graduate	\$24,375	\$2,438	\$26,813	\$19,490 - \$29,230	\$24,375	\$2,438	\$26,813
L	Staff Nurse Diplomate	\$24,375	\$2,438	\$26,813	\$19,490 - \$29,230	\$24,375	\$2,438	\$26,813

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Assistant Pharmacist Grade 1 (2)	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Dental Therapist (5)	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Health Officer (5)	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Laboratory Technician Grade 2	\$23,633	\$2,363	\$25,996	\$19,490 - \$29,230	\$23,633	\$2,363	\$25,996
L	Public Health Nurse	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Senior Public Health Nurse (8)	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Senior Staff Nurse (14)	\$23,634	\$2,363	\$25,997	\$19,490 - \$29,230	\$23,634	\$2,363	\$25,997
L	Health Officer	\$23,633	\$2,363	\$25,996	\$19,490 - \$29,230	\$23,633	\$2,363	\$25,996
L	Health Project Officer	\$23,567	\$2,357	\$25,924	\$19,490 - \$29,230	\$23,567	\$2,357	\$25,924
L	Health Administrator	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Senior Accounting Officer	\$23,564	\$2,356	\$25,920	\$19,490 - \$29,230	\$23,564	\$2,356	\$25,920
L	Staff Nurse Diplomate (2)	\$23,076	\$2,308	\$25,384	\$19,490 - \$29,230	\$23,076	\$2,308	\$25,384

L	Staff Nurse Diplomate	\$23,073	\$2,307	\$25,380	\$19,490 - \$29,230	\$23,073	\$2,307	\$25,380
L	Pharmacist Graduate	\$23,076	\$2,308	\$25,384	\$19,490 - \$29,230	\$23,076	\$2,308	\$25,384
L	Radiographer (2)	\$23,076	\$2,308	\$25,383	\$19,490 - \$29,230	\$23,076	\$2,308	\$25,383
L	Podiarist	\$23,072	\$2,307	\$25,379	\$19,490 - \$29,230	\$23,072	\$2,307	\$25,379
L	Staff Nurse Diplomate (6)	\$23,072	\$2,307	\$25,379	\$19,490 - \$29,230	\$23,072	\$2,307	\$25,379
L	Research Officer (Graduate)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Senior Staff Nurse	\$22,325	\$2,233	\$24,558	\$19,490 - \$29,230	\$22,325	\$2,233	\$24,558
L	NCD Nurse	\$22,295	\$2,230	\$24,525	\$19,490 - \$29,230	\$22,295	\$2,230	\$24,525
L	Staff Nurse Diplomate	\$22,294	\$2,229	\$24,523	\$19,490 - \$29,230	\$22,294	\$2,229	\$24,523
L	Dental Therapist (5)	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Health Officer (3)	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	NCD Nurse	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Public Health Nurse (2)	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Senior Staff Nurse	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Staff Nurse (24)	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Staff Nurse Diplomate (23)	\$21,586	\$2,159	\$23,745	\$19,490 - \$29,230	\$21,586	\$2,159	\$23,745
L	Senior Public Health Assistant	\$21,016	\$2,102	\$23,118	\$19,490 - \$29,230	\$21,016	\$2,102	\$23,118

L	Staff Nurse Diplomate	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	Dental Therapist	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	Health Officer (3)	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	NCD Nurse (3)	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	Public Health Nurse	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	Staff Nurse (4)	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966
L	Staff Nurse Diplomate (25)	\$20,878	\$2,088	\$22,966	\$19,490 - \$29,230	\$20,878	\$2,088	\$22,966

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Debtal Biomedical Engineer	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Public Health Assistant Grade 1	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Public Health Inspector Grade 1 (6)	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Health Project Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Biomedical Engineering Graduate	\$20,312	\$2,031	\$22,343	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Dental Therapist	\$20,170	\$2,017	\$22,187	\$19,490 - \$29,230	\$20,170	\$2,017	\$22,187
L	Staff Nurse Diplomate (25)	\$20,170	\$2,017	\$22,187	\$19,490 - \$29,230	\$20,170	\$2,017	\$22,187
L	Dental Technician	\$20,170	\$2,017	\$22,187	\$19,490 - \$29,230	\$20,170	\$2,017	\$22,187
L	Staff Nurse Diplomate	\$19,884	\$1,988	\$21,872	\$19,490 - \$29,230	\$19,884	\$1,988	\$21,872
L	Staff Nurse Diplomate (22)	\$19,462	\$1,946	\$21,408	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440

L	Dental Technician	\$19,462	\$1,946	\$21,408	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Procurement Officer (Graduate)	\$19,230	\$1,923	\$21,153	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Health Administrator	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Staff Nurse Diplomat (7)	\$18,754	\$1,875	\$20,629	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Staff Nurse	\$18,754	\$1,875	\$20,629	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	NCD Nurse	\$18,754	\$1,875	\$20,629	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Dental Technician	\$17,338	\$1,734	\$19,072	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440
L	Health Promotion Officer Graduate	\$19,230	\$1,923	\$21,153	\$19,490 - \$29,230	\$19,490**	\$1,950	\$21,440

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Medical Records Officer	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$19,490**	\$1,950	\$21,440
M	Assistant Pharmacist Grade 2 (5)	\$23,634	\$2,363	\$25,997	\$15,120 - \$22,680	\$23,634*	\$2,363	\$25,997
M	Assistant Radiographer Grade 2	\$23,634	\$2,363	\$25,997	\$15,120 - \$22,680	\$23,634*	\$2,363	\$25,997
M	Laboratory Technician Grade 2 (5)	\$23,634	\$2,363	\$25,997	\$15,120 - \$22,680	\$23,634*	\$2,363	\$25,997
M	Assistant Radiographer Grade 2	\$23,634	\$2,363	\$25,997	\$15,120 - \$22,680	\$23,634*	\$2,363	\$25,997
M	Computer Operator Grade 1 (6)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Assistant Pharmacist Grade 2 (2)	\$22,325	\$2,233	\$24,558	\$15,120 - \$22,680	\$22,325	\$2,233	\$24,558
M	Assistant Radiographer Grade 2	\$6,183	\$618	\$6,801	\$15,120 - \$22,680			
M	Laboratory Technician Grade 2	\$22,294	\$2,229	\$24,523	\$15,120 - \$22,680	\$22,294	\$2,229	\$24,523

M	Health Planning Officer	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Laboratory Technician Grade 2	\$20,878	\$2,088	\$22,966	\$15,120 - \$22,680	\$20,878	\$2,088	\$22,966
M	Computer Operator Grade 1	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Accounting Officer Diplome	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Staff Nurse	\$20,170	\$2,017	\$22,187	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Staff Nurse Diplome (12)	\$19,462	\$1,946	\$21,408	\$15,120 - \$22,680	\$19,462	\$1,946	\$21,408
M	Health Surveillance Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Senior Executive Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Radiographer Grade 2	\$18,754	\$1,875	\$20,629	\$15,120 - \$22,680	\$18,754	\$1,875	\$20,629

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Hospital Estate Officer	\$18,754	\$1,875	\$20,629	\$15,120 - \$22,680	\$18,754	\$1,875	\$20,629
M	Staff Nurse Diplome (33)	\$18,754	\$1,875	\$20,629	\$15,120 - \$22,680	\$18,754	\$1,875	\$20,629
M	Assistant Radiographer Grade 2	\$18,753	\$1,875	\$20,628	\$15,120 - \$22,680	\$18,753	\$1,875	\$20,628
M	Public Health Inspector Grade 1	\$18,604	\$1,860	\$20,464	\$15,120 - \$22,680	\$18,604	\$1,860	\$20,464
M	Procurement Officer	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Senior Hospital Executive Officer	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Assistant Pharmacist Grade 2 (6)	\$18,046	\$1,805	\$19,851	\$15,120 - \$22,680	\$18,046	\$1,805	\$19,851

M	Dental Therapist (3)	\$18,046	\$1,805	\$19,851	\$15,120 - \$22,680	\$18,046	\$1,805	\$19,851
M	Computer Operator Grade 2	\$17,988	\$1,799	\$19,787	\$15,120 - \$22,680	\$17,988	\$1,799	\$19,787
M	Staff Nurse	\$17,718	\$1,772	\$19,490	\$15,120 - \$22,680	\$17,718	\$1,772	\$19,490
M	Health Promotion Officer	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Dental Therapist	\$17,338	\$1,734	\$19,072	\$15,120 - \$22,680	\$17,338	\$1,734	\$19,072
M	Senior Executive Officer	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Chief Clerk	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Health Promotion Officer Grade 1	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Nutritionist Diplomate	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Laboratory Technician Grade 2 (2)	\$16,630	\$1,663	\$18,293	\$15,120 - \$22,680	\$16,630	\$1,663	\$18,293

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Accounting Officer Diplomate (2)	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Refrigeration Mechanic	\$15,985	\$1,599	\$17,584	\$15,120 - \$22,680	\$15,985	\$1,599	\$17,584
M	Computer Operator Grade 1	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	Health Promotion Officer Grade 2	\$15,374	\$1,537	\$16,911	\$15,120 - \$22,680	\$15,374	\$1,537	\$16,911
M	Procurement Officer	\$15,038	\$1,504	\$16,542	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632
M	Public Health Inspector Grade 1	\$15,038	\$1,504	\$16,542	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632
M	Public Health Inspector Grade 2 (5)	\$14,157	\$1,416	\$15,573	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632

M	Staff Nurse Diplomate	\$18,754	\$1,875	\$20,629	\$11,760 - \$17,640	\$18,754*	\$1,875	\$20,629
N	Registry Clerk	\$18,579	\$1,858	\$20,437	\$11,760 - \$17,640	\$18,579*	\$1,858	\$20,437
N	Computer Operator Grade 2 (4)	\$18,579	\$1,858	\$20,437	\$11,760 - \$17,640	\$18,579*	\$1,858	\$20,437
N	Hospital Maintenance Electrician	\$17,514	\$1,751	\$19,265	\$11,760 - \$17,640	\$17,514	\$1,751	\$19,265
N	Health Promotion Officer Grade 2	\$16,808	\$1,681	\$18,489	\$11,760 - \$17,640	\$16,808	\$1,681	\$18,489
N	Laboratory Technician Grade 2	\$16,630	\$1,663	\$18,293	\$11,760 - \$17,640	\$16,630	\$1,663	\$18,293
N	Health Promotion Grade 2 (2)	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Hospital Fitter Electrician	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Tradesman Leadinghand	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Accounting Officer	\$15,975	\$1,598	\$17,573	\$11,760 - \$17,640	\$15,975	\$1,598	\$17,573
N	Health Promotedotion Officer Grade 2	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
N	Executive Officer	\$14,157	\$1,416	\$15,573	\$11,760 - \$17,640	\$14,157	\$1,416	\$15,573
N	Health Promotion Officer Grade 2	\$14,157	\$1,416	\$15,573	\$11,760 - \$17,640	\$14,157	\$1,416	\$15,573
N	Health Promotedotion Officer Grade 1	\$13,858	\$1,386	\$15,244	\$11,760 - \$17,640	\$13,858	\$1,386	\$15,244
N	Sterile Supply Supervisor	\$12,937	\$1,294	\$14,231	\$11,760 - \$17,640	\$12,937	\$1,294	\$14,231
N	Chief Cook	\$11,718	\$1,172	\$12,890	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
N	Health Promotedotion Officer Grade 2	\$11,055	\$1,106	\$12,161	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936

N	Librarian	\$10,674	\$1,067	\$11,741	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
O	Computer Operator Grade 3	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Water Maintenance Officer	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Computer Operator Grade 3 (2)	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Senior Medical Recorder	\$14,765	\$1,477	\$16,242	\$10,080 - \$15,120	\$14,765	\$1,477	\$16,242
O	Computer Operator Grade 3	\$14,157	\$1,416	\$15,573	\$10,080 - \$15,120	\$14,157	\$1,416	\$15,573
O	Executive Officer	\$12,937	\$1,294	\$14,231	\$10,080 - \$15,120	\$12,937	\$1,294	\$14,231
O	Computer Operator Grade 3	\$12,937	\$1,294	\$14,231	\$10,080 - \$15,120	\$12,937	\$1,294	\$14,231
O	Water Maintenance Officer	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Catering Supervisor	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Laundry Supervisor	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Computer Operator Grade 3	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
O	Clerk Class 1	\$10,674	\$1,067	\$11,741	\$10,080 - \$15,120	\$10,674	\$1,067	\$11,741
O	Water Maintenance Officer	\$10,674	\$1,067	\$11,741	\$10,080 - \$15,120	\$10,674	\$1,067	\$11,741
O	Seamstress Supervisor	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Domestic Supervisor	\$8,973	\$897	\$9,870	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
P	Paramedic Driver	\$11,718	\$1,172	\$12,890	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,890

P	Sterile Supply Assistant (4)	\$9,994	\$999	\$10,993	\$9,240 - \$13,860	\$9,994	\$999	\$10,993
P	Clerk Class 2	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Paramedic Driver	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Tradesman Leadinghand	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Psychiatric Assistant Grade 1	\$8,973	\$897	\$9,870	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Paramedic Driver	\$8,633	\$863	\$9,496	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Sterile Supply Assistant	\$8,295	\$830	\$9,125	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Q	Handyman	\$10,160	\$1,016	\$11,176	\$8,400 - \$12,600	\$10,160	\$1,016	\$11,176
Q	Computer Assistant (4)	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Computer Assistant (2)	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	Computer Assistant (2)	\$8,973	\$897	\$9,870	\$8,400 - \$12,600	\$8,973	\$897	\$9,870
Q	Computer Assistant	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
Q	Laboratory Maid (2)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Male Orderly (5)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Medical Storeman	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Sanitation Officer (2)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240

Q	Wardsmaid (5)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Male Orderly	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Wardsmaid (2)	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Laboratory Maid	\$7,620	\$762	\$8,382	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Dental Maid	\$7,210	\$721	\$7,931	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Psychiatric Assistant Grade II	\$7,210	\$721	\$7,931	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Psychiatric Assistant Grade 2	\$6,798	\$680	\$7,478	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Wardsmaid	\$6,798	\$680	\$7,478	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Oxygen Plant Operator	\$6,595	\$660	\$7,255	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Psychiatric Assistant Grade 2	\$6,595	\$660	\$7,255	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Public Health Assistant Grade 2 (2)	\$6,389	\$639	\$7,028	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Seamstress	\$6,389	\$639	\$7,028	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Wardsmaid	\$6,389	\$639	\$7,028	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver (2)	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
R	Housekeeper	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Driver (5)	\$9,823	\$982	\$10,805	\$7,560 - \$11,340	\$9,823	\$982	\$10,805
R	Groundskeeper	\$9,823	\$982	\$10,805	\$7,560 - \$11,340	\$9,823	\$982	\$10,805

R	Dricer	\$9,140	\$914	\$10,054	\$7,560 - \$11,340	\$9,140	\$914	\$10,054
R	Telephone Operator	\$8,973	\$897	\$9,870	\$7,560 - \$11,340	\$8,973	\$897	\$9,870
R	Driver	\$8,800	\$880	\$9,680	\$7,560 - \$11,340	\$8,800	\$880	\$9,680
R	Housekeeper	\$8,460	\$846	\$9,306	\$7,560 - \$11,340	\$8,460	\$846	\$9,306
R	Laboratory Technician Grade 2	\$8,315	\$832	\$9,147	\$7,560 - \$11,340	\$8,315	\$832	\$9,147
R	Assistant Cook (3)	\$8,295	\$830	\$9,125	\$7,560 - \$11,340	\$8,295	\$830	\$9,125
R	Hospital Security Officer	\$8,295	\$830	\$9,125	\$7,560 - \$11,340	\$8,295	\$830	\$9,125
R	Laundrymaid (5)	\$8,295	\$830	\$9,125	\$7,560 - \$11,340	\$8,295	\$830	\$9,125
R	Assistant Cook	\$7,954	\$795	\$8,749	\$7,560 - \$11,340	\$7,954	\$795	\$8,749
R	Revenue Officer Grade 2	\$7,953	\$795	\$8,748	\$7,560 - \$11,340	\$7,953	\$795	\$8,748
R	Driver	\$7,851	\$785	\$8,636	\$7,560 - \$11,340	\$7,851	\$785	\$8,636
R	Driver	\$7,645	\$765	\$8,410	\$7,560 - \$11,340	\$7,645	\$765	\$8,410
R	Assistant Cook	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Junior Medical Recorder (3)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Laundryman	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
R	Male Orderly	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Store Assistant (2)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382

R	Driver (2)	\$7,442	\$744	\$8,186	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Junior Medical Recorder (3)	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Assistant Cook (2)	\$7,004	\$700	\$7,704	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver (5)	\$6,824	\$682	\$7,506	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Dental Receptionist	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Junior Medical Recorder (2)	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Kitchen Hand	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver (2)	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Hospital Security Officer	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Assistant Cook	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Boilerman	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Clerk Class 3	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Sanitation Officer	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Sanitation Officer	\$6,594	\$659	\$7,253	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver (2)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver/Messenger (4)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
R	Assistant Cook	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316

R	Hospital Security Officer (2)	\$6,389	\$639	\$7,028	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Junior Medical Recorder	\$6,389	\$639	\$7,028	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Plumber	\$6,389	\$639	\$7,028	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Hospital Security Officer	\$6,388	\$639	\$7,027	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Junior Medical Recorder	\$6,085	\$609	\$6,694	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Boilerman	\$5,979	\$598	\$6,577	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Groundskeeper	\$7,953	\$795	\$8,748	\$6,720 - \$10,080	\$7,953	\$795	\$8,748
S	Male Orderly	\$6,798	\$680	\$7,478	\$6,720 - \$10,080	\$6,798	\$680	\$7,478
S	Caretaker (2)	\$6,595	\$660	\$7,255	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Groundskeeper	\$6,595	\$660	\$7,255	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Handyman	\$6,595	\$660	\$7,255	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Laboratory Technician Grade 2 Trainee	\$6,388	\$639	\$7,027	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse	\$6,388	\$639	\$7,027	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Radiographer Grade 2 Trainee (2)	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Laboratory Technician Grade 2 Trainee (3)	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Pharmacist Grade 2 Trainee (5)	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Laundryman	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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S	Psychiatric Assistant Grade 2	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Public Health Inspector Grade 2 Trainee	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Wardsmaid	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse (34)	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Cook (2)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Laboratory Technician Grade 2 Trainee (7)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Pharmacist Grade II Trainee (4)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Radiographer Grade 2 Trainee (5)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Junior Medical Recorder	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Laundryman	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Telephone Operator (2)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Public Health Inspector Grade 2 Trainee (4)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Public Health Inspector Grade 2 Trainee	\$6,183	\$618	\$6,802	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse (42)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Cook	\$5,978	\$598	\$6,576	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse (25)	\$5,978	\$598	\$6,576	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Cook	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Pharmacist Grade 2 Trainee	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Caretaker	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Junior Medical Recorder (3)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Kitchen Hand	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Laundryman (4)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Male Orderly (2)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Night Watchman	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Telephone Operator (2)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Wardsmaid	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse (22)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Student Nurse	\$5,693	\$569	\$6,262	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Assistant Radiographer Grade 2 Trainee	\$2,990	\$299	\$3,289	\$6,400 - \$9,600	\$6,720**	\$672	\$7,392
S	Groundskeeper	\$5,446	\$544	\$5,990	\$6,400 - \$9,600	\$6,720**	\$672	\$7,392
S	Handyman	\$6,594	\$659	\$7,253	\$6,400 - \$9,600	\$6,720**	\$672	\$7,392

141. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$19,707,180.

142. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$193,231. This results from those positions whose current salary is below the recommended salary scale

shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

143. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$24,195. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

10. Recommended Remuneration for the Ministry of Infrastructure

Table 16

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
G	Director of Policy and Planning	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Marine & Ports	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Planning & Urban Management	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Civil Engineering	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Corporate Services	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Chief Architect	\$37,549	\$3,755	\$41,304	\$33,600 - \$50,400	\$37,549	\$3,755	\$41,304
H	Chief Road Engineer	\$36,011	\$3,601	\$39,612	\$33,600 - \$50,400	\$36,011	\$3,601	\$39,612
I	Principal Economist	\$33,736	\$3,374	\$37,110	\$30,240 - \$45,360	\$33,736	\$3,374	\$37,110
I	Asset Planning and Safety Manager	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
I	Principal Marine Officer Nautical	\$31,699	\$3,170	\$34,869	\$30,240 - \$45,360	\$31,699	\$3,170	\$34,869
J	Senior Mechanical Supervisor	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Urban Planner	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Finance Manager	\$37,806	\$3,781	\$41,587	\$26,880 - \$40,320	\$37,806	\$3,781	\$41,587
K	Assistant Secretary Technical	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Senior Building Compliance Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Marine Officer	\$30,036	\$3,004	\$33,040	\$23,520 - \$35,280	\$30,036	\$3,004	\$33,040
K	Assistant Senior Civil Aviation Officer	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Senior Marine Environment Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Marine Officer	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Senior Marine Officer	\$27,902	\$2,790	\$30,692	\$23,520 - \$35,280	\$27,902	\$2,790	\$30,692
K	Senior Accounting Officer	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Marine and Ports Officer (2)	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Marine Officer (Engineer)	\$24,649	\$2,465	\$27,114	\$23,520 - \$35,280	\$24,649	\$2,465	\$27,114
K	Senior Land Transport Officer	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Works Officer	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Senior Assistant Secretary	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Roads Project Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Roads Supervisor	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Deputy Physical Planner	\$32,518	\$3,252	\$35,770	\$23,520 - \$35,280	\$32,518	\$3,252	\$35,770
L	Senior Computer Specialist	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Estimator Grade 2	\$20,785	\$2,079	\$22,864	\$19,490 - \$29,230	\$20,785	\$2,079	\$22,864
L	Personnel Licensing Officer	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537

L	Assistant Secretary	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Engineering Officer Grade 1	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Engineering Officer Grade 1	\$18,604	\$1,860	\$20,464	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Quantity Surveyor	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Principal Costing Clerk	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Overseer (2)	\$24,057	\$2,406	\$26,463	\$19,490 - \$29,230	\$24,057	\$2,406	\$26,463
L	Assistant Land Transport Officer (2)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Mechanical Overseer	\$21,876	\$2,188	\$24,064	\$19,490 - \$29,230	\$21,876	\$2,188	\$24,064
L	Town Planner	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Town Planner	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Urban Planner (2)	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Legal Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Marine Officer	\$23,564	\$2,356	\$25,920	\$19,490 - \$29,230	\$23,564	\$2,356	\$25,920
M	Engineering Road Officer Grade 2	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864
M	Engineering Road Officer Grade 1	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864
M	Assistant Roads Foreman (3)	\$15,985	\$1,599	\$17,584	\$15,120 - \$22,680	\$15,985	\$1,599	\$17,584
M	Foreman (3)	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864
M	Foreman Mechanic (2)	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864

M	Chief Clerk	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Senior Registry Clerk	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Computer Draughtsman Grade 2	\$20,785	\$2,079	\$22,864	\$15,120 - \$22,680	\$20,785	\$2,079	\$22,864
M	Computer Operator Grade 1	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Computer Operator Grade 2	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Procurement Officer	\$17,988	\$1,799	\$19,787	\$15,120 - \$22,680	\$17,988	\$1,799	\$19,787
M	Senior Costing Clerk	\$17,514	\$1,751	\$19,265	\$15,120 - \$22,680	\$17,514	\$1,751	\$19,265
N	Senior Costing Clerk (2)	\$18,604	\$1,860	\$20,464	\$11,760 - \$17,640	\$18,604	\$1,860	\$20,464
N	Tradesman Leadinghand	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Leadinghand Mechanic (6)	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Multi-Mechanical Operator	\$12,329	\$1,233	\$13,562	\$11,760 - \$17,640	\$12,329	\$1,233	\$13,562
N	Technical Clerk Grade 2	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Costing Clerk (5)	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Heavy Plant Operator	\$14,157	\$1,416	\$15,573	\$11,760 - \$17,640	\$14,157	\$1,416	\$15,573
N	Chief Clerk	\$15,374	\$1,537	\$16,911	\$11,760 - \$17,640	\$15,374	\$1,537	\$16,911
N	Roads Technician	\$15,984	\$1,598	\$17,582	\$11,760 - \$17,640	\$15,984	\$1,598	\$17,582
O	Executive Officer	\$13,546	\$1,355	\$14,901	\$10,080 - \$15,120	\$13,546	\$1,355	\$14,901
O	Assistant Marine Environment Officer	\$17,514	\$1,751	\$19,265	\$10,080 - \$15,120	\$17,514*	\$1,751	\$19,265
O	Assistant Safety Officer	\$15,038	\$1,504	\$16,542	\$10,080 - \$15,120	\$15,038	\$1,504	\$16,542

O	Assistant Air Safety Officer	\$10,333	\$1,033	\$11,366	\$10,080 - \$15,120	\$10,333	\$1,033	\$11,366
O	Executive Officer	\$14,765	\$1,477	\$16,242	\$10,080 - \$15,120	\$14,765	\$1,477	\$16,242
O	Assitant Ground Safety Officer	\$10,674	\$1,067	\$11,741	\$10,080 - \$15,120	\$10,674	\$1,067	\$11,741

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
O	Assistant Air Worthiness Officer	\$10,674	\$1,067	\$11,741	\$10,080 - \$15,120	\$10,674	\$1,067	\$11,741
O	Assistant Land Transport Officer Grade 1	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Computer Operator Grade 3 (3)	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Assistant Aerodrome Officer	\$15,038	\$1,504	\$16,542	\$10,080 - \$15,120	\$15,038	\$1,504	\$16,542
O	Clerk Class 1	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Computer Operator Assistant	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Procurement Officer Grade 3	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Clerk Class 1	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Clerk Class 1	\$9,654	\$965	\$10,619	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
P	Tradesman (4)	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Storeman Tools	\$10,674	\$1,067	\$11,741	\$9,240 - \$13,860	\$10,674	\$1,067	\$11,741
P	Marine Construction Tradesman	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Tradesman	\$8,973	\$897	\$9,870	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Assistant Marine & Ports Officer	\$12,329	\$1,233	\$13,562	\$9,240 - \$13,860	\$12,329	\$1,233	\$13,562
P	Clerk Class 2 (2)	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245

P	Building Tradesman	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
R	Clerk Class 3 (3)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Clerk Class 3	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$7,851	\$785	\$8,636	\$7,560 - \$11,340	\$7,851	\$785	\$8,636
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Clerk Class 3	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Clerk Class 3 (2)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

144. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$2,537,648.

145. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$4,298. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

146. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$7,780. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

11. Recommended Remuneration for the Ministry of Internal Affairs

Table 17

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Internal Affairs	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
G	Deputy Director (2)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Deputy Secretary (4)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Deputy Chief Executive Officer	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
J	Principal Program Officer	\$39,843	\$3,984	\$43,827	\$26,880 - \$40,320	\$39,843	\$3,984	\$43,827
J	Principal Assistant Secretary	\$37,808	\$3,781	\$41,589	\$26,880 - \$40,320	\$37,808	\$3,781	\$41,589
J	Principal Sport Development	\$37,806	\$3,781	\$41,587	\$26,880 - \$40,320	\$37,806	\$3,781	\$41,587
K	Government Representative	\$37,806	\$3,781	\$41,587	\$23,520 - \$35,280	\$37,806*	\$3,781	\$41,587
K	Senior Employment Officer (2)	\$33,233	\$3,323	\$36,556	\$23,520 - \$35,280	\$33,233	\$3,323	\$36,556
K	Principal Program Officer	\$33,736	\$3,374	\$37,110	\$23,520 - \$35,280	\$33,736	\$3,374	\$37,110
K	Assistant Senior Youth Officer	\$32,518	\$3,252	\$35,770	\$23,520 - \$35,280	\$32,518	\$3,252	\$35,770

K	Assistant Senior Program Officer	\$32,518	\$3,252	\$35,770	\$23,520 - \$35,280	\$32,518	\$3,252	\$35,770
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Assistant Senior Sports Development Officer	\$26,749	\$2,675	\$29,424	\$23,520 - \$35,280	\$26,749	\$2,675	\$29,424
L	Accountant	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Assistant Secretary	\$26,819	\$2,682	\$29,501	\$19,490 - \$29,230	\$26,819	\$2,682	\$29,501
L	Assistant Secretary	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Training and Employment Officer	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Youth Extension Officer	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Sports Development Officer	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Personal Secretary (Head Office)	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
M	Assistant Technical Officer	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Computer Operator Grade I	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Accounting Officer Diplomat	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Senior Executive Officer (2)	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Employment Officer	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Administrative Support Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	Procurement Officer	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
N	Assistant Information Officer	\$16,218	\$1,622	\$17,840	\$11,760 - \$17,640	\$16,218	\$1,622	\$17,840
N	Executive Officer (3)	\$14,765	\$1,477	\$16,242	\$11,760 - \$17,640	\$14,765	\$1,477	\$16,242

N	Executive Officer	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
O	Engineer	\$15,374	\$1,537	\$16,911	\$10,080 - \$15,120	\$15,374*	\$1,537	\$16,911
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
O	Transport Supervisor	\$14,765	\$1,477	\$16,242	\$10,080 - \$15,120	\$14,765	\$1,477	\$16,242
O	Clerk Class 1	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
P	Computer Operator Grade III (2)	\$15,985	\$1,599	\$17,584	\$9,240 - \$13,860	\$15,223*	\$1,599	\$17,584
P	Personal Assistant (Junior)	\$13,546	\$1,355	\$14,901	\$9,240 - \$13,860	\$13,546	\$1,355	\$14,901
P	Assistant Development Project Officer	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Clerk Class II (4)	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
Q	Computer Assistant	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,295	\$830	\$9,125
Q	Computer Assistant	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Labour Employment Officer	\$7,620	\$762	\$8,382	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	VIP Driver	\$9,994	\$999	\$10,993	\$8,400 - \$12,600	\$9,994	\$999	\$10,993
Q	Principal VIP Driver	\$12,937	\$1,294	\$14,231	\$8,400 - \$12,600	\$12,937*	\$1,294	\$14,231
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
R	Driver	\$7,030	\$703	\$7,733	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Driver	\$7,851	\$785	\$8,636	\$7,560 - \$11,340	\$7,851	\$785	\$8,636
S	Caretaker	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805
S	Grounds keeper	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805

S	Watchman	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
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147. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$2,656,086. This includes all district officers and town officers.

148. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$7,367. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

149. If the recommendations of the Authority were implemented in full, the additional budget required for the Ministry's wage bill is \$147,716. This results from those positions (primarily district officers and town officers) whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size. The amount required for all district officers and town officers alone is \$145,474. See specific discussion and separate table for district officers and town officers below.

150. For district officers and town officers, the Authority's specific focus will be required. District officers and town officers are currently paid at or near the very lowest scale of the current civil service pay scale. District officers' salaries range from \$8,382 (District Officer of „Esia, Niua Fo"ou) to \$13,891 (District Officer of Kolofo"ou). Town officers range from \$6,446 (many, including Town Officer of Vaimalo) to \$11,677 (Town Officer of Ma"ufanga). The differences are due to years in service (retained their seats at successive elections) and the population in their village or district. All have \$300 travel allowance per annum but no retirement contribution benefits, and have no gratuity.

151. For all district officers and town officers in Tonga, it was very clear to the Authority from the information made available, including at direct consultations with position holders, that the nature of these positions responsibilities have changed over the years while their remuneration has not kept up with these changes. These positions are now an integral part of development projects being implemented at the grassroots level, they are now routinely consulted on and included in new legislation, national development plans, and many other donor funded development interventions. Social and economic problems at the village and district level have also increased in complexity since 1982. Population numbers have also changed (numbers in some districts and villages have increased, while numbers in others have decreased) since 1996 which is actually the census currently used to calculate the per head component of their salaries.

152. The Authority recognizes that much more specific and focussed work is required to size and slot these positions into the most correct band that reflects their current position's job size. The Authority is recommending only for this one group, a \$817 salary increase for every position, with a commitment to prioritise further work to be conducted during and outside the appeal process to ensure the job size is correct, and to ascertain whether the use of the 2011 census would be more appropriate. The position holders also wanted to discuss the possibility of increasing the number of town officers for the larger towns yet keep salaries unchanged by overlooking the per head calculation. These and a number of other issues require further focussed work by the Authority in the near future.

153. The \$817 increase to all district town officer and town officer positions was calculated as follows. District officers were sized (quality checked and benchmarked) and found as an interim measure that some were in Band Q and some in Band P. Until further clarifying information can be considered, the Authority temporarily groups all district town officers at Band P. The district officer with the lowest salary is at \$8,382. The minimum salary point of Band P is \$9,240. This is the band where this position, based on job size evaluations would be migrated to. In order to maintain the relativity of this salary to all other district officers' salaries, \$817 is recommended to be added to all other district officers. In order to maintain the relativity of district officer's salaries to town officers, it is also recommended to also add \$817 to all town officer salaries. The Authority recommends this as an initial measure, pending further work to recognize the

2011 census, retirement fund, gratuity, travel allowance, length of term, number of town officers per large towns, and whether other markers could be used in addition to per head of population.

Table 17.1 - District Officers and Town Officers

Position	2015/2016 Full Salary including 5% COLA	Addition to Remuneration*	Recommended New Salary
District Officer (Foa - Faleloa)	\$8,883	\$817.27	\$9,700
District Officer (Kolofo'ou)	\$13,891	\$817.27	\$14,708
District Officer (Neiafu)	\$10,441	\$817.27	\$11,258
District Officer (Lapaha)	\$11,109	\$817.27	\$11,926
District Officer (Lulunga - Ha'afeva)	\$9,328	\$817.27	\$10,145
District Officer (Ta'anea - Hahake)	\$9,717	\$817.27	\$10,535
District Officer (Kolomotu'a)	\$13,335	\$817.27	\$14,152
District Officer (Leimatu'a)	\$9,717	\$817.27	\$10,535
District Officer ('Eua Motu'a)	\$9,717	\$817.27	\$10,535
District Officer (Pangaimotu - Nga'unoho)	\$8,883	\$817.27	\$9,700
District Officer (Pangai)	\$9,718	\$817.27	\$10,535
District Officer (Vahemu'omu'a - Nomuka)	\$8,777	\$817.27	\$9,594
District Officer ('Esia - NF)	\$8,382	\$817.27	\$9,199
District Officer (Hihifo)	\$10,441	\$817.27	\$11,258
District Officer (Nukunuku)	\$11,109	\$817.27	\$11,926
District Officer (Tatakamotonga)	\$11,109	\$817.27	\$11,926
District Officer ('Eua Niuafo'ou)	\$9,717	\$817.27	\$10,535
District Officer ('Uiha)	\$8,777	\$817.27	\$9,594
District Officer (Hihifo)	\$9,717	\$817.27	\$10,535
District Officer (Hunga - Motu)	\$8,883	\$817.27	\$9,700
District Officer (Vaini)	\$12,222	\$817.27	\$13,039
Town Officer (NTT)	\$8,883	\$817.27	\$9,700
Town Officer (Ofu)	\$6,446	\$817.27	\$7,263
Town Officer (Fotua)	\$6,668	\$817.27	\$7,486
Town Officer (Toula)	\$6,668	\$817.27	\$7,486
Town Officer (Hofoa)	\$7,002	\$817.27	\$7,819
Town Officer (Okoa)	\$6,668	\$817.27	\$7,486
Town Officer (Ma'ufanga)	\$10,619	\$817.27	\$11,437
Town Officer (Mata'aho)	\$6,668	\$817.27	\$7,486
Town Officer (Matahau)	\$6,835	\$817.27	\$7,652
Town Officer (Olo'ua)	\$6,446	\$817.27	\$7,263
Town Officer (Kapa)	\$6,446	\$817.27	\$7,263
Town Officer (Ta'anga)	\$6,446	\$817.27	\$7,263

Town Officer (Folaha)	\$7,002	\$817.27	\$7,819
Town Officer (Houma)	\$6,446	\$817.27	\$7,263
Town Officer (Ha'alaufuli)	\$6,835	\$817.27	\$7,652
Town Officer (Ha'asini/Hamula)	\$7,002	\$817.27	\$7,819
Town Officer (Feletoa)	\$6,668	\$817.27	\$7,486
Town Officer (Lakepa)	\$6,668	\$817.27	\$7,486
Town Officer (Veitongo)	\$7,002	\$817.27	\$7,819

Position	2015/2016 Full Salary including 5% COLA	Addition to Remuneration*	Recommended New Salary
Town Officer (Neiafu)	\$8,672	\$817.27	\$9,489
Town Officer (Kotu)	\$7,052	\$817.27	\$7,869
Town Officer (Kanokupolu)	\$6,668	\$817.27	\$7,486
Town Officer (Tu'anuku)	\$6,668	\$817.27	\$7,486
Town Officer (Vaimalo)	\$6,446	\$817.27	\$7,263
Town Officer (Vaipoa)	\$6,668	\$817.27	\$7,486
Town Officer (Haveluliku)	\$6,446	\$817.27	\$7,263
Town Officer (Longomapu)	\$7,002	\$817.27	\$7,819
Town Officer (Malapo)	\$6,835	\$817.27	\$7,652
Town Officer (Mata'aho)	\$6,446	\$817.27	\$7,263
Town Officer (Vaini)	\$8,672	\$817.27	\$9,489
Town Officer (Tefisi)	\$7,002	\$817.27	\$7,819
Town Officer (Te'ekiu)	\$6,835	\$817.27	\$7,652
Town Officer (Mu'a)	\$6,446	\$817.27	\$7,263
Town Officer (Ha'avakatolo)	\$6,668	\$817.27	\$7,486
Town Officer (Fo'ui)	\$6,835	\$817.27	\$7,652
Town Officer (Lape)	\$6,446	\$817.27	\$7,263
Town Officer (Taoa)	\$6,835	\$817.27	\$7,652
Town Officer ('Otea)	\$6,446	\$817.27	\$7,263
Town Officer (Haveluloto)	\$8,672	\$817.27	\$9,489
Town Officer (Matuku)	\$6,807	\$817.27	\$7,624
Town Officer (Ha'alalo)	\$6,668	\$817.27	\$7,486
Town Officer (Tu'anekeviale)	\$6,668	\$817.27	\$7,486
Town Officer (Mataika)	\$6,835	\$817.27	\$7,652
Town Officer (Pelehake)	\$7,002	\$817.27	\$7,819
Town Officer (Talafo'ou)	\$6,835	\$817.27	\$7,652
Town Officer (Fakakakai)	\$7,052	\$817.27	\$7,869
Town Officer (Koulo)	\$6,668	\$817.27	\$7,486
Town Officer (Ha'akame)	\$6,835	\$817.27	\$7,652
Town Officer (Navutoka)	\$7,002	\$817.27	\$7,819
Town Officer (Masilamea)	\$6,668	\$817.27	\$7,486
Town Officer (Kolovai)	\$7,002	\$817.27	\$7,819
Town Officer (Kolofo'ou, NF)	\$6,446	\$817.27	\$7,263

Town Officer (Tongamama'o)	\$6,668	\$817.27	\$7,486
Town Officer (Holonga)	\$6,835	\$817.27	\$7,652
Town Officer (Puke)	\$6,835	\$817.27	\$7,652
Town Officer ('O'ua)	\$6,807	\$817.27	\$7,624
Town Officer (Holonga)	\$6,835	\$817.27	\$7,652
Town Officer (Nomuka)	\$7,236	\$817.27	\$8,053
Town Officer ('Uiha)	\$7,236	\$817.27	\$8,053
Town Officer (Lofanga)	\$6,807	\$817.27	\$7,624
Town Officer (Afa)	\$6,668	\$817.27	\$7,486
Town Officer (Pangai)	\$7,559	\$817.27	\$8,377

Position	2015/2016 Full Salary including 5% COLA	Addition to Remuneration*	Recommended New Salary
Town Officer ('Atata)	\$6,668	\$817.27	\$7,486
Town Officer (Koloa)	\$6,668	\$817.27	\$7,486
Town Officer (Hunga)	\$6,668	\$817.27	\$7,486
Town Officer (Ha'akio)	\$6,446	\$817.27	\$7,263
Town Officer (Tofua)	\$6,807	\$817.27	\$7,624
Town Officer (Falevai)	\$6,446	\$817.27	\$7,263
Town Officer (Niutoua)	\$7,002	\$817.27	\$7,819
Town Officer (Hihifo)	\$7,559	\$817.27	\$8,377
Town Officer (Matafonua)	\$6,668	\$817.27	\$7,486
Town Officer (Futu)	\$6,668	\$817.27	\$7,486
Town Officer ('Esia)	\$6,446	\$817.27	\$7,263
Town Officer (Ha'ateiho si'i)	\$6,446	\$817.27	\$7,263
Town Officer (Pukotala)	\$6,807	\$817.27	\$7,624
Town Officer (Muitoa)	\$6,807	\$817.27	\$7,624
Town Officer (Lapaha)	\$7,559	\$817.27	\$8,376
Town Officer (Mo'unga'one)	\$6,807	\$817.27	\$7,624
Town Officer (Sapa'ata)	\$6,446	\$817.27	\$7,263
Town Officer (Nukunukumotu)	\$6,446	\$817.27	\$7,263
Town Officer (Makave)	\$6,835	\$817.27	\$7,652
Town Officer (Fungamisi)	\$7,002	\$817.27	\$7,819
Town Officer ('Esia)	\$6,446	\$817.27	\$7,263
Town Officer (Petani)	\$6,446	\$817.27	\$7,263
Town Officer (Fata'ulua)	\$6,446	\$817.27	\$7,263
Town Officer (Talihau)	\$6,446	\$817.27	\$7,263
Town Officer (Nukuhetulu)	\$6,668	\$817.27	\$7,486
Town Officer (Mu'a)	\$6,446	\$817.27	\$7,263
Town Officer ('Eueiki)	\$6,446	\$817.27	\$7,263
Town Officer (Kolomotu'a)	\$10,619	\$817.27	\$11,437
Town Officer (Nuapapu)	\$6,446	\$817.27	\$7,263
Town Officer (Nakolo)	\$6,835	\$817.27	\$7,652

Town Officer (Nukunuku)	\$7,559	\$817.27	\$8,376
Town Officer (Holopeka)	\$6,446	\$817.27	\$7,263
Town Officer (Fahefa)	\$6,835	\$817.27	\$7,652
Town Officer (Felemea)	\$7,052	\$817.27	\$7,869
Town Officer (Leimatu'a)	\$7,559	\$817.27	\$8,376
Town Officer (Ta'anea)	\$7,002	\$817.27	\$7,819
Town Officer ('Utulau)	\$7,002	\$817.27	\$7,819
Town Officer ('Ahau)	\$6,668	\$817.27	\$7,486
Town Officer (Fatai)	\$6,668	\$817.27	\$7,486
Town Officer (Vaotu'u)	\$6,835	\$817.27	\$7,652
Town Officer (Ha'afakahenga)	\$6,446	\$817.27	\$7,263
Town Officer (Pea)	\$7,559	\$817.27	\$8,376
Town Officer ('Utui)	\$6,668	\$817.27	\$7,486

Position	2015/2016 Full Salary including 5% COLA	Addition to Remuneration*	Recommended New Salary
Town Officer (Kauvai Ha'ano - Ha'ano)	\$6,807	\$817.27	\$7,624
Town Officer (Fotuha'a)	\$6,807	\$817.27	\$7,624
Town Officer (Tufuvai)	\$6,446	\$817.27	\$7,263
Town Officer (Pangai)	\$6,668	\$817.27	\$7,486
Town Officer (Makaunga)	\$6,668	\$817.27	\$7,486
Town Officer (Nukuleka)	\$6,668	\$817.27	\$7,486
Town Officer (Tokomololo)	\$7,002	\$817.27	\$7,819
Town Officer (Longoteme)	\$6,835	\$817.27	\$7,652
Town Officer (Angaha)	\$6,668	\$817.27	\$7,486
Town Officer (Kolonga)	\$7,559	\$817.27	\$8,376
Town Officer (Falaleu)	\$6,446	\$817.27	\$7,263
Town Officer (Fata'ulua)	\$6,668	\$817.27	\$7,486
Town Officer (Mango)	\$6,807	\$817.27	\$7,624
Town Officer (Fatumu)	\$6,835	\$817.27	\$7,652
Town Officer (Talasui)	\$6,446	\$817.27	\$7,263
Town Officer (Manuka)	\$6,668	\$817.27	\$7,486
Town Officer (Matamaka)	\$6,446	\$817.27	\$7,263
Town Officer (Houma)	\$6,668	\$817.27	\$7,486
Town Officer (Popua)	\$7,559	\$817.27	\$8,376
Town Officer ('Utungake)	\$6,668	\$817.27	\$7,486
Town Officer (Fonoi)	\$6,807	\$817.27	\$7,624
Town Officer (Tatakamotonga)	\$7,559	\$817.27	\$8,376
Town Officer (Kolofo'ou, Tongatapu)	\$11,677	\$817.27	\$12,494
Town Officer (Pangaimotu)	\$7,002	\$817.27	\$7,819
Town Officer (Kolomaile/ Ha'atu'a)	\$6,835	\$817.27	\$7,652
Town Officer (Ha'atafu)	\$6,668	\$817.27	\$7,486
Town Officer (Tungua)	\$7,052	\$817.27	\$7,869

Town Officer (Petani)	\$6,668	\$817.27	\$7,486
Town Officer (Ha'ateiho)	\$8,672	\$817.27	\$9,489
Town Officer (Hoi)	\$6,835	\$817.27	\$7,652
Town Officer (Houma)	\$7,559	\$817.27	\$8,376
Town Officer (Sapa'ata)	\$6,446	\$817.27	\$7,263
Town Officer (Tafahi)	\$6,446	\$817.27	\$7,263
Town Officer ('Ohonua)	\$7,559	\$817.27	\$8,376
Town Officer (Taunga)	\$6,446	\$817.27	\$7,263
Town Officer (Holeva)	\$6,446	\$817.27	\$7,263
Town Officer (Fangale'ounga)	\$6,446	\$817.27	\$7,263
Town Officer (Tofoa/Koloua)	\$8,672	\$817.27	\$9,489
Town Officer (Faleloa)	\$6,835	\$817.27	\$7,652
Town Officer (Mangia)	\$6,446	\$817.27	\$7,263
Town Officer (Ha'utu)	\$6,446	\$817.27	\$7,263
Town Officer (Ovaka)	\$6,446	\$817.27	\$7,263
Town Officer (Tongamama'o)	\$6,446	\$817.27	\$7,263
Position	2015/2016 Full Salary including 5% COLA	Addition to Remuneration*	Recommended New Salary
Town Officer (Ha'ano)	\$6,807	\$817.27	\$7,624
Town Officer (Fua'amotu)	\$7,559	\$817.27	\$8,376
Town Officer (Ha'afeva)	\$6,807	\$817.27	\$7,624
Town Officer (Falehau)	\$6,668	\$817.27	\$7,486
Town Officer (Kala'au)	\$6,446	\$817.27	\$7,263
Town Officer (Hihifo)	\$6,835	\$817.27	\$7,652
Town Officer (Lavengatonga)	\$6,668	\$817.27	\$7,486
Town Officer (Lotofoa)	\$6,668	\$817.27	\$7,486
Town Officer ('Utulei)	\$6,446	\$817.27	\$7,263

12. Recommended Remuneration for the Ministry of Justice

Table 18

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Justice	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
G	Deputy Secretary (3)	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
G	Registrar	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
J	Chief Returning Officer	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Legal Officer	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Assistant Secretary	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Legal Officer (2)	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Computer Programmer	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Assistant Registrar	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	System Analyst	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
K	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$23,520 - \$35,280	\$28,987	\$2,899	\$31,886
K	Chief Bailiff Officer	\$26,819	\$2,682	\$29,501	\$23,520 - \$35,280	\$26,819	\$2,682	\$29,501

L	Senior Accounting Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Personal Assistant (Senior)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Probation Officer	\$21,396	\$2,140	\$23,536	\$19,490 - \$29,230	\$21,396	\$2,140	\$23,536
L	Probation Officer	\$21,004	\$2,100	\$23,104	\$19,490 - \$29,230	\$21,004	\$2,100	\$23,104
L	Assistant Secretary	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Secretary (2)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	System Administrator	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,227	\$1,923	\$21,150
L	Interpreter	\$17,986	\$1,799	\$19,785	\$19,490 - \$29,230	\$17,986	\$1,799	\$19,785
M	Personal Assistant (Junior)	\$25,733	\$2,573	\$28,306	\$15,120 - \$22,680	\$25,733	\$2,573	\$28,306
M	Assistant Court Interpreter	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
M	Probation Officer	\$16,980	\$1,698	\$18,678	\$15,120 - \$22,680	\$16,980	\$1,698	\$18,678
M	Assistant Court Interpreter	\$16,808	\$1,681	\$18,489	\$15,120 - \$22,680	\$16,808	\$1,681	\$18,489
M	Accounting Officer Diplome	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Vital Statistics Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
M	Assistant Court Interpreter	\$15,038	\$1,504	\$16,542	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632
N	Senior Returning Officer	\$18,579	\$1,858	\$20,437	\$11,760 - \$17,640	\$18,579*	\$1,858	\$20,437
N	Bailiff Grade I	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Digital Archivist	\$15,628	\$1,563	\$17,191	\$11,760 - \$17,640	\$15,628	\$1,563	\$17,191
N	Bailiff Grade I	\$12,937	\$1,294	\$14,231	\$11,760 - \$17,640	\$12,937	\$1,294	\$14,231

O	Computer Operator Grade II	\$16,218	\$1,622	\$17,840	\$10,080 - \$15,120	\$16,218*	\$1,622	\$17,840
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
O	Technical Officer Grade III	\$15,985	\$1,599	\$17,584	\$10,080 - \$15,120	\$15,985*	\$1,599	\$17,584
O	Assistant Probation Officer	\$15,374	\$1,537	\$16,911	\$10,080 - \$15,120	\$15,374*	\$1,537	\$16,911
O	Computer Operator Grade II	\$15,038	\$1,504	\$16,542	\$10,080 - \$15,120	\$15,038	\$1,504	\$16,542
O	Clerk Class I	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Transport Supervisor	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Bailiff Grade II	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Bailiff Grade II	\$10,841	\$1,084	\$11,925	\$10,080 - \$15,120	\$10,841	\$1,084	\$11,925
O	Clerk Class I	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$9,994	\$999	\$10,993
O	Clerk Class I (2)	\$9,654	\$965	\$10,619	\$10,080 - \$15,120	\$9,654	\$965	\$10,619
P	Computer Operator Grade III	\$15,985	\$1,599	\$17,584	\$9,240 - \$13,860	\$15,985*	\$1,599	\$17,584
P	Computer Operator Grade II	\$15,628	\$1,563	\$17,191	\$9,240 - \$13,860	\$15,628*	\$1,563	\$17,191
P	Computer Operator Grade III (2)	\$12,937	\$1,294	\$14,231	\$9,240 - \$13,860	\$12,937	\$1,294	\$14,231
P	Computer Operator Grade III	\$11,718	\$1,172	\$12,890	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,890
P	Bailiff Grade III	\$10,501	\$1,050	\$11,551	\$9,240 - \$13,860	\$10,501	\$1,050	\$11,551
P	Clerk Class II	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Clerk Class II	\$8,633	\$863	\$9,496	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Clerk Class II (2)	\$8,295	\$830	\$9,125	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Clerk Class II	\$7,953	\$795	\$8,748	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164

P	Vital Statistics Clerk Grade III	\$7,620	\$762	\$8,382	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
Q	Computer Assistant (2)	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Computer Assistant (3)	\$8,633	\$863	\$9,496	\$8,400 - \$12,600	\$8,633	\$863	\$9,496
Q	Computer Assistant (2)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	VIP Driver (3)	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Computer Assistant	\$7,954	\$795	\$8,749	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Computer Assistant (2)	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Bailiff Grade IV	\$7,236	\$724	\$7,960	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$8,800	\$880	\$9,680	\$7,560 - \$11,340	\$8,800	\$880	\$9,680
R	Clerk Class III	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Clerk Class III	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Caretaker	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805
S	Caretaker	\$8,120	\$812	\$8,932	\$6,720 - \$10,080	\$8,120	\$812	\$8,932
S	Cleaner	\$6,798	\$680	\$7,478	\$6,720 - \$10,080	\$6,798	\$680	\$7,478
S	Housekeeper	\$6,389	\$639	\$7,028	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Clerk Class III	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Clerk Class III (3)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Clerk Class III (2)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

S	Vital Statistics Clerk Grade III	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
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154. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$1,417,797.

155. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$22,725. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

156. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$10,101. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

13. Recommended Remuneration for the Ministry of Lands and Natural Resources

Table 19

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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D	Chief Executive Officer - Public Enterprises	\$53,869	\$18,774 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000. Excluding, vehicle (utilizes), internet access, gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543
G	Deputy CEO	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Deputy Secretary (2)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Chief Surveyor	\$37,806	\$3,781	\$41,587	\$33,600 - \$50,400	\$37,806	\$3,781	\$41,587
I	Chief Computer	\$39,843	\$3,984	\$43,827	\$30,240 - \$45,360	\$39,843	\$3,984	\$43,827
I	Chief Land Registration Officer	\$39,843	\$3,984	\$43,827	\$30,240 - \$45,360	\$39,843	\$3,984	\$43,827
I	Principal Surveyor	\$37,720	\$3,772	\$41,492	\$30,240 - \$45,360	\$37,720	\$3,772	\$41,492
I	Principal Surveyor	\$36,133	\$3,613	\$39,746	\$30,240 - \$45,360	\$36,133	\$3,613	\$39,746
I	Chief Draughtsman	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
J	Senior Draughtsman	\$32,518	\$3,252	\$35,770	\$26,880 - \$40,320	\$32,518	\$3,252	\$35,770
J	Senior Geologist	\$31,100	\$3,110	\$34,210	\$26,880 - \$40,320	\$31,100	\$3,110	\$34,210
J	Senior Programming Officer	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Deputy Chief Draughtsman	\$32,518	\$3,252	\$35,770	\$23,520 - \$35,280	\$32,518	\$3,252	\$35,770

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
K	Senior Accounting Officer	\$30,036	\$3,004	\$33,040	\$23,520 - \$35,280	\$30,036	\$3,004	\$33,040
K	Subdivisional Designing Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693

L	Assistant Geodetic Surveyor	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Draughtsman Graduate	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Land Valuer	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Geologist	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Land Valuer	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Assistant Computer Programmer	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Secretary	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Geodetic Surveyor	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Surveyor Graduate	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Land Registration Officer (2)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Senior Executive Officer	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Spatial Analyst	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Computer Programmer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Geodetic Surveyor (2)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	GIS Planner/Procurement Officer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Personal Assistant	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Divisional Draughtsman	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Senior Registry Clerk	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Assistant Geologist	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344

M	Accounting Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Senior Geological Assistant	\$15,985	\$1,599	\$17,584	\$15,120 - \$22,680	\$15,985	\$1,599	\$17,584
M	Computer Operator Grade II	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
M	Executive Officer	\$14,157	\$1,416	\$15,573	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632
N	Treasury Cashier	\$16,808	\$1,681	\$18,489	\$11,760 - \$17,640	\$16,808	\$1,681	\$18,489
N	Senior Land Clerk	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
N	Assistant Land Assessment Officer	\$11,718	\$1,172	\$12,890	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
N	Senior Geological Assistant	\$11,718	\$1,172	\$12,890	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
O	Section Computer	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Section Draughtsman	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Payroll Clerk Class I	\$9,994	\$999	\$10,993	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
P	Principal VIP Driver	\$15,374	\$1,537	\$16,911	\$9,240 - \$13,860	\$15,374*	\$1,537	\$16,911
P	Senior Field Survey Assistant (2)	\$9,994	\$999	\$10,993	\$9,240 - \$13,860	\$9,994	\$999	\$10,993
P	Senior Field Survey Assistant (3)	\$9,654	\$965	\$10,619	\$9,240 - \$13,860	\$9,654	\$965	\$10,619
P	Clerk Class II	\$8,295	\$830	\$9,125	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Senior Field Survey Assistant	\$7,953	\$795	\$8,748	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	VIP Driver	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Q	Computer Assistant	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
Q	Assistant Land Assessment Officer	\$8,295	\$830	\$9,125	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
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Q	Computer	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Senior Driver	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Geological Assistant Grade II	\$6,389	\$639	\$7,028	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$10,160	\$1,016	\$11,176	\$7,560 - \$11,340	\$10,160	\$1,016	\$11,176
R	Driver	\$8,800	\$880	\$9,680	\$7,560 - \$11,340	\$8,800	\$880	\$9,680
R	Cadet Draughtsman (2)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Field Survey Assistant (4)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Trainee Surveyor (2)	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Land Registration Officer Trainee	\$7,414	\$741	\$8,155	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$7,236	\$724	\$7,960	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Field Survey Assistant	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Field Survey Assistant	\$7,004	\$700	\$7,704	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Land Registration Trainee	\$7,004	\$700	\$7,704	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Field Survey Assistant (2)	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Land Registration Trainee (2)	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Field Survey Assistant (3)	\$6,595	\$660	\$7,255	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Computer Operator Trainee	\$6,389	\$639	\$7,028	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Watchman	\$7,210	\$721	\$7,931	\$6,720 - \$10,080	\$7,210	\$721	\$7,931
S	Land Registration Trainee	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP

S	Geological Assistant Grade II (3)	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Cadet Computer	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Cadet Draughtsman	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Clerk Class III (2)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Field Survey Assistant (2)	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Geological Assistant Grade II	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Land Registration Trainee	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Record Keeper	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

157. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$1,672,919.

158. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$28,999. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

159. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$1,514. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

14. Recommended Remuneration for the Ministry of Meteorology, Energy, Information, Disaster Management, Environment, Climate Change, and Communications

Table 20

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
D	Chief Executive Officer	\$53,869	\$10,774 Superannuation 20% \$10,774. Excluding housing allowance (utilizes), telecommunication allowance (utilizes), Professional Subscription Allowance (utilizes), Internet Access (utilizes), vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$64,643	\$53,760 - \$80,640	\$53,869	\$19,674 Superannuation 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$73,543
G	Director of Communication	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Information	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Environment	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of NEMO	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Climate Change	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Meteorology	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Energy	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
G	Director of Corporate Services	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
I	Chief Environmentalist	\$39,843	\$3,577	\$43,420	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
I	Chief Quality Officer	\$36,011	\$3,601	\$39,612	\$30,240 - \$45,360	\$36,011	\$3,601	\$39,612
I	Chief Environmentalist	\$35,772	\$3,577	\$39,349	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349
I	Principal Assistant Secretary	\$35,772	\$3,577	\$39,349	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349
J	Principal Assistant Secretary	\$35,772	\$3,577	\$39,349	\$26,880 - \$40,320	\$35,772	\$3,577	\$39,349
J	Energy Planner	\$34,299	\$3,429	\$37,728	\$26,880 - \$40,320	\$34,299	\$3,429	\$37,728
J	Principal Assistant Secretary (3)	\$31,700	\$3,170	\$34,870	\$26,880 - \$40,320	\$31,700	\$3,170	\$34,870
J	Legal Officer	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
K	Senior Forecaster	\$30,036	\$3,003	\$33,039	\$23,520 - \$35,280	\$30,036	\$3,003	\$33,039
K	Senior Forecaster	\$32,518	\$3,251	\$35,769	\$23,520 - \$35,280	\$32,518	\$3,251	\$35,769
K	Senior Coast Radio Operator	\$32,518	\$3,251	\$35,769	\$23,520 - \$35,280	\$32,518	\$3,251	\$35,769
K	Principal Assistant Secretary	\$31,700	\$3,170	\$34,870	\$23,520 - \$35,280	\$31,700	\$3,170	\$34,870
K	Community Awareness Officer	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Energy Planner	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Financial Analyst	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
K	Senior Computer Specialist	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
L	Coast Watch Officer (2)	\$28,987	\$2,898	\$31,885	\$19,490 - \$29,230	\$28,987	\$2,898	\$31,885
L	Conservation Officer (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344

L	Climatologist	\$26,819	\$2,681	\$29,500	\$19,490 - \$29,230	\$26,819	\$2,681	\$29,500
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Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
L	Communication Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Assistant Forecaster (2)	\$24,057	\$2,405	\$26,462	\$19,490 - \$29,230	\$24,057	\$2,405	\$26,462
L	Conservation Officer	\$26,819	\$2,681	\$29,500	\$19,490 - \$29,230	\$26,819	\$2,681	\$29,500
L	Technician (Telecom/Radio)	\$24,650	\$2,682	\$27,332	\$19,490 - \$29,230	\$26,819	\$2,681	\$29,500
L	Assistant Senior Accounting Officer	\$23,565	\$2,356	\$25,921	\$19,490 - \$29,230	\$23,565	\$2,356	\$25,921
L	Forecaster	\$21,397	\$2,139	\$23,536	\$19,490 - \$29,230	\$21,397	\$2,139	\$23,536
L	Senior Environmentalist Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Energy Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	System Administrator	\$21,397	\$2,139	\$23,536	\$19,490 - \$29,230	\$21,397	\$2,139	\$23,536
L	Financial Specialist/ Economist	\$21,397	\$2,139	\$23,536	\$19,490 - \$29,230	\$21,397	\$2,139	\$23,536
L	Project Coordinator	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Disaster Works Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Secretary (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Engineer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Editor	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Assistant Secretary (2)	\$19,227	\$1,922	\$21,149	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439

M	Climatologist	\$24,649	\$2,464	\$27,113	\$15,120 - \$22,680	\$24,649*	\$2,464	\$27,113
M	Assistant Conservation Officer (3)	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
M	Environmentalist & Ecologist	\$20,377	\$2,249	\$22,626	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Coast Watch Officer	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Assistant Coast Watch Officer	\$18,991	\$1,899	\$20,890	\$15,120 - \$22,680	\$18,991	\$1,899	\$20,890
M	Assistant Works Officer	\$20,785	\$2,078	\$22,863	\$15,120 - \$22,680	\$20,785	\$2,078	\$22,863
M	Technical Officer Grade II	\$20,785	\$2,078	\$22,863	\$15,120 - \$22,680	\$20,785	\$2,078	\$22,863
M	Assistant Instructor	\$26,819	\$2,681	\$29,500	\$15,120 - \$22,680	\$26,819*	\$2,681	\$29,500
M	Senior Executive Officer (2)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Assistant Forecaster	\$20,785	\$2,078	\$22,863	\$15,120 - \$22,680	\$20,785	\$2,078	\$22,863
M	Assistant Forecaster	\$19,695	\$1,969	\$21,664	\$15,120 - \$22,680	\$19,695	\$1,969	\$21,664
M	Assistant Computer Programmer	\$19,227	\$1,922	\$21,149	\$15,120 - \$22,680	\$19,227	\$1,922	\$21,149
M	Procurement Officer Grade 1	\$17,059	\$1,705	\$18,764	\$15,120 - \$22,680	\$17,059	\$1,705	\$18,764
M	Accounting Officer Diplome (3)	\$16,218	\$1,621	\$17,839	\$15,120 - \$22,680	\$16,218	\$1,621	\$17,839
M	Energy Technician	\$13,546	\$1,354	\$14,900	\$15,120 - \$22,680	\$15,120**	\$1,512	\$16,632
M	Traffic Officer Grade 1	\$15,975	\$1,597	\$17,572	\$15,120 - \$22,680	\$15,975	\$1,597	\$17,572
M	Assistant Conservation Officer	\$15,628	\$1,562	\$17,190	\$15,120 - \$22,680	\$15,628	\$1,562	\$17,190

N	Assistant Forecaster	\$17,398	\$1,739	\$19,137	\$11,760 - \$17,640	\$17,398	\$1,739	\$19,137
N	Meteorological Technician Grade I	\$15,985	\$1,598	\$17,583	\$11,760 - \$17,640	\$15,985	\$1,598	\$17,583
N	Logistic Assistant	\$15,985	\$1,598	\$17,583	\$11,760 - \$17,640	\$15,985	\$1,598	\$17,583

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
N	Computer Operator Grade 1	\$19,227	\$1,922	\$21,149	\$11,760 - \$17,640	\$19,227*	\$1,922	\$21,149
N	Meteorological Technician Grade I (2)	\$11,718	\$1,171	\$12,889	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
N	Information Assistant	\$14,157	\$1,415	\$15,572	\$11,760 - \$17,640	\$14,157	\$1,415	\$15,572
N	Personal Assistant (Senior)	\$19,227	\$1,922	\$21,149	\$11,760 - \$17,640	\$19,227*	\$1,922	\$21,149
N	Meteorological Technician Grade I	\$14,157	\$1,415	\$15,572	\$11,760 - \$17,640	\$14,157	\$1,415	\$15,572
O	Accounts Clerk	\$13,546	\$1,354	\$14,900	\$10,080 - \$15,120	\$13,546	\$1,354	\$14,900
O	Leading Hand	\$10,674	\$1,067	\$11,741	\$10,080 - \$15,120	\$10,674	\$1,067	\$11,741
P	Meteorological Technician Grade 2	\$12,329	\$1,329	\$13,658	\$9,240 - \$13,860	\$12,329	\$1,329	\$13,658
P	Clerk Class 2	\$8,295	\$829	\$9,124	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Meteorological Technician Grade 2 (2)	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
P	Meteorological Technician Grade 2	\$7,953	\$795	\$8,748	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Meteorological Technician Grade 2	\$8,295	\$829	\$9,124	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Computer Operator Grade 3	\$12,329	\$1,239	\$13,568	\$9,240 - \$13,860	\$12,329	\$1,239	\$13,568
P	Computer Operator Grade 3	\$11,718	\$1,171	\$12,889	\$9,240 - \$13,860	\$11,718	\$1,171	\$12,889

Q	National Park Ranger	\$9,654	\$965	\$10,619	\$8,400 - \$12,600	\$9,654	\$965	\$10,619
R	Driver	\$8,057	\$805	\$8,862	\$7,560 - \$11,340	\$8,057	\$805	\$8,862
R	Clerk Class 3	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	VIP Driver	\$7,953	\$795	\$8,748	\$7,560 - \$11,340	\$7,953	\$795	\$8,748
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEO)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEO)	Recommended TRP
R	Driver	\$7,236	\$723	\$7,959	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver/Messenger	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver/Messenger	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Receptionist	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Groundskeeper	\$7,414	\$741	\$8,155	\$6,720 - \$11,340	\$7,414	\$741	\$8,155
S	Groundskeeper	\$7,210	\$721	\$7,931	\$6,720 - \$11,340	\$7,210	\$721	\$7,931
S	Groundskeeper (2)	\$7,004	\$700	\$7,704	\$6,720 - \$11,340	\$7,004	\$700	\$7,704
S	Groundskeeper	\$6,389	\$638	\$7,027	\$6,720 - \$11,340	\$6,720**	\$672	\$7,392
S	Groundskeeper	\$6,183	\$618	\$6,801	\$6,720 - \$11,340	\$6,720**	\$672	\$7,392
S	Watchman	\$6,389	\$638	\$7,027	\$6,720 - \$11,340	\$6,720**	\$672	\$7,392
S	Filing Clerk	\$5,979	\$597	\$6,576	\$6,720 - \$11,340	\$6,720**	\$672	\$7,392
S	Cleaner	\$5,773	\$577	\$6,350	\$6,720 - \$11,340	\$6,720**	\$672	\$7,392

160. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$2,398,581.

161. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$11,598. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

162. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$9,282. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

15. Recommended Remuneration for the Palace Office

Table 21

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
F	Lord Chamberlain	\$51,421	\$5,142	\$56,563	\$42,000 - \$63,000	\$51,421	\$5,142	\$56,563
G	Lord Privy Seal	\$53,869	\$5,387	\$59,256	\$37,800 - \$56,700	\$53,869	\$5,387	\$59,256
G	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Equerry to HM	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
J	Senior Assistant Secretary	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
K	Senior Accountant	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729
L	Assistant Secretary	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Secretary	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Research Officer	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
M	Master of the Royal Household	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Accounting Officer Diplomat	\$17,988	\$1,799	\$19,787	\$15,120 - \$22,680	\$17,988	\$1,799	\$19,787
M	Senior Executive Officer	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
N	Tradesman Leading Hand	\$15,985	\$1,599	\$17,584	\$11,760 - \$17,640	\$15,985	\$1,599	\$17,584
O	Transport Supervisor	\$15,374	\$1,537	\$16,911	\$10,080 - \$15,120	\$14,642*	\$1,537	\$16,179
P	Computer Operator Grade III	\$15,985	\$1,599	\$17,584	\$9,240 - \$13,860	\$14,063*	\$1,599	\$17,584
Q	Senior VIP Driver	\$12,937	\$1,294	\$14,231	\$8,400 - \$12,600	\$12,937	\$1,294	\$14,231
Q	VIP Driver (2)	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
Q	Computer Assistant (5)	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	Leadinghand Handyman	\$7,620	\$762	\$8,382	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$9,140	\$914	\$10,054	\$7,560 - \$11,340	\$9,140	\$914	\$10,054
R	Clerk Class III	\$7,620	\$762	\$8,382	\$7,560 - \$11,340	\$7,620	\$762	\$8,382
R	Clerk Class III	\$6,798	\$680	\$7,478	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$7,030	\$703	\$7,733	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Receptionist	\$7,210	\$721	\$7,931	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Caretaker	\$9,823	\$982	\$10,805	\$6,720 - \$10,080	\$9,823	\$982	\$10,805
S	Caretaker	\$9,140	\$914	\$10,054	\$6,720 - \$10,080	\$9,140	\$914	\$10,054
S	Caretaker	\$8,190	\$819	\$9,009	\$6,720 - \$10,080	\$8,190	\$819	\$9,009
S	Caretaker	\$7,620	\$762	\$8,382	\$6,720 - \$10,080	\$7,620	\$762	\$8,382
S	Caretaker	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

163. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$603,882.

164. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$3,369. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

165. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$2,716. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

16. Recommended Remuneration for the Prime Minister's Office

Table 22

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
C	Chief Secretary & Secretary to Cabinet	\$53,869	\$18,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle, telecommunication, gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other non-monetary benefits.	\$72,543	\$58,800 - \$88,200	\$58,800**	\$19,660 <u>Superannuation</u> 20% \$11,760, Housing Allowance \$6000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle, telecommunication, gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$78,460
G	Deputy Secretary (5)	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
I	Principal Assistant Secretary (2)	\$33,736	\$3,374	\$37,110	\$30,240 - \$45,360	\$33,736	\$3,374	\$37,110
J	Principal Assistant Secretary	\$33,736	\$3,374	\$37,110	\$26,880 - \$40,320	\$33,736	\$3,374	\$37,110
J	Senior Assistant Secretary (2)	\$30,036	\$3,004	\$33,039	\$26,880 - \$40,320	\$30,036	\$3,004	\$33,039
J	Legal Officer	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
J	Senior Assistant Secretary (2)	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
L	Principal Registry Officer	\$27,903	\$2,790	\$30,693	\$19,490 - \$29,230	\$27,903	\$2,790	\$30,693
L	Assistant Editor	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Assistant Principal Registry Officer (3)	\$22,481	\$2,248	\$24,729	\$19,490 - \$29,230	\$22,481	\$2,248	\$24,729
L	Assistant Secretary	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Assistant Secretary	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Senior Executive Officer (2)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	Accounting Officer	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
N	Computer Operator Grade I	\$19,227	\$1,923	\$21,150	\$11,760 - \$17,640	\$19,227	\$1,923	\$21,150
O	Transport Supervisor	\$13,546	\$1,355	\$14,901	\$10,080 - \$15,120	\$13,546	\$1,355	\$14,901
O	System Support Officer Grade III	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
P	Principal VIP Driver	\$12,329	\$1,233	\$13,562	\$9,240 - \$13,860	\$12,329	\$1,233	\$13,562
P	Principal VIP Driver	\$11,718	\$1,172	\$12,890	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,890
P	Clerk Class II	\$8,295	\$830	\$9,125	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	VIP Driver	\$8,973	\$897	\$9,870	\$8,400 - \$12,600	\$8,973	\$897	\$9,870
Q	VIP Driver	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver (2)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Camerman	\$9,314	\$931	\$10,245	\$7,560 - \$11,340	\$9,314	\$931	\$10,245
S	Computer Operator Trainee	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Housekeeper	\$7,004	\$700	\$7,704	\$6,720 - \$10,080	\$7,004	\$700	\$7,704
S	Watchman	\$7,004	\$700	\$7,704	\$6,720 - \$10,080	\$7,004	\$700	\$7,704
S	Watchman	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Watchman	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Ground keeper	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

166. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$884,564. 167. If the

recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$12,049. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

168. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$1,587. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

17. Recommended Remuneration for the Ministry of Public Enterprises

Table 23

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Public Enterprises	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
G	Deputy CEO (Rationalization)	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
H	Deputy CEO (Corporate Services)	\$42,761	\$4,276	\$47,038	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,038
H	Principal Financial Analyst	\$33,736	\$3,374	\$37,110	\$33,600 - \$50,400	\$33,736	\$3,374	\$37,110
H	Principal Financial Analyst	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$33,600**	\$3,360	\$36,960
I	Principal Financial Analyst	\$31,700	\$3,170	\$34,870	\$33,600 - \$50,400	\$31,700	\$3,170	\$34,870
J	Senior Financial Analyst (3)	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
L	Financial Analyst	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Financial Analyst	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Financial Analyst	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Financial & Policy Analyst	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Secretary	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Accountant	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
L	Procurement Officer	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Computer Programmer	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
M	Assistant Computer Programmer	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Assistant Financial Analyst	\$17,398	\$1,740	\$19,138	\$15,120 - \$22,680	\$17,398	\$1,740	\$19,138
M	Assistant Financial Analyst	\$16,218	\$1,622	\$17,840	\$15,120 - \$22,680	\$16,218	\$1,622	\$17,840
M	Minister's PA	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Computer Operator Grade II	\$15,628	\$1,563	\$17,191	\$15,120 - \$22,680	\$15,628	\$1,563	\$17,191
N	Accounts Clerk	\$14,157	\$1,416	\$15,572	\$11,760 - \$17,640	\$14,157	\$1,416	\$15,572
O	Clerk Class I	\$10,334	\$1,033	\$11,367	\$10,080 - \$15,120	\$10,334	\$1,033	\$11,367
P	Principal VIP Driver	\$11,718	\$1,172	\$12,889	\$9,240 - \$13,860	\$11,718	\$1,172	\$12,889
P	Clerk Class II	\$8,633	\$863	\$9,497	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
P	Clerk Class II	\$8,295	\$830	\$9,125	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164
Q	Computer Assistant (2)	\$8,973	\$897	\$9,871	\$8,400 - \$12,600	\$8,973	\$897	\$9,871
Q	VIP Driver	\$9,314	\$931	\$10,245	\$8,400 - \$12,600	\$9,314	\$931	\$10,245
Q	Senior Driver	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Housekeeper	\$6,389	\$639	\$7,028	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Groundskeeper	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

169. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in

the Update to the June Report 2014 such as Minister) is \$686,399. 170. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$6,174. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

18. Recommended Remuneration for the Public Service Commission

Table 24

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Public Service Commission	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunication Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
G	Deputy Secretary (4)	\$42,761	\$4,276	\$47,037	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,037
H	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
I	Principal Assistant Secretary (2)	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
J	Senior Legal Officer	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Assistant Secretary (5)	\$27,903	\$2,790	\$30,693	\$26,880 - \$40,320	\$27,903	\$2,790	\$30,693
L	Assistant Principal Registry Officer	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Assistant Secretary	\$21,396	\$2,140	\$23,536	\$19,490 - \$29,230	\$21,396	\$2,140	\$23,536
L	Assistant Secretary (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Assistant Secretary	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
L	Computer Programmer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Senior Executive Officer	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
M	System Support Officer Grade I	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Computer Operator Grade I	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
O	Records Registrar	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	System Support Officer Grade III	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
P	Computer Operator Grade III	\$12,329	\$1,233	\$13,562	\$9,240 - \$13,860	\$12,329	\$1,233	\$13,562
R	Driver	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	House keeper/ Gardener	\$7,004	\$700	\$7,704	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
S	Computer Operator Trainee	\$6,389	\$639	\$7,028	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Computer Operator Trainee	\$6,183	\$618	\$6,801	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392
S	Computer Operator Trainee	\$5,773	\$577	\$6,350	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

171. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$764,151.

172. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$4,983. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

19. Recommended Remuneration for the Ministry of Revenue and Customs

Table 25

Band	Position	015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
D	Chief Executive Officer - Public Enterprises	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543	\$53,760 - \$80,640	\$53,869	\$19,674 <u>Superannuation</u> 20% \$10,774, Housing Allowance \$6000, Telecommunications Allowance \$1000, Professional Subscription Allowance \$1000, Internet Access \$900 (plus installation cost). Excluding, vehicle (utilizes), gratuity 10% of annual salary for each year worked subject to satisfactory performance, and other nonmonetary benefits.	\$73,543
F	Deputy Commissioner of Revenue	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
G	Deputy Commissioner of Revenue (2)	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
G	Deputy Secretary	\$42,761	\$4,276	\$47,038	\$37,800 - \$56,700	\$42,761	\$4,276	\$47,038
H	Senior Assistant Deputy Commissioner of Revenue (2)	\$41,079	\$4,108	\$45,187	\$33,600 - \$50,400	\$41,079	\$4,108	\$45,187
H	Assistant Deputy Commissioner of Revenue (3)	\$37,549	\$3,755	\$41,304	\$33,600 - \$50,400	\$37,549	\$3,755	\$41,304
H	Principal Revenue Officer	\$35,772	\$3,577	\$39,349	\$33,600 - \$50,400	\$35,772	\$3,577	\$39,349
I	Senior Assistant Deputy Commissioner of Revenue (2)	\$38,742	\$3,874	\$42,616	\$30,240 - \$45,360	\$38,742	\$3,874	\$42,616
I	Principal Revenue Officer (6)	\$35,772	\$3,577	\$39,349	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349
I	Senior System Analyst	\$35,772	\$3,577	\$39,349	\$30,240 - \$45,360	\$35,772	\$3,577	\$39,349

I	Principal Revenue Officer	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
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Band	Position	015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
J	Assistant Principal Revenue Officer	\$37,720	\$3,772	\$41,492	\$26,880 - \$40,320	\$37,720	\$3,772	\$41,492
K	Senior Revenue Officer (2)	\$34,299	\$3,430	\$37,729	\$23,520 - \$35,280	\$34,299	\$3,430	\$37,729
K	Senior Revenue Officer	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	Senior Revenue Officer (7)	\$28,969	\$2,897	\$31,866	\$23,520 - \$35,280	\$28,969	\$2,897	\$31,866
K	Senior Revenue Officer (6)	\$27,903	\$2,790	\$30,693	\$23,520 - \$35,280	\$27,903	\$2,790	\$30,693
L	Revenue Officer (3)	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Revenue Officer (4)	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Revenue Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Revenue Officer Graduate (5)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Revenue Officer Graduate (7)	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Revenue Officer	\$22,481	\$2,248	\$24,729	\$15,120 - \$22,680	\$22,481	\$2,248	\$24,729
M	Revenue Officer	\$21,397	\$2,140	\$23,537	\$15,120 - \$22,680	\$21,397	\$2,140	\$23,537
M	Personal Assistant (Senior)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Revenue Officer (2)	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Revenue Officer Graduate	\$20,313	\$2,031	\$22,344	\$15,120 - \$22,680	\$20,313	\$2,031	\$22,344
M	Revenue Officer (3)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Revenue Officer (3)	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
M	Revenue Officer (6)	\$15,975	\$1,598	\$17,573	\$15,120 - \$22,680	\$15,975	\$1,598	\$17,573
N	Revenue Officer (4)	\$19,227	\$1,923	\$21,150	\$11,760 - \$17,640	\$19,227*	\$1,923	\$21,150

N	Revenue Officer (7)	\$15,975	\$1,598	\$17,573	\$11,760 - \$17,640	\$15,975	\$1,598	\$17,573
N	Revenue Officer Grade 1 (4)	\$12,329	\$1,233	\$13,562	\$11,760 - \$17,640	\$12,329	\$1,233	\$13,562

Band	Position	015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
N	Revenue Officer Grade 1 (11)	\$11,718	\$1,172	\$12,890	\$11,760 - \$17,640	\$11,760**	\$1,176	\$12,936
O	Revenue Officer Grade 1 (2)	\$12,329	\$1,233	\$13,562	\$10,080 - \$15,120	\$12,329	\$1,233	\$13,562
O	Revenue Officer Grade 1	\$11,719	\$1,172	\$12,891	\$10,080 - \$15,120	\$11,719	\$1,172	\$12,891
O	Revenue Officer Grade 1 (5)	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Transport Supervisor	\$11,718	\$1,172	\$12,890	\$10,080 - \$15,120	\$11,718	\$1,172	\$12,890
O	Revenue Officer Grade 1	\$9,314	\$931	\$10,245	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Revenue Officer Grade 2	\$8,973	\$897	\$9,870	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Revenue Officer Grade 2 (2)	\$8,633	\$863	\$9,496	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Revenue Officer Grade 2 (2)	\$8,295	\$830	\$9,125	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
O	Revenue Officer Grade 2 (5)	\$7,953	\$795	\$8,748	\$10,080 - \$15,120	\$10,080**	\$1,008	\$11,088
Q	Revenue Officer Grade 1 (2)	\$11,718	\$1,172	\$12,890	\$8,400 - \$12,600	\$11,718	\$1,172	\$12,890
Q	VIP Driver	\$9,994	\$999	\$10,993	\$8,400 - \$12,600	\$9,994	\$999	\$10,993
Q	Revenue Officer Grade 3 (2)	\$8,057	\$806	\$8,863	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Revenue Officer Grade 2 (2)	\$7,953	\$795	\$8,748	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Revenue Officer Grade 3	\$6,824	\$682	\$7,506	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Revenue Officer Grade 3 (6)	\$6,620	\$662	\$7,282	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
Q	Revenue Officer Grade 3 (7)	\$6,414	\$641	\$7,055	\$8,400 - \$12,600	\$8,400**	\$840	\$9,240
R	Driver/ Messenger	\$7,645	\$765	\$8,410	\$7,560 - \$11,340	\$7,645	\$765	\$8,410

R	Driver (2)	\$6,824	\$682	\$7,506	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Receptionist	\$6,620	\$662	\$7,282	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver (2)	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
Band	Position	015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
S	Cleaner/ Caretaker	\$8,120	\$812	\$8,932	\$6,720 - \$10,080	\$8,120*	\$812	\$8,932
S	Watchman	\$5,979	\$598	\$6,577	\$6,720 - \$10,080	\$6,720**	\$672	\$7,392

173. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$2,843,628.

174. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$54,458. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

175. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$6,348. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

20. Recommended Remuneration for the Statistics Department

Table 26

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
G	Assistant Government Statistician	\$39,090	\$3,909	\$42,999	\$37,800 - \$56,700	\$39,090	\$3,909	\$42,999
I	Principal Statistician	\$31,700	\$3,170	\$34,870	\$30,240 - \$45,360	\$31,700	\$3,170	\$34,870
I	Principal Statistician	\$33,666	\$3,367	\$37,033	\$30,240 - \$45,360	\$33,666	\$3,367	\$37,033
J	Senior Statistician	\$34,299	\$3,430	\$37,729	\$26,880 - \$40,320	\$34,299	\$3,430	\$37,729
J	Senior Statistician	\$28,969	\$2,897	\$31,866	\$26,880 - \$40,320	\$28,969	\$2,897	\$31,866
L	Statistician (2)	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Statistician (2)	\$26,819	\$2,682	\$29,501	\$19,490 - \$29,230	\$26,819	\$2,682	\$29,501
L	Computer Programmer	\$25,733	\$2,573	\$28,306	\$19,490 - \$29,230	\$25,733	\$2,573	\$28,306
L	Computer Programmer	\$26,818	\$2,682	\$29,500	\$19,490 - \$29,230	\$26,818	\$2,682	\$29,500
L	Statistician	\$24,649	\$2,465	\$27,114	\$19,490 - \$29,230	\$24,649	\$2,465	\$27,114
L	Statistician	\$23,565	\$2,357	\$25,922	\$19,490 - \$29,230	\$23,565	\$2,357	\$25,922
L	Statistician	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Statistician (2)	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
M	Senior Statistical Assistant (5)	\$19,227	\$1,923	\$21,150	\$15,120 - \$22,680	\$19,227	\$1,923	\$21,150
M	Assistant Computer Programmer	\$17,059	\$1,706	\$18,765	\$15,120 - \$22,680	\$17,059	\$1,706	\$18,765
O	Statistical Clerk Grade 1	\$10,334	\$1,033	\$11,367	\$10,080 - \$15,120	\$10,334	\$1,033	\$11,367
P	Statistical Clerk Grade 2	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245
Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
P	Statistical Clerk Grade 2	\$8,633	\$863	\$9,496	\$9,240 - \$13,860	\$9,240**	\$924	\$10,164

R	Statistical Clerk Grade 3	\$7,004	\$700	\$7,704	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316
R	Driver	\$6,414	\$641	\$7,055	\$7,560 - \$11,340	\$7,560**	\$756	\$8,316

176. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$597,017.

177. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$2,308. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

21. Recommended Remuneration for Tourism

Table 27

Band	Position	2015/2016 Full Salary including 5% COLA	Current Benefits (Superannuation 10% / 20% for CEOs)	Current Total Remuneration Package (TRP)	Recommended Salary Range	Recommended Basic Salary	Recommended Benefits (Superannuation 10% / 20% for CEOs)	Recommended TRP
H	Deputy Secretary	\$42,761	\$4,276	\$47,037	\$33,600 - \$50,400	\$42,761	\$4,276	\$47,037
I	Principal Tourist Officer	\$33,736	\$3,374	\$37,110	\$30,240 - \$45,360	\$33,736	\$3,374	\$37,110
K	Senior Tourist Officer	\$32,167	\$3,217	\$35,384	\$23,520 - \$35,280	\$32,167	\$3,217	\$35,384
K	Senior Tourist Officer	\$31,100	\$3,110	\$34,210	\$23,520 - \$35,280	\$31,100	\$3,110	\$34,210
L	Tourist Officer (2)	\$28,987	\$2,899	\$31,886	\$19,490 - \$29,230	\$28,987	\$2,899	\$31,886
L	Assistant Secretary	\$21,397	\$2,140	\$23,537	\$19,490 - \$29,230	\$21,397	\$2,140	\$23,537
L	Tourist Officer	\$20,313	\$2,031	\$22,344	\$19,490 - \$29,230	\$20,313	\$2,031	\$22,344
L	Tourist Officer	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439

L	Accountant	\$19,227	\$1,923	\$21,150	\$19,490 - \$29,230	\$19,490**	\$1,949	\$21,439
M	Assistant Information Officer (2)	\$18,579	\$1,858	\$20,437	\$15,120 - \$22,680	\$18,579	\$1,858	\$20,437
O	Computer Operator Grade I	\$21,397	\$2,140	\$23,537	\$10,080 - \$15,120	\$21,397*	\$2,140	\$23,537
P	Maintenance Officer	\$9,314	\$931	\$10,245	\$9,240 - \$13,860	\$9,314	\$931	\$10,245

178. The total wage and salaries cost for all positions currently occupied in the established staff list of the above Ministry (excluding vacancies and any Ministry position covered in the Update to the June Report 2014 such as Minister) is \$345,769.

179. If the recommendations of the Authority in the above table were implemented in full, the additional budget required for the Ministry's wage bill is \$526. This results from those positions whose current salary is below the recommended salary scale shown in the table above (identified by **). As a result of their job size, these positions were recommended to be paid at the higher salary point which corresponds to their job size.

180. If the recommendations of the Authority were implemented in full, there are also long term budget savings of \$6,227. This will have no effect on the budget unless the Authority's recommendations are implemented. These results are those positions whose current salary is above the recommended salary scale as shown in the table above (identified by *). As a result of their job size, these positions salaries were recommended to be frozen (not reduced).

J. ACKNOWLEDGMENTS

The Authority would like to thank the Prime Minister of Tonga, Hon. Samiuela „Akilisi Pohiva and his Government for recognising the importance of, and allowing the continuation of this work.

Particular thanks to Hon. „Aisake Valu Eke, Minister for Finance and National Planning, for his support and invaluable advice during this process. The Government continues to support the Authority financially while allowing it to work independently.

The Authority is also grateful to the Chair and Commissioners of the Public Service Commission, whose support during this process was essential. This work could not have been completed without the help of the Public Service Commission.

The Authority is finally grateful for the assistance provided by the Government Ministries and all staff for working with us to ensure the information provided for our work was complete, accurate and up to date.

REMUNERATION AUTHORITY

The Remuneration Authority also acknowledges the significant contribution of the following persons:

Previous Chairs and Members of the Authority

1. Mr. Kelepi Makakaufaki
2. Mr. Sefita Tangi
3. Mrs. Leta Kami
4. Mr. Tevita Lavemaau

Previous Authority Secretary

1. Mrs. Meleoni Uera

Current Members

1. Mrs. Siosi C. Mafi (Chair)
2. Mr. Posesi Bloomfield (Deputy Chair)
3. Mrs. Meleseini Lomu
4. Dr. Taniela Fusimalohi
5. Dr. Pita Taufatofua

Current Authority Secretary

1. Ms. „Ana Puli Matoto