

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Afghanistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
Administrative Staff				
AS1	General Services Staff	15,400	20,000	24,600
AS2	Senior General Services Staff	15,600	20,300	25,000
AS3	Assistant	19,600	26,000	32,300
AS4	Assistant	21,400	28,400	35,300
AS5	Senior Assistant	25,300	34,200	43,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	26,900	36,300	45,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	32,400	44,600	56,700
National Staff				
NS1	Associate Officer	38,100	52,400	66,700
NS2	Officer	42,400	58,300	74,200
NS3	Senior Officer	50,400	70,500	90,700
NS4	Senior Officer	56,800	79,500	102,200
NS5	Senior Officer	67,400	94,300	121,300
NS6	Senior Officer	71,400	99,900	128,500
NS7	Senior Officer	75,400	105,600	135,700

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Armenia Resident Mission (AMD per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
Administrative Staff				
AS1	General Services Staff	4,452,000	5,787,000	7,123,000
AS2	Senior General Services Staff	5,045,000	6,558,000	8,072,000
AS3	Assistant	5,580,000	7,394,000	9,207,000
AS4	Assistant	6,038,000	8,001,000	9,963,000
AS5	Senior Assistant	7,300,000	9,855,000	12,410,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	8,210,000	11,083,000	13,957,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	9,489,000	13,047,000	16,606,000
National Staff				
NS1	Associate Officer	10,941,000	15,044,000	19,147,000
NS2	Officer	12,395,000	17,043,000	21,691,000
NS3	Senior Officer	16,011,000	22,416,000	28,820,000
NS4	Senior Officer	17,615,000	24,661,000	31,707,000
NS5	Senior Officer	22,726,000	31,816,000	40,907,000
NS6	Senior Officer	23,719,000	33,206,000	42,694,000
NS7	Senior Officer	27,195,000	38,073,000	48,951,000

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Azerbaijan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	15,500	20,100	24,800
AS2	Senior General Services Staff	16,900	22,000	27,000
AS3	Assistant	18,900	25,000	31,200
AS4	Assistant	19,900	26,400	32,800
AS5	Senior Assistant	23,100	31,200	39,300
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	24,500	33,100	41,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	30,500	42,000	53,400
<u>National Staff</u>				
NS1	Associate Officer	36,400	50,000	63,700
NS2	Officer	42,600	58,600	74,600
NS3	Senior Officer	46,700	65,400	84,100
NS4	Senior Officer	48,900	68,400	88,000
NS5	Senior Officer	61,000	85,400	109,800
NS6	Senior Officer	69,100	96,800	124,400
NS7	Senior Officer	76,500	107,100	137,700

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Bhutan Resident Mission (Nu per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	345,000	448,000	552,000
AS2	Senior General Services Staff	364,000	473,000	582,000
AS3	Assistant	440,000	583,000	726,000
AS4	Assistant	457,000	605,000	754,000
AS5	Senior Assistant	511,000	690,000	869,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	526,000	710,000	894,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	580,000	798,000	1,015,000
<u>National Staff</u>				
NS1	Associate Officer	642,000	883,000	1,124,000
NS2	Officer	713,000	980,000	1,248,000
NS3	Senior Officer	896,000	1,254,000	1,613,000
NS4	Senior Officer	988,000	1,383,000	1,778,000
NS5	Senior Officer	1,151,000	1,611,000	2,072,000
NS6	Senior Officer	1,229,000	1,720,000	2,212,000
NS7	Senior Officer	1,354,000	1,895,000	2,437,000

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Bangladesh Resident Mission (Tk per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	682,000	886,000	1,091,000
AS2	Senior General Services Staff	692,000	899,000	1,107,000
AS3	Assistant	894,000	1,185,000	1,475,000
AS4	Assistant	1,022,000	1,354,000	1,686,000
AS5	Senior Assistant	1,156,000	1,560,000	1,965,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,236,000	1,668,000	2,101,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,703,000	2,342,000	2,980,000
<u>National Staff</u>				
NS1	Associate Officer	2,219,000	3,051,000	3,883,000
NS2	Officer	2,805,000	3,857,000	4,909,000
NS3	Senior Officer	3,671,000	5,139,000	6,608,000
NS4	Senior Officer	4,718,000	6,605,000	8,492,000
NS5	Senior Officer	5,774,000	8,084,000	10,393,000
NS6	Senior Officer	6,091,000	8,527,000	10,964,000
NS7	Senior Officer	6,484,000	9,077,000	11,671,000

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Cambodia Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,400	10,900	13,400
AS2	Senior General Services Staff	9,500	12,400	15,200
AS3	Assistant	10,600	14,100	17,500
AS4	Assistant	12,100	16,000	20,000
AS5	Senior Assistant	13,400	18,100	22,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,700	19,900	25,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	19,800	27,200	34,700
<u>National Staff</u>				
NS1	Associate Officer	23,800	32,700	41,700
NS2	Officer	29,100	40,000	50,900
NS3	Senior Officer	38,900	54,500	70,000
NS4	Senior Officer	44,100	61,700	79,400
NS5	Senior Officer	58,100	81,400	104,600
NS6	Senior Officer	59,500	83,300	107,100
NS7	Senior Officer	64,300	90,000	115,700

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Cook Islands Pacific Country Office (NZ\$ per year)

Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	13,500	17,500	21,600
AS2	Senior General Services Staff	15,400	20,000	24,600
AS3	Assistant	15,500	20,500	25,600
AS4	Assistant	17,400	23,000	28,700
AS5	Senior Assistant	18,900	25,500	32,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	24,100	32,500	41,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	29,900	41,100	52,300
<u>National Staff</u>				
NS1	Associate Officer	39,900	54,900	69,800
NS2	Officer	49,900	68,600	87,300
NS3	Senior Officer	51,900	72,600	93,400
NS4	Senior Officer	54,000	75,600	97,200
NS5	Senior Officer	56,100	78,500	101,000
NS6	Senior Officer	58,900	82,500	106,000
NS7	Senior Officer	64,800	90,800	116,600

ADB FO National Staff and Administrative Staff Salary Structures
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Federated States of Micronesia Pacific Country Office (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,000	10,400	12,800
AS2	Senior General Services Staff	9,100	11,800	14,600
AS3	Assistant	10,300	13,700	17,000
AS4	Assistant	11,500	15,300	19,000
AS5	Senior Assistant	13,000	17,500	22,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,200	19,200	24,100
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,700	21,600	27,500
<u>National Staff</u>				
NS1	Associate Officer	20,100	27,600	35,200
NS2	Officer	23,900	32,800	41,800
NS3	Senior Officer	27,400	38,300	49,300
NS4	Senior Officer	30,700	43,000	55,300
NS5	Senior Officer	33,800	47,300	60,800
NS6	Senior Officer	37,300	52,200	67,100
NS7	Senior Officer	41,500	58,100	74,700

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Georgia Resident Mission (GEL per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	27,500	35,700	44,000
AS2	Senior General Services Staff	30,600	39,800	49,000
AS3	Assistant	33,700	44,600	55,600
AS4	Assistant	38,100	50,500	62,900
AS5	Senior Assistant	42,400	57,200	72,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	45,400	61,300	77,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	52,100	71,700	91,200
<u>National Staff</u>				
NS1	Associate Officer	59,900	82,400	104,800
NS2	Officer	70,500	96,900	123,400
NS3	Senior Officer	91,600	128,300	164,900
NS4	Senior Officer	108,400	151,800	195,100
NS5	Senior Officer	133,600	187,100	240,500
NS6	Senior Officer	143,500	200,900	258,300
NS7	Senior Officer	155,000	217,000	279,000

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India Resident Mission (Rs per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	445,000	579,000	712,000
AS2	Senior General Services Staff	534,000	694,000	854,000
AS3	Assistant	615,000	815,000	1,015,000
AS4	Assistant	684,000	906,000	1,129,000
AS5	Senior Assistant	876,000	1,183,000	1,489,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,063,000	1,435,000	1,807,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,246,000	1,713,000	2,181,000
<u>National Staff</u>				
NS1	Associate Officer	1,559,000	2,143,000	2,728,000
NS2	Officer	1,889,000	2,598,000	3,306,000
NS3	Senior Officer	2,882,000	4,035,000	5,188,000
NS4	Senior Officer	3,572,000	5,001,000	6,430,000
NS5	Senior Officer	5,324,000	7,453,000	9,583,000
NS6	Senior Officer	5,717,000	8,004,000	10,291,000
NS7	Senior Officer	6,219,000	8,707,000	11,194,000

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Indonesia Resident Mission (Rp per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	112,203,000	145,864,000	179,525,000
AS2	Senior General Services Staff	132,553,000	172,319,000	212,085,000
AS3	Assistant	152,392,000	201,919,000	251,447,000
AS4	Assistant	170,678,000	226,149,000	281,619,000
AS5	Senior Assistant	215,060,000	290,331,000	365,602,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	236,409,000	319,152,000	401,895,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	300,735,000	413,510,000	526,286,000
<u>National Staff</u>				
NS1	Associate Officer	354,422,000	487,330,000	620,239,000
NS2	Officer	413,448,000	568,491,000	723,534,000
NS3	Senior Officer	654,440,000	916,216,000	1,177,992,000
NS4	Senior Officer	753,130,000	1,054,382,000	1,355,634,000
NS5	Senior Officer	1,114,600,000	1,560,440,000	2,006,280,000
NS6	Senior Officer	1,268,526,000	1,775,937,000	2,283,347,000
NS7	Senior Officer	1,376,011,000	1,926,416,000	2,476,820,000

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Kiribati Pacific Country Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,000	10,400	12,800
AS2	Senior General Services Staff	8,800	11,400	14,100
AS3	Assistant	9,700	12,900	16,000
AS4	Assistant	10,800	14,300	17,800
AS5	Senior Assistant	11,800	15,900	20,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	13,500	18,200	23,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,300	21,100	26,800
<u>National Staff</u>				
NS1	Associate Officer	16,700	22,900	29,200
NS2	Officer	18,000	24,800	31,500
NS3	Senior Officer	21,100	29,500	38,000
NS4	Senior Officer	21,600	30,200	38,900
NS5	Senior Officer	23,600	33,100	42,500
NS6	Senior Officer	25,900	36,300	46,600
NS7	Senior Officer	28,500	39,900	51,300

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Kazakhstan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	11,800	15,400	19,000
AS2	Senior General Services Staff	13,200	17,200	21,100
AS3	Assistant	14,300	19,000	23,600
AS4	Assistant	15,900	21,100	26,200
AS5	Senior Assistant	17,500	23,600	29,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	20,100	27,100	34,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	24,000	33,000	42,000
<u>National Staff</u>				
NS1	Associate Officer	27,800	38,100	48,600
NS2	Officer	32,400	44,500	56,700
NS3	Senior Officer	44,200	61,900	79,600
NS4	Senior Officer	51,800	72,600	93,300
NS5	Senior Officer	65,600	91,900	118,100
NS6	Senior Officer	77,100	108,000	138,800
NS7	Senior Officer	84,800	118,800	152,700

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Kyrgyz Republic Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,400	13,500	16,600
AS2	Senior General Services Staff	11,400	14,800	18,200
AS3	Assistant	12,400	16,400	20,500
AS4	Assistant	13,500	17,900	22,300
AS5	Senior Assistant	14,100	19,000	24,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,600	21,000	26,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	17,500	24,100	30,600
<u>National Staff</u>				
NS1	Associate Officer	20,200	27,800	35,400
NS2	Officer	22,800	31,300	39,900
NS3	Senior Officer	26,500	37,100	47,700
NS4	Senior Officer	28,900	40,400	52,000
NS5	Senior Officer	34,400	48,200	61,900
NS6	Senior Officer	39,100	54,800	70,400
NS7	Senior Officer	43,000	60,200	77,400

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Lao People's Democratic Republic Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	7,100	9,200	11,400
AS2	Senior General Services Staff	8,100	10,500	13,000
AS3	Assistant	9,200	12,200	15,200
AS4	Assistant	10,500	13,900	17,300
AS5	Senior Assistant	11,500	15,500	19,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	13,700	18,500	23,300
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,300	21,000	26,800
<u>National Staff</u>				
NS1	Associate Officer	18,200	25,000	31,900
NS2	Officer	21,800	30,000	38,200
NS3	Senior Officer	29,300	41,000	52,700
NS4	Senior Officer	39,000	54,600	70,200
NS5	Senior Officer	50,100	70,200	90,200
NS6	Senior Officer	52,400	73,300	94,300
NS7	Senior Officer	57,100	80,000	102,800

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Mongolia Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,000	13,000	16,000
AS2	Senior General Services Staff	10,800	14,100	17,300
AS3	Assistant	12,800	16,900	21,100
AS4	Assistant	13,400	17,700	22,100
AS5	Senior Assistant	16,700	22,600	28,400
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	18,700	25,200	31,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	20,900	28,800	36,600
<u>National Staff</u>				
NS1	Associate Officer	25,500	35,000	44,600
NS2	Officer	28,900	39,800	50,600
NS3	Senior Officer	35,000	49,000	63,000
NS4	Senior Officer	38,100	53,400	68,600
NS5	Senior Officer	53,500	74,900	96,300
NS6	Senior Officer	57,500	80,500	103,500
NS7	Senior Officer	60,000	84,000	108,000

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Myanmar Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,300	10,800	13,300
AS2	Senior General Services Staff	8,800	11,400	14,100
AS3	Assistant	11,500	15,200	19,000
AS4	Assistant	12,800	17,000	21,100
AS5	Senior Assistant	14,800	20,000	25,200
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	16,300	22,000	27,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	18,700	25,700	32,700
<u>National Staff</u>				
NS1	Associate Officer	20,700	28,400	36,200
NS2	Officer	22,700	31,200	39,700
NS3	Senior Officer	33,500	46,900	60,300
NS4	Senior Officer	41,100	57,500	74,000
NS5	Senior Officer	49,100	68,700	88,400
NS6	Senior Officer	52,100	73,000	93,800
NS7	Senior Officer	59,900	83,800	107,800

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Nauru Pacific Country Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	11,200	14,500	17,900
AS2	Senior General Services Staff	11,800	15,300	18,900
AS3	Assistant	12,100	16,000	20,000
AS4	Assistant	12,700	16,800	21,000
AS5	Senior Assistant	13,000	17,600	22,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,400	19,500	24,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,600	21,400	27,300
<u>National Staff</u>				
NS1	Associate Officer	16,900	23,300	29,600
NS2	Officer	17,700	24,400	31,000
NS3	Senior Officer	18,100	25,400	32,600
NS4	Senior Officer	19,100	26,800	34,400
NS5	Senior Officer	20,100	28,100	36,200
NS6	Senior Officer	22,100	30,900	39,800
NS7	Senior Officer	24,300	34,000	43,800

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Nepal Resident Mission (NRe per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	892,000	1,159,000	1,427,000
AS2	Senior General Services Staff	915,000	1,189,000	1,464,000
AS3	Assistant	1,090,000	1,444,000	1,799,000
AS4	Assistant	1,171,000	1,552,000	1,932,000
AS5	Senior Assistant	1,332,000	1,798,000	2,264,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,407,000	1,900,000	2,392,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,695,000	2,331,000	2,966,000
<u>National Staff</u>				
NS1	Associate Officer	2,052,000	2,822,000	3,591,000
NS2	Officer	2,297,000	3,158,000	4,020,000
NS3	Senior Officer	3,094,000	4,332,000	5,569,000
NS4	Senior Officer	3,595,000	5,033,000	6,471,000
NS5	Senior Officer	4,235,000	5,929,000	7,623,000
NS6	Senior Officer	4,293,000	6,010,000	7,727,000
NS7	Senior Officer	4,526,000	6,337,000	8,147,000

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Palau Pacific Country Office (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	9,100	11,800	14,600
AS2	Senior General Services Staff	9,700	12,600	15,500
AS3	Assistant	10,500	13,900	17,300
AS4	Assistant	11,600	15,400	19,100
AS5	Senior Assistant	13,300	18,000	22,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,800	20,000	25,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	16,100	22,200	28,200
<u>National Staff</u>				
NS1	Associate Officer	17,700	24,400	31,000
NS2	Officer	19,400	26,700	34,000
NS3	Senior Officer	21,900	30,600	39,400
NS4	Senior Officer	25,600	35,800	46,100
NS5	Senior Officer	29,200	40,900	52,600
NS6	Senior Officer	38,200	53,500	68,800
NS7	Senior Officer	44,400	62,200	79,900

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Papua New Guinea Resident Mission (K per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	25,600	33,300	41,000
AS2	Senior General Services Staff	27,500	35,700	44,000
AS3	Assistant	32,500	43,100	53,600
AS4	Assistant	34,800	46,100	57,400
AS5	Senior Assistant	42,700	57,600	72,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	46,600	62,900	79,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	58,000	79,800	101,500
<u>National Staff</u>				
NS1	Associate Officer	70,500	97,000	123,400
NS2	Officer	83,100	114,200	145,400
NS3	Senior Officer	112,900	158,100	203,200
NS4	Senior Officer	125,100	175,100	225,200
NS5	Senior Officer	159,600	223,400	287,300
NS6	Senior Officer	169,000	236,600	304,200
NS7	Senior Officer	173,100	242,300	311,600

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

People's Republic of China Resident Mission (CNY per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	108,300	140,800	173,300
AS2	Senior General Services Staff	123,800	160,900	198,100
AS3	Assistant	149,500	198,100	246,700
AS4	Assistant	152,800	202,400	252,100
AS5	Senior Assistant	194,500	262,600	330,700
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	215,600	291,000	366,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	268,100	368,700	469,200
<u>National Staff</u>				
NS1	Associate Officer	319,900	439,900	559,800
NS2	Officer	364,800	501,600	638,400
NS3	Senior Officer	522,500	731,500	940,500
NS4	Senior Officer	574,700	804,600	1,034,500
NS5	Senior Officer	816,100	1,142,500	1,469,000
NS6	Senior Officer	857,500	1,200,500	1,543,500
NS7	Senior Officer	940,200	1,316,300	1,692,400

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Pakistan Resident Mission (PRs per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	889,000	1,156,000	1,422,000
AS2	Senior General Services Staff	924,000	1,201,000	1,478,000
AS3	Assistant	1,140,000	1,510,000	1,881,000
AS4	Assistant	1,283,000	1,700,000	2,117,000
AS5	Senior Assistant	1,816,000	2,452,000	3,087,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,932,000	2,608,000	3,284,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	2,687,000	3,695,000	4,702,000
<u>National Staff</u>				
NS1	Associate Officer	3,542,000	4,870,000	6,199,000
NS2	Officer	4,310,000	5,926,000	7,543,000
NS3	Senior Officer	5,945,000	8,323,000	10,701,000
NS4	Senior Officer	6,489,000	9,085,000	11,680,000
NS5	Senior Officer	9,044,000	12,661,000	16,279,000
NS6	Senior Officer	9,419,000	13,187,000	16,954,000
NS7	Senior Officer	10,719,000	15,006,000	19,294,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Republic of Marshall Islands Pacific Country Office (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	9,500	12,300	15,200
AS2	Senior General Services Staff	10,800	14,000	17,300
AS3	Assistant	11,800	15,700	19,500
AS4	Assistant	12,800	17,000	21,100
AS5	Senior Assistant	14,000	18,900	23,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,500	23,600	29,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	21,200	29,100	37,100
<u>National Staff</u>				
NS1	Associate Officer	24,700	34,000	43,200
NS2	Officer	26,700	36,700	46,700
NS3	Senior Officer	31,900	44,700	57,400
NS4	Senior Officer	37,700	52,800	67,900
NS5	Senior Officer	44,100	61,800	79,400
NS6	Senior Officer	50,900	71,200	91,600
NS7	Senior Officer	59,600	83,500	107,300

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Samoa Pacific Country Office (ST per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	14,900	19,400	23,800
AS2	Senior General Services Staff	17,100	22,200	27,400
AS3	Assistant	18,900	25,000	31,200
AS4	Assistant	21,700	28,700	35,800
AS5	Senior Assistant	25,400	34,300	43,200
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	28,500	38,500	48,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	36,100	49,700	63,200
<u>National Staff</u>				
NS1	Associate Officer	42,100	57,900	73,700
NS2	Officer	48,800	67,100	85,400
NS3	Senior Officer	62,400	87,400	112,300
NS4	Senior Officer	72,500	101,500	130,500
NS5	Senior Officer	89,600	125,400	161,300
NS6	Senior Officer	103,200	144,500	185,800
NS7	Senior Officer	113,600	159,000	204,500

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Sri Lanka Resident Mission (SLRe per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	1,092,000	1,419,000	1,747,000
AS2	Senior General Services Staff	1,251,000	1,626,000	2,002,000
AS3	Assistant	1,441,000	1,909,000	2,378,000
AS4	Assistant	1,596,000	2,115,000	2,633,000
AS5	Senior Assistant	1,898,000	2,562,000	3,227,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	2,238,000	3,021,000	3,805,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	2,717,000	3,736,000	4,755,000
<u>National Staff</u>				
NS1	Associate Officer	3,318,000	4,562,000	5,807,000
NS2	Officer	3,958,000	5,442,000	6,927,000
NS3	Senior Officer	5,515,000	7,721,000	9,927,000
NS4	Senior Officer	6,433,000	9,006,000	11,579,000
NS5	Senior Officer	10,146,000	14,204,000	18,263,000
NS6	Senior Officer	10,636,000	14,891,000	19,145,000
NS7	Senior Officer	11,274,000	15,783,000	20,293,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Solomon Islands Pacific Country Office (SI\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	54,800	71,200	87,700
AS2	Senior General Services Staff	58,400	75,900	93,400
AS3	Assistant	64,100	84,900	105,800
AS4	Assistant	67,500	89,500	111,400
AS5	Senior Assistant	73,400	99,100	124,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	75,200	101,500	127,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	87,900	120,900	153,800
<u>National Staff</u>				
NS1	Associate Officer	101,200	139,200	177,100
NS2	Officer	109,200	150,100	191,100
NS3	Senior Officer	115,300	161,400	207,500
NS4	Senior Officer	121,800	170,500	219,200
NS5	Senior Officer	142,800	199,900	257,000
NS6	Senior Officer	163,800	229,300	294,800
NS7	Senior Officer	180,100	252,200	324,200

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Pacific Subregional Office in Suva, Fiji (F\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	21,500	28,000	34,400
AS2	Senior General Services Staff	21,900	28,500	35,000
AS3	Assistant	28,200	37,400	46,500
AS4	Assistant	30,100	39,900	49,700
AS5	Senior Assistant	34,600	46,700	58,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	36,300	49,000	61,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	42,300	58,100	74,000
<u>National Staff</u>				
NS1	Associate Officer	53,400	73,400	93,500
NS2	Officer	61,100	84,000	106,900
NS3	Senior Officer	78,700	110,200	141,700
NS4	Senior Officer	85,900	120,200	154,600
NS5	Senior Officer	103,400	144,700	186,100
NS6	Senior Officer	110,400	154,500	198,700
NS7	Senior Officer	126,700	177,400	228,100

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Tajikistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,800	11,400	14,100
AS2	Senior General Services Staff	9,800	12,700	15,700
AS3	Assistant	11,200	14,900	18,500
AS4	Assistant	12,800	17,000	21,100
AS5	Senior Assistant	14,200	19,200	24,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,600	21,100	26,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	18,500	25,400	32,400
<u>National Staff</u>				
NS1	Associate Officer	21,000	28,900	36,800
NS2	Officer	23,900	32,800	41,800
NS3	Senior Officer	28,600	40,000	51,500
NS4	Senior Officer	32,400	45,400	58,300
NS5	Senior Officer	36,600	51,300	65,900
NS6	Senior Officer	38,600	54,000	69,500
NS7	Senior Officer	42,400	59,400	76,300

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Turkmenistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,800	14,100	17,300
AS2	Senior General Services Staff	12,200	15,900	19,500
AS3	Assistant	13,600	18,000	22,400
AS4	Assistant	15,200	20,200	25,100
AS5	Senior Assistant	16,700	22,500	28,400
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,900	24,100	30,400
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	20,500	28,200	35,900
<u>National Staff</u>				
NS1	Associate Officer	24,300	33,400	42,500
NS2	Officer	28,600	39,300	50,100
NS3	Senior Officer	36,300	50,800	65,300
NS4	Senior Officer	41,300	57,800	74,300
NS5	Senior Officer	50,900	71,300	91,600
NS6	Senior Officer	51,800	72,500	93,200
NS7	Senior Officer	56,900	79,700	102,400

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Timor-Leste Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	5,900	7,700	9,400
AS2	Senior General Services Staff	6,700	8,700	10,700
AS3	Assistant	7,700	10,200	12,700
AS4	Assistant	9,100	12,100	15,000
AS5	Senior Assistant	11,400	15,400	19,400
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	12,400	16,800	21,100
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	16,100	22,100	28,200
<u>National Staff</u>				
NS1	Associate Officer	19,800	27,200	34,700
NS2	Officer	22,800	31,400	39,900
NS3	Senior Officer	28,100	39,300	50,600
NS4	Senior Officer	30,100	42,100	54,200
NS5	Senior Officer	39,700	55,600	71,500
NS6	Senior Officer	42,600	59,600	76,700
NS7	Senior Officer	49,500	69,300	89,100

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Tonga Pacific Country Office (T\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,100	13,100	16,200
AS2	Senior General Services Staff	11,000	14,300	17,600
AS3	Assistant	13,000	17,200	21,500
AS4	Assistant	13,700	18,200	22,600
AS5	Senior Assistant	15,300	20,700	26,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,000	22,900	28,900
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	19,600	26,900	34,300
<u>National Staff</u>				
NS1	Associate Officer	22,000	30,300	38,500
NS2	Officer	23,800	32,700	41,700
NS3	Senior Officer	30,000	42,000	54,000
NS4	Senior Officer	32,600	45,600	58,700
NS5	Senior Officer	43,600	61,000	78,500
NS6	Senior Officer	44,400	62,200	79,900
NS7	Senior Officer	48,900	68,400	88,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Thailand Resident Mission (B per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	378,000	492,000	605,000
AS2	Senior General Services Staff	405,000	527,000	648,000
AS3	Assistant	540,000	716,000	891,000
AS4	Assistant	671,000	889,000	1,107,000
AS5	Senior Assistant	790,000	1,067,000	1,343,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	893,000	1,205,000	1,518,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,020,000	1,402,000	1,785,000
<u>National Staff</u>				
NS1	Associate Officer	1,224,000	1,683,000	2,142,000
NS2	Officer	1,484,000	2,041,000	2,597,000
NS3	Senior Officer	2,411,000	3,376,000	4,340,000
NS4	Senior Officer	3,031,000	4,244,000	5,456,000
NS5	Senior Officer	3,449,000	4,829,000	6,208,000
NS6	Senior Officer	3,972,000	5,561,000	7,150,000
NS7	Senior Officer	4,369,000	6,117,000	7,864,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Tuvalu Pacific Country Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	5,600	7,300	9,000
AS2	Senior General Services Staff	6,500	8,500	10,400
AS3	Assistant	7,300	9,700	12,000
AS4	Assistant	8,200	10,800	13,500
AS5	Senior Assistant	8,700	11,800	14,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	9,600	13,000	16,300
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	10,300	14,200	18,000
<u>National Staff</u>				
NS1	Associate Officer	11,200	15,400	19,600
NS2	Officer	12,100	16,600	21,200
NS3	Senior Officer	13,400	18,800	24,100
NS4	Senior Officer	15,000	21,000	27,000
NS5	Senior Officer	17,700	24,800	31,900
NS6	Senior Officer	20,400	28,600	36,700
NS7	Senior Officer	22,500	31,500	40,500

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Uzbekistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	9,600	12,500	15,400
AS2	Senior General Services Staff	10,000	13,000	16,000
AS3	Assistant	12,100	16,000	20,000
AS4	Assistant	13,100	17,400	21,600
AS5	Senior Assistant	14,700	19,800	25,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,600	21,100	26,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	18,800	25,900	32,900
<u>National Staff</u>				
NS1	Associate Officer	22,500	30,900	39,400
NS2	Officer	25,500	35,100	44,600
NS3	Senior Officer	33,200	46,500	59,800
NS4	Senior Officer	39,500	55,300	71,100
NS5	Senior Officer	46,600	65,200	83,900
NS6	Senior Officer	49,600	69,400	89,300
NS7	Senior Officer	54,700	76,600	98,500

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Vanuatu Pacific Country Office (Vt per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	1,145,000	1,488,000	1,832,000
AS2	Senior General Services Staff	1,378,000	1,791,000	2,205,000
AS3	Assistant	1,687,000	2,235,000	2,784,000
AS4	Assistant	1,965,000	2,604,000	3,242,000
AS5	Senior Assistant	2,201,000	2,971,000	3,742,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	2,565,000	3,463,000	4,361,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	3,113,000	4,281,000	5,448,000
<u>National Staff</u>				
NS1	Associate Officer	4,057,000	5,578,000	7,100,000
NS2	Officer	4,397,000	6,046,000	7,695,000
NS3	Senior Officer	5,119,000	7,167,000	9,214,000
NS4	Senior Officer	5,781,000	8,093,000	10,406,000
NS5	Senior Officer	6,706,000	9,389,000	12,071,000
NS6	Senior Officer	6,744,000	9,442,000	12,139,000
NS7	Senior Officer	7,419,000	10,386,000	13,354,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Viet Nam Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,800	14,100	17,300
AS2	Senior General Services Staff	12,200	15,800	19,500
AS3	Assistant	13,300	17,600	21,900
AS4	Assistant	14,400	19,100	23,800
AS5	Senior Assistant	16,600	22,400	28,200
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	18,800	25,400	32,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	23,900	32,900	41,800
<u>National Staff</u>				
NS1	Associate Officer	30,000	41,300	52,500
NS2	Officer	36,900	50,700	64,600
NS3	Senior Officer	53,400	74,800	96,100
NS4	Senior Officer	59,600	83,500	107,300
NS5	Senior Officer	88,600	124,100	159,500
NS6	Senior Officer	96,000	134,400	172,800
NS7	Senior Officer	105,600	147,800	190,100

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

ADB Singapore Office (S\$ per year)

Level	Generic Title	Minimum	Midpoint	Maximum
Administrative Staff				
AS1	General Services Staff	28,100	36,500	45,000
AS2	Senior General Services Staff	31,100	40,400	49,800
AS3	Assistant	33,400	44,300	55,100
AS4	Assistant	42,000	55,600	69,300
AS5	Senior Assistant	47,100	63,600	80,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	62,800	84,800	106,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	76,000	104,500	133,000
National Staff				
NS1	Associate Officer	84,100	115,700	147,200
NS2	Officer	96,800	133,100	169,400
NS3	Senior Officer	113,900	159,400	205,000
NS4	Senior Officer	146,900	205,600	264,400
NS5	Senior Officer	189,400	265,200	340,900
NS6	Senior Officer	209,300	293,000	376,700
NS7	Senior Officer	242,300	339,200	436,100

Salary structure reflects gross salaries.

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

Pacific Liaison and Coordination Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	37,600	48,900	60,200
AS2	Senior General Services Staff	38,200	49,700	61,100
AS3	Assistant	45,200	59,900	74,600
AS4	Assistant	49,700	65,800	82,000
AS5	Senior Assistant	52,800	71,300	89,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	57,200	77,200	97,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	64,900	89,300	113,600
<u>National Staff</u>				
NS1	Associate Officer	71,100	97,800	124,400
NS2	Officer	80,100	110,100	140,200
NS3	Senior Officer	96,100	134,600	173,000
NS4	Senior Officer	101,100	141,600	182,000
NS5	Senior Officer	118,900	166,500	214,000
NS6	Senior Officer	125,200	175,300	225,400
NS7	Senior Officer	137,800	192,900	248,000

**ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020**

North American Representative Office (\$ per year)

Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	42,800	56,700	70,600
AS5	Senior Assistant	48,700	65,800	82,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	54,600	73,700	92,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	60,000	82,500	105,000
<u>National Staff</u>				
NS1	Associate Officer	71,300	98,100	124,800
NS2	Officer	82,700	113,700	144,700
NS3	Senior Officer	107,400	150,300	193,300

Salary structure reflects gross salaries.

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020

European Representative Office (€ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	31,200	41,300	51,500
AS5	Senior Assistant	33,400	45,100	56,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	38,600	52,100	65,600
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	42,300	58,100	74,000
<u>National Staff</u>				
NS1	Associate Officer	48,000	66,000	84,000
NS2	Officer	53,700	73,800	94,000
NS3	Senior Officer	68,600	96,100	123,500

**ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2020**

Japan Representative Office (¥ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	4,165,000	5,676,000	6,872,000
AS5	Senior Assistant	4,226,000	5,705,000	7,184,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	4,475,000	6,041,000	7,608,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	5,661,000	7,784,000	9,907,000
<u>National Staff</u>				
NS1	Associate Officer	6,415,000	8,820,000	11,226,000
NS2	Officer	7,168,000	9,856,000	12,544,000
NS3	Senior Officer	9,554,000	13,375,000	17,197,000

Salary structure reflects gross salaries.