

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Afghanistan Resident Mission (\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| Administrative Staff | | | | |
| AS1 | General Services Staff | 13,700 | 17,800 | 21,900 |
| AS2 | Senior General Services Staff | 15,000 | 19,500 | 24,000 |
| AS3 | Assistant | 18,000 | 23,800 | 29,700 |
| AS4 | Assistant | 20,700 | 27,400 | 34,200 |
| AS5 | Senior Assistant | 23,800 | 32,100 | 40,500 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 26,100 | 35,300 | 44,400 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 30,800 | 42,300 | 53,900 |
| National Staff | | | | |
| NS1 | Associate Officer | 38,100 | 52,400 | 66,700 |
| NS2 | Officer | 44,600 | 61,300 | 78,100 |
| NS3 | Senior Officer | 51,200 | 71,700 | 92,200 |
| NS4 | Senior Officer | 56,400 | 78,900 | 101,500 |
| NS5 | Senior Officer | 65,100 | 91,100 | 117,200 |
| NS6 | Senior Officer | 69,600 | 97,500 | 125,300 |
| NS7 | Senior Officer | 75,400 | 105,600 | 135,700 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Armenia Resident Mission (AMD per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| Administrative Staff | | | | |
| AS1 | General Services Staff | 3,728,000 | 4,846,000 | 5,965,000 |
| AS2 | Senior General Services Staff | 3,915,000 | 5,089,000 | 6,264,000 |
| AS3 | Assistant | 4,417,000 | 5,853,000 | 7,288,000 |
| AS4 | Assistant | 4,859,000 | 6,438,000 | 8,017,000 |
| AS5 | Senior Assistant | 6,199,000 | 8,369,000 | 10,538,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 7,130,000 | 9,625,000 | 12,121,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 9,100,000 | 12,512,000 | 15,925,000 |
| National Staff | | | | |
| NS1 | Associate Officer | 10,465,000 | 14,389,000 | 18,314,000 |
| NS2 | Officer | 12,034,000 | 16,547,000 | 21,060,000 |
| NS3 | Senior Officer | 15,365,000 | 21,511,000 | 27,657,000 |
| NS4 | Senior Officer | 19,206,000 | 26,889,000 | 34,571,000 |
| NS5 | Senior Officer | 21,703,000 | 30,384,000 | 39,065,000 |
| NS6 | Senior Officer | 24,959,000 | 34,942,000 | 44,926,000 |
| NS7 | Senior Officer | 28,702,000 | 40,183,000 | 51,664,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Azerbaijan Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 12,500 | 16,200 | 20,000 |
| AS2 | Senior General Services Staff | 13,800 | 17,900 | 22,100 |
| AS3 | Assistant | 15,600 | 20,700 | 25,700 |
| AS4 | Assistant | 17,900 | 23,700 | 29,500 |
| AS5 | Senior Assistant | 20,100 | 27,100 | 34,200 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 23,000 | 31,000 | 39,100 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 27,100 | 37,200 | 47,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 33,600 | 46,200 | 58,800 |
| NS2 | Officer | 38,700 | 53,200 | 67,700 |
| NS3 | Senior Officer | 43,900 | 61,500 | 79,000 |
| NS4 | Senior Officer | 50,500 | 70,700 | 90,900 |
| NS5 | Senior Officer | 61,000 | 85,400 | 109,800 |
| NS6 | Senior Officer | 67,100 | 93,900 | 120,800 |
| NS7 | Senior Officer | 80,500 | 112,700 | 144,900 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Bhutan Resident Mission (Nu per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 291,000 | 378,000 | 466,000 |
| AS2 | Senior General Services Staff | 349,000 | 454,000 | 558,000 |
| AS3 | Assistant | 377,000 | 499,000 | 622,000 |
| AS4 | Assistant | 414,000 | 549,000 | 683,000 |
| AS5 | Senior Assistant | 447,000 | 604,000 | 760,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 492,000 | 664,000 | 836,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 572,000 | 787,000 | 1,001,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 630,000 | 866,000 | 1,103,000 |
| NS2 | Officer | 693,000 | 953,000 | 1,213,000 |
| NS3 | Senior Officer | 884,000 | 1,238,000 | 1,591,000 |
| NS4 | Senior Officer | 973,000 | 1,362,000 | 1,751,000 |
| NS5 | Senior Officer | 1,119,000 | 1,566,000 | 2,014,000 |
| NS6 | Senior Officer | 1,231,000 | 1,723,000 | 2,216,000 |
| NS7 | Senior Officer | 1,363,000 | 1,908,000 | 2,453,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Bangladesh Resident Mission (Tk per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 580,000 | 754,000 | 928,000 |
| AS2 | Senior General Services Staff | 682,000 | 886,000 | 1,091,000 |
| AS3 | Assistant | 769,000 | 1,019,000 | 1,269,000 |
| AS4 | Assistant | 846,000 | 1,121,000 | 1,396,000 |
| AS5 | Senior Assistant | 1,039,000 | 1,402,000 | 1,766,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 1,246,000 | 1,682,000 | 2,118,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 1,591,000 | 2,187,000 | 2,784,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 2,068,000 | 2,843,000 | 3,619,000 |
| NS2 | Officer | 2,530,000 | 3,479,000 | 4,428,000 |
| NS3 | Senior Officer | 3,231,000 | 4,523,000 | 5,816,000 |
| NS4 | Senior Officer | 4,200,000 | 5,880,000 | 7,560,000 |
| NS5 | Senior Officer | 5,460,000 | 7,644,000 | 9,828,000 |
| NS6 | Senior Officer | 6,006,000 | 8,409,000 | 10,811,000 |
| NS7 | Senior Officer | 6,607,000 | 9,250,000 | 11,893,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Cambodia Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 7,200 | 9,400 | 11,500 |
| AS2 | Senior General Services Staff | 8,000 | 10,400 | 12,800 |
| AS3 | Assistant | 9,000 | 11,900 | 14,900 |
| AS4 | Assistant | 10,300 | 13,700 | 17,000 |
| AS5 | Senior Assistant | 12,200 | 16,500 | 20,700 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 14,700 | 19,800 | 25,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 18,000 | 24,700 | 31,500 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 22,500 | 30,900 | 39,400 |
| NS2 | Officer | 26,500 | 36,400 | 46,400 |
| NS3 | Senior Officer | 33,800 | 47,300 | 60,800 |
| NS4 | Senior Officer | 40,600 | 56,800 | 73,100 |
| NS5 | Senior Officer | 52,800 | 73,900 | 95,000 |
| NS6 | Senior Officer | 58,000 | 81,200 | 104,400 |
| NS7 | Senior Officer | 63,900 | 89,400 | 115,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

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
Effective 1 January 2021

| Federated States of Micronesia Pacific Country Office (\$ 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 | 9,000 | 11,700 | 14,400 |
| AS3 | Assistant | 10,600 | 14,000 | 17,500 |
| AS4 | Assistant | 11,500 | 15,200 | 19,000 |
| AS5 | Senior Assistant | 12,800 | 17,300 | 21,800 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 14,100 | 19,100 | 24,000 |
| 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 | 19,600 | 26,900 | 34,300 |
| NS3 | Senior Officer | 24,900 | 34,800 | 44,800 |
| NS4 | Senior Officer | 27,300 | 38,200 | 49,100 |
| NS5 | Senior Officer | 30,700 | 43,000 | 55,300 |
| NS6 | Senior Officer | 34,900 | 48,800 | 62,800 |
| NS7 | Senior Officer | 39,000 | 54,600 | 70,200 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Georgia Resident Mission (GEL per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 25,700 | 33,400 | 41,100 |
| AS2 | Senior General Services Staff | 28,200 | 36,700 | 45,100 |
| AS3 | Assistant | 31,900 | 42,300 | 52,600 |
| AS4 | Assistant | 35,100 | 46,500 | 57,900 |
| AS5 | Senior Assistant | 37,900 | 51,100 | 64,400 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 41,600 | 56,200 | 70,700 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 47,100 | 64,700 | 82,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 58,800 | 80,800 | 102,900 |
| NS2 | Officer | 64,700 | 88,900 | 113,200 |
| NS3 | Senior Officer | 81,000 | 113,400 | 145,800 |
| NS4 | Senior Officer | 89,100 | 124,700 | 160,400 |
| NS5 | Senior Officer | 115,800 | 162,100 | 208,400 |
| NS6 | Senior Officer | 147,600 | 206,700 | 265,700 |
| NS7 | Senior Officer | 162,400 | 227,400 | 292,300 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| India Resident Mission (Rs per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 388,000 | 505,000 | 621,000 |
| AS2 | Senior General Services Staff | 466,000 | 606,000 | 746,000 |
| AS3 | Assistant | 549,000 | 727,000 | 906,000 |
| AS4 | Assistant | 686,000 | 909,000 | 1,132,000 |
| AS5 | Senior Assistant | 842,000 | 1,137,000 | 1,431,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 1,010,000 | 1,364,000 | 1,717,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 1,289,000 | 1,773,000 | 2,256,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 1,558,000 | 2,142,000 | 2,727,000 |
| NS2 | Officer | 1,885,000 | 2,592,000 | 3,299,000 |
| NS3 | Senior Officer | 2,407,000 | 3,370,000 | 4,333,000 |
| NS4 | Senior Officer | 3,129,000 | 4,380,000 | 5,632,000 |
| NS5 | Senior Officer | 4,068,000 | 5,695,000 | 7,322,000 |
| NS6 | Senior Officer | 5,084,000 | 7,118,000 | 9,151,000 |
| NS7 | Senior Officer | 6,101,000 | 8,542,000 | 10,982,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Indonesia Resident Mission (Rp per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 93,580,000 | 121,654,000 | 149,728,000 |
| AS2 | Senior General Services Staff | 112,296,000 | 145,985,000 | 179,674,000 |
| AS3 | Assistant | 132,213,000 | 175,182,000 | 218,151,000 |
| AS4 | Assistant | 165,266,000 | 218,977,000 | 272,689,000 |
| AS5 | Senior Assistant | 198,701,000 | 268,247,000 | 337,792,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 238,441,000 | 321,896,000 | 405,350,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 290,292,000 | 399,152,000 | 508,011,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 348,351,000 | 478,982,000 | 609,614,000 |
| NS2 | Officer | 416,279,000 | 572,383,000 | 728,488,000 |
| NS3 | Senior Officer | 543,764,000 | 761,270,000 | 978,775,000 |
| NS4 | Senior Officer | 720,487,000 | 1,008,682,000 | 1,296,877,000 |
| NS5 | Senior Officer | 954,646,000 | 1,336,504,000 | 1,718,363,000 |
| NS6 | Senior Officer | 1,145,575,000 | 1,603,805,000 | 2,062,035,000 |
| NS7 | Senior Officer | 1,317,411,000 | 1,844,376,000 | 2,371,340,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Kiribati Pacific Country Office (A\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 7,400 | 9,600 | 11,800 |
| AS2 | Senior General Services Staff | 8,100 | 10,500 | 13,000 |
| AS3 | Assistant | 9,300 | 12,300 | 15,300 |
| AS4 | Assistant | 10,200 | 13,500 | 16,800 |
| AS5 | Senior Assistant | 11,000 | 14,900 | 18,700 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 12,100 | 16,400 | 20,600 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 14,300 | 19,600 | 25,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 15,600 | 21,500 | 27,300 |
| NS2 | Officer | 17,200 | 23,700 | 30,100 |
| NS3 | Senior Officer | 18,800 | 26,300 | 33,800 |
| NS4 | Senior Officer | 20,600 | 28,900 | 37,100 |
| NS5 | Senior Officer | 25,300 | 35,400 | 45,500 |
| NS6 | Senior Officer | 27,800 | 38,900 | 50,000 |
| NS7 | Senior Officer | 30,600 | 42,800 | 55,100 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Kazakhstan Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 10,800 | 14,100 | 17,400 |
| AS2 | Senior General Services Staff | 11,900 | 15,500 | 19,000 |
| AS3 | Assistant | 13,000 | 17,200 | 21,500 |
| AS4 | Assistant | 14,300 | 18,900 | 23,600 |
| AS5 | Senior Assistant | 15,400 | 20,800 | 26,200 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 17,000 | 22,900 | 28,900 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 20,800 | 28,600 | 36,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 26,100 | 35,700 | 45,600 |
| NS2 | Officer | 31,200 | 42,900 | 54,600 |
| NS3 | Senior Officer | 39,600 | 55,500 | 71,300 |
| NS4 | Senior Officer | 47,500 | 66,600 | 85,600 |
| NS5 | Senior Officer | 61,900 | 86,600 | 111,400 |
| NS6 | Senior Officer | 71,100 | 99,600 | 128,000 |
| NS7 | Senior Officer | 79,500 | 111,500 | 143,200 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Kyrgyz Republic Resident Mission (\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 7,800 | 10,200 | 12,500 |
| AS2 | Senior General Services Staff | 9,100 | 11,800 | 14,600 |
| AS3 | Assistant | 10,600 | 14,100 | 17,500 |
| AS4 | Assistant | 11,800 | 15,600 | 19,500 |
| AS5 | Senior Assistant | 12,700 | 17,100 | 21,600 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 13,900 | 18,800 | 23,600 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 15,100 | 20,700 | 26,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 18,800 | 25,900 | 32,900 |
| NS2 | Officer | 20,700 | 28,500 | 36,200 |
| NS3 | Senior Officer | 22,900 | 32,000 | 41,200 |
| NS4 | Senior Officer | 27,400 | 38,300 | 49,300 |
| NS5 | Senior Officer | 34,200 | 47,900 | 61,600 |
| NS6 | Senior Officer | 37,600 | 52,700 | 67,700 |
| NS7 | Senior Officer | 40,600 | 56,900 | 73,100 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Lao People's Democratic Republic Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 5,800 | 7,500 | 9,300 |
| AS2 | Senior General Services Staff | 6,700 | 8,700 | 10,700 |
| AS3 | Assistant | 7,500 | 10,000 | 12,400 |
| AS4 | Assistant | 8,700 | 11,500 | 14,400 |
| AS5 | Senior Assistant | 11,000 | 14,900 | 18,700 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 12,700 | 17,100 | 21,600 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 15,300 | 21,100 | 26,800 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 18,500 | 25,400 | 32,400 |
| NS2 | Officer | 20,300 | 27,900 | 35,500 |
| NS3 | Senior Officer | 25,900 | 36,300 | 46,600 |
| NS4 | Senior Officer | 32,600 | 45,600 | 58,700 |
| NS5 | Senior Officer | 42,300 | 59,200 | 76,100 |
| NS6 | Senior Officer | 50,800 | 71,100 | 91,400 |
| NS7 | Senior Officer | 55,900 | 78,200 | 100,600 |

**ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021**

| Mongolia Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 9,300 | 12,100 | 14,900 |
| AS2 | Senior General Services Staff | 10,300 | 13,400 | 16,500 |
| AS3 | Assistant | 11,100 | 14,700 | 18,300 |
| AS4 | Assistant | 12,200 | 16,100 | 20,100 |
| AS5 | Senior Assistant | 13,700 | 18,500 | 23,300 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 16,400 | 22,100 | 27,900 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 20,100 | 27,600 | 35,200 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 26,100 | 35,900 | 45,700 |
| NS2 | Officer | 28,700 | 39,500 | 50,200 |
| NS3 | Senior Officer | 31,100 | 43,500 | 56,000 |
| NS4 | Senior Officer | 35,700 | 50,000 | 64,300 |
| NS5 | Senior Officer | 45,500 | 63,700 | 81,900 |
| NS6 | Senior Officer | 59,200 | 82,900 | 106,600 |
| NS7 | Senior Officer | 65,100 | 91,200 | 117,200 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Myanmar Resident Mission (\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 6,600 | 8,600 | 10,600 |
| AS2 | Senior General Services Staff | 7,300 | 9,500 | 11,700 |
| AS3 | Assistant | 9,400 | 12,400 | 15,500 |
| AS4 | Assistant | 10,500 | 13,900 | 17,300 |
| AS5 | Senior Assistant | 13,100 | 17,700 | 22,300 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 14,700 | 19,800 | 25,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 18,000 | 24,800 | 31,500 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 20,300 | 27,900 | 35,500 |
| NS2 | Officer | 22,800 | 31,400 | 39,900 |
| NS3 | Senior Officer | 30,300 | 42,400 | 54,500 |
| NS4 | Senior Officer | 34,800 | 48,700 | 62,600 |
| NS5 | Senior Officer | 47,000 | 65,800 | 84,600 |
| NS6 | Senior Officer | 56,400 | 78,900 | 101,500 |
| NS7 | Senior Officer | 67,600 | 94,700 | 121,700 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Nauru Pacific Country Office (A\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 11,200 | 14,600 | 17,900 |
| AS2 | Senior General Services Staff | 11,800 | 15,400 | 18,900 |
| AS3 | Assistant | 12,200 | 16,200 | 20,100 |
| AS4 | Assistant | 12,800 | 17,000 | 21,100 |
| AS5 | Senior Assistant | 13,200 | 17,800 | 22,400 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 14,700 | 19,800 | 25,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 15,800 | 21,700 | 27,700 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 17,100 | 23,500 | 29,900 |
| NS2 | Officer | 17,900 | 24,600 | 31,300 |
| NS3 | Senior Officer | 18,400 | 25,700 | 33,100 |
| NS4 | Senior Officer | 19,400 | 27,100 | 34,900 |
| NS5 | Senior Officer | 20,300 | 28,400 | 36,500 |
| NS6 | Senior Officer | 22,400 | 31,300 | 40,300 |
| NS7 | Senior Officer | 24,600 | 34,400 | 44,300 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Nepal Resident Mission (NRe per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 758,000 | 985,000 | 1,213,000 |
| AS2 | Senior General Services Staff | 834,000 | 1,084,000 | 1,334,000 |
| AS3 | Assistant | 952,000 | 1,262,000 | 1,571,000 |
| AS4 | Assistant | 1,095,000 | 1,451,000 | 1,807,000 |
| AS5 | Senior Assistant | 1,191,000 | 1,608,000 | 2,025,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 1,310,000 | 1,769,000 | 2,227,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 1,601,000 | 2,202,000 | 2,802,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 1,993,000 | 2,741,000 | 3,488,000 |
| NS2 | Officer | 2,293,000 | 3,153,000 | 4,013,000 |
| NS3 | Senior Officer | 2,756,000 | 3,858,000 | 4,961,000 |
| NS4 | Senior Officer | 3,169,000 | 4,437,000 | 5,704,000 |
| NS5 | Senior Officer | 3,961,000 | 5,546,000 | 7,130,000 |
| NS6 | Senior Officer | 4,384,000 | 6,137,000 | 7,891,000 |
| NS7 | Senior Officer | 4,822,000 | 6,751,000 | 8,680,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Palau Pacific Country Office (\$ 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 | 9,300 | 12,100 | 14,900 |
| AS3 | Assistant | 11,100 | 14,700 | 18,300 |
| AS4 | Assistant | 13,300 | 17,600 | 21,900 |
| AS5 | Senior Assistant | 14,500 | 19,600 | 24,700 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 16,000 | 21,600 | 27,200 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 17,200 | 23,700 | 30,100 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 19,000 | 26,100 | 33,300 |
| NS2 | Officer | 20,900 | 28,700 | 36,600 |
| NS3 | Senior Officer | 22,600 | 31,600 | 40,700 |
| NS4 | Senior Officer | 24,800 | 34,700 | 44,600 |
| NS5 | Senior Officer | 27,900 | 39,100 | 50,200 |
| NS6 | Senior Officer | 36,300 | 50,800 | 65,300 |
| NS7 | Senior Officer | 41,500 | 58,100 | 74,700 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Papua New Guinea Resident Mission (K per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 23,800 | 30,900 | 38,100 |
| AS2 | Senior General Services Staff | 26,600 | 34,600 | 42,600 |
| AS3 | Assistant | 31,400 | 41,600 | 51,800 |
| AS4 | Assistant | 34,600 | 45,800 | 57,100 |
| AS5 | Senior Assistant | 38,300 | 51,700 | 65,100 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 47,900 | 64,600 | 81,400 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 58,100 | 79,900 | 101,700 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 71,800 | 98,700 | 125,700 |
| NS2 | Officer | 82,500 | 113,500 | 144,400 |
| NS3 | Senior Officer | 105,400 | 147,500 | 189,700 |
| NS4 | Senior Officer | 115,900 | 162,300 | 208,600 |
| NS5 | Senior Officer | 139,100 | 194,700 | 250,400 |
| NS6 | Senior Officer | 149,500 | 209,300 | 269,100 |
| NS7 | Senior Officer | 160,700 | 225,000 | 289,300 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| People's Republic of China Resident Mission (CNY per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 95,200 | 123,800 | 152,300 |
| AS2 | Senior General Services Staff | 109,500 | 142,400 | 175,200 |
| AS3 | Assistant | 129,400 | 171,500 | 213,500 |
| AS4 | Assistant | 148,800 | 197,200 | 245,500 |
| AS5 | Senior Assistant | 171,300 | 231,200 | 291,200 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 205,500 | 277,400 | 349,400 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 252,200 | 346,800 | 441,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 315,300 | 433,500 | 551,800 |
| NS2 | Officer | 362,500 | 498,500 | 634,400 |
| NS3 | Senior Officer | 462,900 | 648,000 | 833,200 |
| NS4 | Senior Officer | 543,900 | 761,400 | 979,000 |
| NS5 | Senior Officer | 707,100 | 989,900 | 1,272,800 |
| NS6 | Senior Officer | 813,100 | 1,138,300 | 1,463,600 |
| NS7 | Senior Officer | 895,200 | 1,253,300 | 1,611,400 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Pakistan Resident Mission (PRs per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 768,000 | 999,000 | 1,229,000 |
| AS2 | Senior General Services Staff | 884,000 | 1,149,000 | 1,414,000 |
| AS3 | Assistant | 1,040,000 | 1,378,000 | 1,716,000 |
| AS4 | Assistant | 1,196,000 | 1,585,000 | 1,973,000 |
| AS5 | Senior Assistant | 1,585,000 | 2,140,000 | 2,695,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 1,902,000 | 2,568,000 | 3,233,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 2,428,000 | 3,338,000 | 4,249,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 3,277,000 | 4,506,000 | 5,735,000 |
| NS2 | Officer | 4,097,000 | 5,633,000 | 7,170,000 |
| NS3 | Senior Officer | 5,089,000 | 7,125,000 | 9,160,000 |
| NS4 | Senior Officer | 6,362,000 | 8,907,000 | 11,452,000 |
| NS5 | Senior Officer | 7,634,000 | 10,688,000 | 13,741,000 |
| NS6 | Senior Officer | 8,894,000 | 12,452,000 | 16,009,000 |
| NS7 | Senior Officer | 10,361,000 | 14,506,000 | 18,650,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Republic of Marshall Islands Pacific Country Office (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 8,500 | 11,100 | 13,600 |
| AS2 | Senior General Services Staff | 10,200 | 13,200 | 16,300 |
| AS3 | Assistant | 10,900 | 14,500 | 18,000 |
| AS4 | Assistant | 12,200 | 16,200 | 20,100 |
| AS5 | Senior Assistant | 13,800 | 18,600 | 23,500 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 15,900 | 21,400 | 27,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 20,300 | 27,900 | 35,500 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 24,300 | 33,400 | 42,500 |
| NS2 | Officer | 26,800 | 36,800 | 46,900 |
| NS3 | Senior Officer | 34,100 | 47,800 | 61,400 |
| NS4 | Senior Officer | 37,600 | 52,600 | 67,700 |
| NS5 | Senior Officer | 42,200 | 59,100 | 76,000 |
| NS6 | Senior Officer | 50,100 | 70,100 | 90,200 |
| NS7 | Senior Officer | 55,100 | 77,100 | 99,200 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Samoa Pacific Country Office (ST per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 12,700 | 16,500 | 20,300 |
| AS2 | Senior General Services Staff | 13,900 | 18,100 | 22,200 |
| AS3 | Assistant | 16,400 | 21,700 | 27,100 |
| AS4 | Assistant | 19,700 | 26,100 | 32,500 |
| AS5 | Senior Assistant | 24,100 | 32,600 | 41,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 29,000 | 39,100 | 49,300 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 34,100 | 46,900 | 59,700 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 39,200 | 53,900 | 68,600 |
| NS2 | Officer | 45,100 | 62,000 | 78,900 |
| NS3 | Senior Officer | 55,400 | 77,500 | 99,700 |
| NS4 | Senior Officer | 66,400 | 93,000 | 119,500 |
| NS5 | Senior Officer | 79,800 | 111,700 | 143,600 |
| NS6 | Senior Officer | 98,100 | 137,300 | 176,600 |
| NS7 | Senior Officer | 107,900 | 151,100 | 194,200 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Sri Lanka Resident Mission (SLRe per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 912,000 | 1,185,000 | 1,459,000 |
| AS2 | Senior General Services Staff | 1,048,000 | 1,363,000 | 1,677,000 |
| AS3 | Assistant | 1,183,000 | 1,567,000 | 1,952,000 |
| AS4 | Assistant | 1,395,000 | 1,849,000 | 2,302,000 |
| AS5 | Senior Assistant | 1,644,000 | 2,219,000 | 2,795,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 2,055,000 | 2,774,000 | 3,494,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 2,521,000 | 3,467,000 | 4,412,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 3,152,000 | 4,334,000 | 5,516,000 |
| NS2 | Officer | 3,940,000 | 5,418,000 | 6,895,000 |
| NS3 | Senior Officer | 4,837,000 | 6,772,000 | 8,707,000 |
| NS4 | Senior Officer | 6,046,000 | 8,465,000 | 10,883,000 |
| NS5 | Senior Officer | 7,861,000 | 11,005,000 | 14,150,000 |
| NS6 | Senior Officer | 9,433,000 | 13,206,000 | 16,979,000 |
| NS7 | Senior Officer | 10,848,000 | 15,187,000 | 19,526,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Solomon Islands Pacific Country Office (SI\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 55,200 | 71,800 | 88,300 |
| AS2 | Senior General Services Staff | 59,700 | 77,600 | 95,500 |
| AS3 | Assistant | 64,400 | 85,300 | 106,300 |
| AS4 | Assistant | 70,900 | 93,900 | 117,000 |
| AS5 | Senior Assistant | 76,800 | 103,700 | 130,600 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 84,500 | 114,100 | 143,700 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 91,300 | 125,500 | 159,800 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 102,700 | 141,200 | 179,700 |
| NS2 | Officer | 112,900 | 155,300 | 197,600 |
| NS3 | Senior Officer | 122,000 | 170,800 | 219,600 |
| NS4 | Senior Officer | 134,200 | 187,900 | 241,600 |
| NS5 | Senior Officer | 147,300 | 206,200 | 265,100 |
| NS6 | Senior Officer | 159,100 | 222,700 | 286,400 |
| NS7 | Senior Officer | 168,900 | 236,500 | 304,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Pacific Subregional Office in Suva, Fiji (F\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 19,700 | 25,600 | 31,500 |
| AS2 | Senior General Services Staff | 20,800 | 27,100 | 33,300 |
| AS3 | Assistant | 25,400 | 33,700 | 41,900 |
| AS4 | Assistant | 29,300 | 38,800 | 48,300 |
| AS5 | Senior Assistant | 33,000 | 44,600 | 56,100 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 37,100 | 50,100 | 63,100 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 42,000 | 57,800 | 73,500 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 49,200 | 67,600 | 86,100 |
| NS2 | Officer | 57,500 | 79,100 | 100,600 |
| NS3 | Senior Officer | 73,500 | 102,900 | 132,300 |
| NS4 | Senior Officer | 88,200 | 123,500 | 158,800 |
| NS5 | Senior Officer | 95,800 | 134,100 | 172,400 |
| NS6 | Senior Officer | 105,500 | 147,700 | 189,900 |
| NS7 | Senior Officer | 120,800 | 169,100 | 217,400 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Tajikistan Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 6,700 | 8,700 | 10,700 |
| AS2 | Senior General Services Staff | 7,800 | 10,200 | 12,500 |
| AS3 | Assistant | 9,800 | 13,000 | 16,200 |
| AS4 | Assistant | 11,300 | 15,000 | 18,600 |
| AS5 | Senior Assistant | 12,300 | 16,600 | 20,900 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 14,100 | 19,100 | 24,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 16,700 | 23,000 | 29,200 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 20,000 | 27,500 | 35,000 |
| NS2 | Officer | 23,700 | 32,600 | 41,500 |
| NS3 | Senior Officer | 26,800 | 37,500 | 48,200 |
| NS4 | Senior Officer | 30,900 | 43,200 | 55,600 |
| NS5 | Senior Officer | 35,400 | 49,600 | 63,700 |
| NS6 | Senior Officer | 37,500 | 52,500 | 67,500 |
| NS7 | Senior Officer | 39,400 | 55,100 | 70,900 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| 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 | 11,400 | 14,800 | 18,200 |
| AS3 | Assistant | 12,300 | 16,300 | 20,300 |
| 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 | 19,000 | 25,600 | 32,300 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 21,500 | 29,500 | 37,600 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 25,300 | 34,800 | 44,300 |
| NS2 | Officer | 27,900 | 38,300 | 48,800 |
| NS3 | Senior Officer | 34,200 | 47,900 | 61,600 |
| NS4 | Senior Officer | 37,600 | 52,700 | 67,700 |
| NS5 | Senior Officer | 46,400 | 65,000 | 83,500 |
| NS6 | Senior Officer | 52,600 | 73,700 | 94,700 |
| NS7 | Senior Officer | 59,400 | 83,200 | 106,900 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Timor-Leste Resident Mission (\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 4,500 | 5,800 | 7,200 |
| AS2 | Senior General Services Staff | 5,200 | 6,700 | 8,300 |
| AS3 | Assistant | 6,700 | 8,900 | 11,100 |
| AS4 | Assistant | 8,700 | 11,500 | 14,400 |
| AS5 | Senior Assistant | 11,600 | 15,600 | 19,700 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 13,400 | 18,100 | 22,800 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 17,200 | 23,600 | 30,100 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 21,400 | 29,400 | 37,500 |
| NS2 | Officer | 23,600 | 32,400 | 41,300 |
| NS3 | Senior Officer | 25,600 | 35,800 | 46,100 |
| NS4 | Senior Officer | 28,100 | 39,400 | 50,600 |
| NS5 | Senior Officer | 39,100 | 54,800 | 70,400 |
| NS6 | Senior Officer | 46,600 | 65,300 | 83,900 |
| NS7 | Senior Officer | 56,900 | 79,700 | 102,400 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Tonga Pacific Country Office (T\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 10,500 | 13,700 | 16,800 |
| AS2 | Senior General Services Staff | 11,500 | 15,000 | 18,400 |
| AS3 | Assistant | 12,500 | 16,500 | 20,600 |
| AS4 | Assistant | 13,700 | 18,200 | 22,600 |
| AS5 | Senior Assistant | 15,500 | 20,900 | 26,400 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 17,600 | 23,700 | 29,900 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 19,900 | 27,300 | 34,800 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 22,800 | 31,300 | 39,900 |
| NS2 | Officer | 25,100 | 34,500 | 43,900 |
| NS3 | Senior Officer | 32,000 | 44,800 | 57,600 |
| NS4 | Senior Officer | 35,200 | 49,300 | 63,400 |
| NS5 | Senior Officer | 44,000 | 61,600 | 79,200 |
| NS6 | Senior Officer | 47,900 | 67,100 | 86,200 |
| NS7 | Senior Officer | 50,400 | 70,500 | 90,700 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

Thailand Resident Mission (B per year)

| Level | Generic Title | Minimum | Midpoint | Maximum |
|------------------------------------|---|----------------|-----------------|----------------|
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 331,000 | 430,000 | 530,000 |
| AS2 | Senior General Services Staff | 397,000 | 516,000 | 635,000 |
| AS3 | Assistant | 469,000 | 622,000 | 774,000 |
| AS4 | Assistant | 566,000 | 750,000 | 934,000 |
| AS5 | Senior Assistant | 670,000 | 904,000 | 1,139,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 807,000 | 1,090,000 | 1,372,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 956,000 | 1,314,000 | 1,673,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 1,194,000 | 1,642,000 | 2,090,000 |
| NS2 | Officer | 1,492,000 | 2,052,000 | 2,611,000 |
| NS3 | Senior Officer | 1,931,000 | 2,703,000 | 3,476,000 |
| NS4 | Senior Officer | 2,543,000 | 3,560,000 | 4,577,000 |
| NS5 | Senior Officer | 3,349,000 | 4,689,000 | 6,028,000 |
| NS6 | Senior Officer | 3,768,000 | 5,275,000 | 6,782,000 |
| NS7 | Senior Officer | 4,239,000 | 5,934,000 | 7,630,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Tuvalu Pacific Country Office (A\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 5,800 | 7,500 | 9,300 |
| 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 | 11,400 | 15,700 | 20,000 |
| NS2 | Officer | 12,200 | 16,800 | 21,400 |
| NS3 | Senior Officer | 13,600 | 19,000 | 24,500 |
| NS4 | Senior Officer | 15,100 | 21,100 | 27,200 |
| NS5 | Senior Officer | 17,800 | 24,900 | 32,000 |
| NS6 | Senior Officer | 20,500 | 28,700 | 36,900 |
| NS7 | Senior Officer | 22,800 | 31,900 | 41,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Uzbekistan Resident Mission (\$ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 9,000 | 11,700 | 14,400 |
| AS2 | Senior General Services Staff | 10,000 | 13,000 | 16,000 |
| AS3 | Assistant | 10,800 | 14,300 | 17,800 |
| AS4 | Assistant | 11,800 | 15,700 | 19,500 |
| AS5 | Senior Assistant | 13,900 | 18,800 | 23,600 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 16,100 | 21,800 | 27,400 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 19,100 | 26,200 | 33,400 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 24,700 | 34,000 | 43,200 |
| NS2 | Officer | 28,000 | 38,500 | 49,000 |
| NS3 | Senior Officer | 32,900 | 46,100 | 59,200 |
| NS4 | Senior Officer | 36,200 | 50,700 | 65,200 |
| NS5 | Senior Officer | 43,500 | 60,900 | 78,300 |
| NS6 | Senior Officer | 54,600 | 76,400 | 98,300 |
| NS7 | Senior Officer | 58,500 | 81,900 | 105,300 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Vanuatu Pacific Country Office (Vt per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 1,059,000 | 1,377,000 | 1,694,000 |
| AS2 | Senior General Services Staff | 1,325,000 | 1,723,000 | 2,120,000 |
| AS3 | Assistant | 1,562,000 | 2,069,000 | 2,577,000 |
| AS4 | Assistant | 1,908,000 | 2,528,000 | 3,148,000 |
| AS5 | Senior Assistant | 2,213,000 | 2,988,000 | 3,762,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 2,647,000 | 3,573,000 | 4,500,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 3,024,000 | 4,158,000 | 5,292,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 3,780,000 | 5,198,000 | 6,615,000 |
| NS2 | Officer | 4,595,000 | 6,318,000 | 8,041,000 |
| NS3 | Senior Officer | 5,096,000 | 7,134,000 | 9,173,000 |
| NS4 | Senior Officer | 5,786,000 | 8,101,000 | 10,415,000 |
| NS5 | Senior Officer | 6,478,000 | 9,069,000 | 11,660,000 |
| NS6 | Senior Officer | 6,956,000 | 9,739,000 | 12,521,000 |
| NS7 | Senior Officer | 7,435,000 | 10,409,000 | 13,383,000 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| 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 | 11,900 | 15,500 | 19,000 |
| AS3 | Assistant | 12,900 | 17,100 | 21,300 |
| AS4 | Assistant | 14,200 | 18,800 | 23,400 |
| AS5 | Senior Assistant | 16,700 | 22,500 | 28,400 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 20,000 | 27,000 | 34,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 24,600 | 33,800 | 43,100 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 30,700 | 42,200 | 53,700 |
| NS2 | Officer | 36,900 | 50,700 | 64,600 |
| NS3 | Senior Officer | 47,100 | 65,900 | 84,800 |
| NS4 | Senior Officer | 56,000 | 78,400 | 100,800 |
| NS5 | Senior Officer | 72,800 | 101,900 | 131,000 |
| NS6 | Senior Officer | 81,900 | 114,600 | 147,400 |
| NS7 | Senior Officer | 92,100 | 129,000 | 165,800 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

ADB Singapore Office (S\$ per year)

| Level | Generic Title | Minimum | Midpoint | Maximum |
|-----------------------------|---|----------------|-----------------|----------------|
| Administrative Staff | | | | |
| AS1 | General Services Staff | 28,800 | 37,400 | 46,100 |
| AS2 | Senior General Services Staff | 31,100 | 40,400 | 49,800 |
| AS3 | Assistant | 32,800 | 43,400 | 54,100 |
| AS4 | Assistant | 42,400 | 56,200 | 70,000 |
| AS5 | Senior Assistant | 47,600 | 64,200 | 80,900 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 53,500 | 72,200 | 91,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 65,000 | 89,400 | 113,800 |
| National Staff | | | | |
| NS1 | Associate Officer | 73,500 | 101,100 | 128,600 |
| NS2 | Officer | 83,200 | 114,400 | 145,600 |
| NS3 | Senior Officer | 98,700 | 138,200 | 177,700 |
| NS4 | Senior Officer | 127,400 | 178,400 | 229,300 |
| NS5 | Senior Officer | 164,400 | 230,100 | 295,900 |
| NS6 | Senior Officer | 181,600 | 254,200 | 326,900 |
| NS7 | Senior Officer | 210,200 | 294,300 | 378,400 |

Salary structure reflects gross salaries.

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| Pacific Liaison and Coordination Office (A\$ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS1 | General Services Staff | 36,600 | 47,600 | 58,600 |
| AS2 | Senior General Services Staff | 38,500 | 50,000 | 61,600 |
| AS3 | Assistant | 43,100 | 57,100 | 71,100 |
| AS4 | Assistant | 47,400 | 62,800 | 78,200 |
| AS5 | Senior Assistant | 51,200 | 69,100 | 87,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 56,300 | 76,000 | 95,700 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 61,400 | 84,400 | 107,500 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 69,700 | 95,900 | 122,000 |
| NS2 | Officer | 76,700 | 105,500 | 134,200 |
| NS3 | Senior Officer | 82,900 | 116,100 | 149,200 |
| NS4 | Senior Officer | 91,200 | 127,700 | 164,200 |
| NS5 | Senior Officer | 109,400 | 153,200 | 196,900 |
| NS6 | Senior Officer | 116,000 | 162,400 | 208,800 |
| NS7 | Senior Officer | 125,800 | 176,100 | 226,400 |

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

North American Representative Office (\$ per year)

| Level | Generic Title | Minimum | Midpoint | Maximum |
|-----------------------------|---|----------------|-----------------|----------------|
| <u>Administrative Staff</u> | | | | |
| AS4 | Assistant | 38,700 | 51,300 | 63,900 |
| AS5 | Senior Assistant | 47,700 | 64,400 | 81,100 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 52,500 | 70,900 | 89,300 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 57,200 | 78,700 | 100,100 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 67,700 | 93,100 | 118,500 |
| NS2 | Officer | 79,100 | 108,700 | 138,400 |
| NS3 | Senior Officer | 104,400 | 146,100 | 187,900 |

Salary structure reflects gross salaries.

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021

| European Representative Office (€ per year) | | | | |
|--|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS4 | Assistant | 31,000 | 41,100 | 51,200 |
| AS5 | Senior Assistant | 35,900 | 48,500 | 61,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 39,400 | 53,200 | 67,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 42,100 | 57,900 | 73,700 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 47,900 | 65,800 | 83,800 |
| NS2 | Officer | 53,500 | 73,600 | 93,600 |
| NS3 | Senior Officer | 68,500 | 95,900 | 123,300 |

**ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2021**

| Japan Representative Office (¥ per year) | | | | |
|---|---|----------------|-----------------|----------------|
| Level | Generic Title | Minimum | Midpoint | Maximum |
| <u>Administrative Staff</u> | | | | |
| AS4 | Assistant | 3,638,000 | 4,821,000 | 6,003,000 |
| AS5 | Senior Assistant | 4,155,000 | 5,609,000 | 7,064,000 |
| AS6 | Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant | 4,570,000 | 6,170,000 | 7,769,000 |
| AS7 | Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor | 4,959,000 | 6,818,000 | 8,678,000 |
| <u>National Staff</u> | | | | |
| NS1 | Associate Officer | 6,021,000 | 8,279,000 | 10,537,000 |
| NS2 | Officer | 7,083,000 | 9,739,000 | 12,395,000 |
| NS3 | Senior Officer | 9,134,000 | 12,787,000 | 16,441,000 |

Salary structure reflects gross salaries.