



Wib Hansard Sec.

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Nauru

G.N.No. 273/1990

PUBLIC SERVICE ACT 1961-1979
SECTION 27

ESTABLISHMENT OF NEW SALARY SCALES IN THE
PUBLIC SERVICE

PURSUANT TO the powers in that behalf vested in me under Section 27, subsection (1) of the Public Service Act 1961-1979, AND IN SUPERSESSION OF all previous determinations thereunder, I, BERNARD DOWIYOGO, M.P., President and Minister responsible for the Public Service of Nauru, DO HEREBY DETERMINE that the scales of annual salaries for the Public Offices in the various grades in the Public Service shall be as stipulated in the SCHEDULES I, II, III, IV, V, VI, and VII attached hereto, being part of this Determination;

I FURTHER DIRECT

1. THAT except as otherwise provided in this Determination and subject to any future Basic Wage Adjustments to be effected pursuant to Section 27, subsection (2) of the Act, the Salary Scales of all the Public Officers and employees in the Public Service of Nauru shall be as stipulated in SCHEDULE I attached hereto;
2. THAT the Salary Scales of Teachers employed in Government Schools in Nauru shall be as stipulated in SCHEDULE II, III, and IV attached hereto;
3. THAT the Salary Scales of Air Nauru Pilots shall be as stipulated in SCHEDULE V attached hereto;
4. THAT the Salary Scales of Air Nauru Maintenance Engineers shall be as stipulated in SCHEDULE VI attached hereto;
5. THAT the daily rate of wages of Chinese and Solomon Islander Tradesmen shall be as stipulated in SCHEDULE VII attached hereto;

I FURTHER DIRECT

6. THAT the above Salary Determination in so far as it applies to Non-Nauruan Public Officers, shall remain in force until further review, and shall not be subject to alteration pursuant to the Nauruan Basic Wage Adjustments periodically made under Section 27, subsection (2) of the Act, in the absence of a specific determination to the contrary pursuant to Section 27, subsection (1) of the Act;

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- 7. THAT the above Salary Determination shall not have the effect of reducing the current salary level to which a Public Officer is entitled on the basis of the contract of employment, currently in force;
- 8. THAT expatriate teachers will be paid from 1st July, 1989 to 30th June, 1990 on the basis of their current salary (excluding the 20% special loading) plus 12½% and from 1st July, 1990 they would be paid the salary determination as indicated in Schedules II, III, and IV.
- 9. AND THAT the above salary determination shall be effective from 1st July, 1989.

DATED this 19th day of the month of July, One Thousand Nine Hundred and Ninety.

(BERNARD DOWIYOGO)
 PRESIDENT
 AND
 MINISTER RESPONSIBLE FOR PUBLIC SERVICE

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SCHEDULE I
 SALARY SCALES FOR ALL PUBLIC SERVICE
 OFFICERS AND EMPLOYEES

Grade	Steps	Salary Scales
M1	6	\$ 9262-9303-9343-9384-9424-9478
M2	3	\$ 9532-9586-9640
C1	6	\$ 9384-9424-9478-9532-9586-9640
C2	7	\$ 9735-9789-9843-9897-9951-10005-10059
C3	7	\$ 10153-10207-10261-10315-10369-10423-10477
C4	7	\$ 10558-10612-10666-10720-10774-10828-10882
T1	6	\$ 9384-9424-9478-9532-9586-9640
T2	7	\$ 9735-9789-9843-9897-9951-10005-10059
T3	7	\$ 10153-10207-10261-10315-10369-10423-10477
T4	7	\$ 10558-10612-10666-10720-10774-10828-10882
T5	3	\$ 10977-11058-11139
T6	4	\$ 11247-11328-11409-11490
T7	4	\$ 11638-11746-11854-11962
T8	3	\$ 12111-12219-12435
T9	3	\$12705-12921-13137
AP1	3	\$ 10977-11058-11139
AP2	6	\$ 11260-11341-11430-11503-11611-11719
AP3	5	\$ 11895-12048-12107-12219-12435
AP4	3	\$ 12705-12921-13137
AP5	3	\$ 13434-13704-13974
AP6	3	\$ 14298-14622-14946
AP7	3	\$ 15270-15594-15918
D1	4	\$ 16404-16863-17268-17673
D2	4	\$ 18348-18888-19402-19968
H1	1	\$ 20643
H2	1	\$ 21318

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SCHEDULE II
TEACHERS SALARY SCALE
(EXPATRIATE)

Grade	Australian	N.E.C.E.	Indian
Graduate Teachers			
AP2	12636	11024	10569
	13077	11156	11096
		11289	11651
		11422	12334
		11598	12845
		11775	13488
AP3	13519	11877	11489
	13936	12238	12062
	14378	12415	12664
	14973	12590	13299
		12942	13963
AP4	15548	13384	12694
	16142	13738	13329
	16782	14090	13995
Certificate Teachers			
T5	11467	10615	9927
		10714	10383
		10826	10943
T6	11756	11004	10388
	12062	11136	10908
	12348	11278	11453
		11398	12026
T7	12636	11642	11030
	13077	11818	11580
	13519	11995	12161
		12172	12768
T8	13936	12415	11732
	14378	12590	12317
	14973	12942	12934
	15548		
	16142		
	16782		

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SCHEDULE III
NAURUAN TEACHERS' SALARY SCALE

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Grade Salary Scale

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Certificate

T4	10558	Starting point for Nauru Certificate
	10612	
	10666	
	10720	
	10774	
	10828	
	10882	

T5	10977	Starting point for Overseas Certificate
	11058	
	11139	

T6	11247	
	11328	
	11409	
	11490	

T7	11638	
	11746	
	11854	
	11962	

T8	12111	
	12219	
	12435	

Graduate Teachers

T7	11638	
	11746	
	11854	
	11962	

T8	12111	
	12219	
	12435	

T9	12705	
	12921	
	13137	

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SCHEDULE IV
TEACHERS SALARY SCALE
(CHINESE/O.P.I. TEACHER)
(LOCATION PRIMARY SCHOOL)

Grade	Salary Scale	Remarks
Chinese Contract Teachers		
CC4	9243	Minimum experience required is two years. Therefore, scale starts at point 3 of teachers scale.
	9427	
	9611	
	9794	
	9978	
	10161	
	10384	
	10604	
	10824	
	11044	
11264		
O.P.I. Contract Teachers		
P3	8089	Assistant Teachers recruited from Tuvalu and Kiribati
	8236	
	8420	
P4	8787	Senior Assistant Teachers recruited from Tuvalu and Kiribati.
	8971	
	9156	
	9339	

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SCHEDULE V
AIR NAURU PILOTS' SALARY SCALE

Position	Steps on scale	Salary
Captains	Year 1	\$ 59456
	Year 2	\$ 60024
	Year 3	\$ 60592
	Year 4	\$ 61159
	Year 5	\$ 61724
First Officers (Nauruan) with 500 - 999 hours (flying experience)	1	\$ 17837
	2	\$ 21404
	3	\$ 24971
	4	\$ 30322
First Officers (Nauruan and Expatriate) -2500 hours	Year 1	\$ 35673
	Year 2	\$ 36014
	Year 3	\$ 36355
	Year 4	\$ 36695
	Year 5	\$ 37024
	Year 6	\$ 38234
	Year 7	\$ 39434
	Year 8	\$ 40634
	Year 9	\$ 41834
	Year 10	\$ 43034

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SCHEDULE VI

AIR NAURU MAINTENANCE ENGINEERS' SALARY SCALE

Steps on Scale	Engineers*	Asst. Chief Engineer	Chief Engineer
1	\$ 20880	\$ 23400	\$ 25330
2	\$ 21298	\$ 23751	\$ 25680
3	\$ 21724	\$ 24107	\$ 26065
4	\$ 22158	\$ 24469	\$ 26456
5	\$ 22601	\$ 24835	\$ 26853
6	\$ 23053		

* Expatriate engineers with at least three years experience may be placed at Step 4 of the Engineers' Scale.

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SCHEDULE VII

CHINESE/SOLOMON ISLANDS TRADESMAN - DAILY RATE

Year	Daily Rate
Chinese Tradesman	
1	9.08
2	9.23
3	9.42
4	9.60
5	9.76
6	9.93
7	10.12
8	10.32
9	10.44
10	10.69
11	10.77
12	10.97
Solomon Islands Tradesman	
	12.86