

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Afghanistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
Administrative Staff				
AS1	General Services Staff	14,000	18,200	22,400
AS2	Senior General Services Staff	15,400	20,000	24,600
AS3	Assistant	18,400	24,400	30,400
AS4	Assistant	21,200	28,100	35,000
AS5	Senior Assistant	24,400	32,900	41,500
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	26,800	36,200	45,600
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	31,600	43,400	55,300
National Staff				
NS1	Associate Officer	39,100	53,700	68,400
NS2	Officer	45,700	62,800	80,000
NS3	Senior Officer	52,500	73,500	94,500
NS4	Senior Officer	57,800	80,900	104,000
NS5	Senior Officer	66,700	93,400	120,100
NS6	Senior Officer	71,400	99,900	128,500
NS7	Senior Officer	77,300	108,200	139,100

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Armenia Resident Mission (AMD per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
Administrative Staff				
AS1	General Services Staff	4,023,000	5,230,000	6,437,000
AS2	Senior General Services Staff	4,225,000	5,492,000	6,760,000
AS3	Assistant	4,768,000	6,317,000	7,867,000
AS4	Assistant	5,244,000	6,948,000	8,653,000
AS5	Senior Assistant	6,691,000	9,033,000	11,375,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	7,695,000	10,388,000	13,082,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	9,821,000	13,504,000	17,187,000
National Staff				
NS1	Associate Officer	11,294,000	15,529,000	19,765,000
NS2	Officer	12,988,000	17,858,000	22,729,000
NS3	Senior Officer	16,583,000	23,216,000	29,849,000
NS4	Senior Officer	20,729,000	29,020,000	37,312,000
NS5	Senior Officer	23,423,000	32,792,000	42,161,000
NS6	Senior Officer	26,936,000	37,711,000	48,485,000
NS7	Senior Officer	30,977,000	43,368,000	55,759,000

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Azerbaijan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	13,600	17,700	21,800
AS2	Senior General Services Staff	15,000	19,500	24,000
AS3	Assistant	17,000	22,500	28,100
AS4	Assistant	19,500	25,800	32,200
AS5	Senior Assistant	21,800	29,400	37,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	25,000	33,800	42,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	29,500	40,500	51,600
<u>National Staff</u>				
NS1	Associate Officer	36,600	50,300	64,100
NS2	Officer	42,100	57,900	73,700
NS3	Senior Officer	47,900	67,000	86,200
NS4	Senior Officer	55,000	77,000	99,000
NS5	Senior Officer	66,400	93,000	119,500
NS6	Senior Officer	73,000	102,200	131,400
NS7	Senior Officer	87,600	122,600	157,700

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Bhutan Resident Mission (Nu per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	328,000	426,000	525,000
AS2	Senior General Services Staff	394,000	512,000	630,000
AS3	Assistant	425,000	563,000	701,000
AS4	Assistant	467,000	619,000	771,000
AS5	Senior Assistant	504,000	681,000	857,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	554,000	748,000	942,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	646,000	888,000	1,131,000
<u>National Staff</u>				
NS1	Associate Officer	711,000	977,000	1,244,000
NS2	Officer	782,000	1,075,000	1,369,000
NS3	Senior Officer	997,000	1,396,000	1,795,000
NS4	Senior Officer	1,097,000	1,536,000	1,975,000
NS5	Senior Officer	1,261,000	1,765,000	2,270,000
NS6	Senior Officer	1,388,000	1,943,000	2,498,000
NS7	Senior Officer	1,536,000	2,151,000	2,765,000

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Bangladesh Resident Mission (Tk per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	620,000	806,000	992,000
AS2	Senior General Services Staff	728,000	947,000	1,165,000
AS3	Assistant	822,000	1,089,000	1,356,000
AS4	Assistant	904,000	1,198,000	1,492,000
AS5	Senior Assistant	1,110,000	1,498,000	1,887,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,332,000	1,798,000	2,264,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,700,000	2,337,000	2,975,000
<u>National Staff</u>				
NS1	Associate Officer	2,209,000	3,038,000	3,866,000
NS2	Officer	2,705,000	3,719,000	4,734,000
NS3	Senior Officer	3,453,000	4,834,000	6,215,000
NS4	Senior Officer	4,489,000	6,285,000	8,080,000
NS5	Senior Officer	5,836,000	8,171,000	10,505,000
NS6	Senior Officer	6,421,000	8,989,000	11,558,000
NS7	Senior Officer	7,062,000	9,887,000	12,712,000

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Cambodia Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	7,300	9,500	11,700
AS2	Senior General Services Staff	8,100	10,500	13,000
AS3	Assistant	9,100	12,100	15,000
AS4	Assistant	10,500	13,900	17,300
AS5	Senior Assistant	12,400	16,700	21,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,900	20,100	25,300
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	18,200	25,000	31,900
<u>National Staff</u>				
NS1	Associate Officer	22,800	31,300	39,900
NS2	Officer	26,800	36,900	46,900
NS3	Senior Officer	34,200	47,900	61,600
NS4	Senior Officer	41,100	57,500	74,000
NS5	Senior Officer	53,400	74,800	96,100
NS6	Senior Officer	58,700	82,200	105,700
NS7	Senior Officer	64,600	90,500	116,300

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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	18,300	21,600
AS2	Senior General Services Staff	16,100	20,900	25,800
AS3	Assistant	16,200	21,400	26,700
AS4	Assistant	18,200	24,100	30,000
AS5	Senior Assistant	19,800	26,700	33,700
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	25,200	34,000	42,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	31,300	43,100	54,800
<u>National Staff</u>				
NS1	Associate Officer	41,800	57,500	73,200
NS2	Officer	52,300	71,900	91,500
NS3	Senior Officer	54,300	76,000	97,700
NS4	Senior Officer	56,500	79,100	101,700
NS5	Senior Officer	58,700	82,200	105,700
NS6	Senior Officer	61,700	86,400	111,100
NS7	Senior Officer	67,900	95,100	122,200

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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	8,400	10,900	13,400
AS2	Senior General Services Staff	9,100	11,800	14,600
AS3	Assistant	10,800	14,300	17,800
AS4	Assistant	11,600	15,400	19,100
AS5	Senior Assistant	13,300	17,900	22,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	14,600	19,700	24,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	16,600	22,800	29,100
<u>National Staff</u>				
NS1	Associate Officer	18,000	24,800	31,500
NS2	Officer	19,700	27,100	34,500
NS3	Senior Officer	25,600	35,900	46,100
NS4	Senior Officer	27,600	38,600	49,700
NS5	Senior Officer	31,400	44,000	56,500
NS6	Senior Officer	35,600	49,900	64,100
NS7	Senior Officer	39,900	55,800	71,800

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Georgia Resident Mission (GEL per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	29,000	37,700	46,400
AS2	Senior General Services Staff	31,900	41,500	51,000
AS3	Assistant	36,100	47,800	59,600
AS4	Assistant	39,700	52,600	65,500
AS5	Senior Assistant	42,700	57,700	72,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	47,000	63,400	79,900
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	53,200	73,100	93,100
<u>National Staff</u>				
NS1	Associate Officer	66,300	91,200	116,000
NS2	Officer	73,100	100,500	127,900
NS3	Senior Officer	91,400	128,000	164,500
NS4	Senior Officer	100,600	140,900	181,100
NS5	Senior Officer	130,800	183,100	235,400
NS6	Senior Officer	166,800	233,500	300,200
NS7	Senior Officer	183,500	256,900	330,300

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India Resident Mission (Rs per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	410,000	533,000	656,000
AS2	Senior General Services Staff	492,000	640,000	787,000
AS3	Assistant	580,000	768,000	957,000
AS4	Assistant	725,000	960,000	1,196,000
AS5	Senior Assistant	890,000	1,201,000	1,513,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,067,000	1,441,000	1,814,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,362,000	1,873,000	2,384,000
<u>National Staff</u>				
NS1	Associate Officer	1,646,000	2,263,000	2,881,000
NS2	Officer	1,991,000	2,738,000	3,484,000
NS3	Senior Officer	2,543,000	3,560,000	4,577,000
NS4	Senior Officer	3,305,000	4,627,000	5,949,000
NS5	Senior Officer	4,297,000	6,016,000	7,735,000
NS6	Senior Officer	5,371,000	7,519,000	9,668,000
NS7	Senior Officer	6,445,000	9,023,000	11,601,000

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Indonesia Resident Mission (Rp per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	95,513,000	124,167,000	152,821,000
AS2	Senior General Services Staff	114,616,000	149,001,000	183,386,000
AS3	Assistant	134,944,000	178,801,000	222,658,000
AS4	Assistant	168,680,000	223,501,000	278,322,000
AS5	Senior Assistant	202,807,000	273,789,000	344,772,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	243,367,000	328,546,000	413,724,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	296,289,000	407,398,000	518,506,000
<u>National Staff</u>				
NS1	Associate Officer	355,548,000	488,878,000	622,209,000
NS2	Officer	424,879,000	584,208,000	743,538,000
NS3	Senior Officer	554,998,000	776,997,000	998,996,000
NS4	Senior Officer	735,372,000	1,029,521,000	1,323,670,000
NS5	Senior Officer	974,368,000	1,364,115,000	1,753,862,000
NS6	Senior Officer	1,169,242,000	1,636,939,000	2,104,636,000
NS7	Senior Officer	1,344,629,000	1,882,480,000	2,420,332,000

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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	7,800	10,100	12,500
AS2	Senior General Services Staff	8,500	11,000	13,600
AS3	Assistant	9,700	12,900	16,000
AS4	Assistant	10,600	14,100	17,500
AS5	Senior Assistant	11,600	15,700	19,700
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	12,700	17,200	21,600
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,000	20,600	26,300
<u>National Staff</u>				
NS1	Associate Officer	16,400	22,600	28,700
NS2	Officer	18,100	24,900	31,700
NS3	Senior Officer	19,800	27,700	35,600
NS4	Senior Officer	21,600	30,300	38,900
NS5	Senior Officer	26,600	37,300	47,900
NS6	Senior Officer	29,200	40,900	52,600
NS7	Senior Officer	32,100	45,000	57,800

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Kazakhstan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	11,000	14,300	17,700
AS2	Senior General Services Staff	12,100	15,700	19,400
AS3	Assistant	13,100	17,400	21,600
AS4	Assistant	14,400	19,100	23,800
AS5	Senior Assistant	15,600	21,000	26,500
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,200	23,200	29,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	21,000	28,900	36,800
<u>National Staff</u>				
NS1	Associate Officer	26,400	36,100	46,100
NS2	Officer	31,600	43,400	55,300
NS3	Senior Officer	40,100	56,100	72,200
NS4	Senior Officer	48,000	67,400	86,500
NS5	Senior Officer	62,600	87,600	112,700
NS6	Senior Officer	71,900	100,700	129,400
NS7	Senior Officer	80,500	112,800	145,000

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Kyrgyz Republic Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,200	10,600	13,100
AS2	Senior General Services Staff	9,500	12,300	15,200
AS3	Assistant	11,000	14,600	18,200
AS4	Assistant	12,200	16,200	20,100
AS5	Senior Assistant	13,200	17,800	22,400
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	21,500	27,300
<u>National Staff</u>				
NS1	Associate Officer	19,600	26,900	34,300
NS2	Officer	21,500	29,600	37,600
NS3	Senior Officer	23,700	33,200	42,700
NS4	Senior Officer	28,400	39,800	51,100
NS5	Senior Officer	35,500	49,700	63,900
NS6	Senior Officer	39,100	54,700	70,400
NS7	Senior Officer	42,200	59,100	76,000

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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	5,900	7,700	9,400
AS2	Senior General Services Staff	6,900	9,000	11,000
AS3	Assistant	7,800	10,300	12,900
AS4	Assistant	9,000	11,900	14,900
AS5	Senior Assistant	11,400	15,400	19,400
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	13,100	17,700	22,300
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	15,900	21,800	27,800
<u>National Staff</u>				
NS1	Associate Officer	19,100	26,200	33,400
NS2	Officer	20,900	28,800	36,600
NS3	Senior Officer	26,800	37,500	48,200
NS4	Senior Officer	33,600	47,100	60,500
NS5	Senior Officer	43,600	61,100	78,500
NS6	Senior Officer	52,400	73,400	94,300
NS7	Senior Officer	57,700	80,800	103,900

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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	11,100	14,400	17,800
AS3	Assistant	11,800	15,700	19,500
AS4	Assistant	13,100	17,300	21,600
AS5	Senior Assistant	14,700	19,900	25,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,600	23,800	29,900
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	21,500	29,600	37,600
<u>National Staff</u>				
NS1	Associate Officer	28,100	38,600	49,200
NS2	Officer	30,800	42,400	53,900
NS3	Senior Officer	33,400	46,700	60,100
NS4	Senior Officer	38,400	53,700	69,100
NS5	Senior Officer	48,900	68,400	88,000
NS6	Senior Officer	63,600	89,000	114,500
NS7	Senior Officer	70,000	98,000	126,000

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Myanmar Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	7,000	9,100	11,200
AS2	Senior General Services Staff	7,700	10,000	12,300
AS3	Assistant	9,900	13,100	16,300
AS4	Assistant	11,000	14,600	18,200
AS5	Senior Assistant	13,900	18,700	23,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,500	20,900	26,400
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	19,100	26,200	33,400
<u>National Staff</u>				
NS1	Associate Officer	21,500	29,500	37,600
NS2	Officer	24,100	33,200	42,200
NS3	Senior Officer	32,000	44,800	57,600
NS4	Senior Officer	36,700	51,400	66,100
NS5	Senior Officer	49,600	69,500	89,300
NS6	Senior Officer	59,600	83,400	107,300
NS7	Senior Officer	71,500	100,100	128,700

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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	11,700	15,200	18,700
AS2	Senior General Services Staff	12,300	16,000	19,700
AS3	Assistant	12,700	16,800	21,000
AS4	Assistant	13,400	17,700	22,100
AS5	Senior Assistant	13,800	18,600	23,500
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,300	20,600	26,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	16,400	22,600	28,700
<u>National Staff</u>				
NS1	Associate Officer	17,800	24,500	31,200
NS2	Officer	18,600	25,600	32,600
NS3	Senior Officer	19,100	26,700	34,400
NS4	Senior Officer	20,100	28,200	36,200
NS5	Senior Officer	21,100	29,600	38,000
NS6	Senior Officer	23,300	32,600	41,900
NS7	Senior Officer	25,600	35,800	46,100

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Nepal Resident Mission (NRe per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	812,000	1,055,000	1,299,000
AS2	Senior General Services Staff	894,000	1,162,000	1,430,000
AS3	Assistant	1,020,000	1,352,000	1,683,000
AS4	Assistant	1,173,000	1,554,000	1,935,000
AS5	Senior Assistant	1,276,000	1,722,000	2,169,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	1,404,000	1,895,000	2,387,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	1,716,000	2,359,000	3,003,000
<u>National Staff</u>				
NS1	Associate Officer	2,135,000	2,936,000	3,736,000
NS2	Officer	2,457,000	3,378,000	4,300,000
NS3	Senior Officer	2,952,000	4,133,000	5,314,000
NS4	Senior Officer	3,395,000	4,753,000	6,111,000
NS5	Senior Officer	4,244,000	5,941,000	7,639,000
NS6	Senior Officer	4,696,000	6,574,000	8,453,000
NS7	Senior Officer	5,165,000	7,231,000	9,297,000

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Palau Pacific Country Office (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,800	11,500	14,100
AS2	Senior General Services Staff	9,800	12,700	15,700
AS3	Assistant	11,700	15,500	19,300
AS4	Assistant	14,000	18,500	23,100
AS5	Senior Assistant	15,300	20,700	26,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	16,900	22,800	28,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	18,100	24,900	31,700
<u>National Staff</u>				
NS1	Associate Officer	20,000	27,500	35,000
NS2	Officer	22,000	30,200	38,500
NS3	Senior Officer	23,800	33,300	42,800
NS4	Senior Officer	26,100	36,500	47,000
NS5	Senior Officer	29,400	41,100	52,900
NS6	Senior Officer	38,100	53,400	68,600
NS7	Senior Officer	43,700	61,200	78,700

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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	24,800	32,300	39,700
AS2	Senior General Services Staff	27,800	36,200	44,500
AS3	Assistant	32,800	43,500	54,100
AS4	Assistant	36,200	47,900	59,700
AS5	Senior Assistant	40,100	54,100	68,200
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	50,000	67,500	85,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	60,700	83,500	106,200
<u>National Staff</u>				
NS1	Associate Officer	75,100	103,200	131,400
NS2	Officer	86,300	118,700	151,000
NS3	Senior Officer	110,100	154,200	198,200
NS4	Senior Officer	121,200	169,700	218,200
NS5	Senior Officer	145,400	203,600	261,700
NS6	Senior Officer	156,400	218,900	281,500
NS7	Senior Officer	168,100	235,300	302,600

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

People's Republic of China Resident Mission (CNY per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	97,600	126,900	156,200
AS2	Senior General Services Staff	112,300	146,000	179,700
AS3	Assistant	132,700	175,800	219,000
AS4	Assistant	152,600	202,200	251,800
AS5	Senior Assistant	175,600	237,000	298,500
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	210,700	284,400	358,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	258,600	355,600	452,600
<u>National Staff</u>				
NS1	Associate Officer	323,200	444,400	565,600
NS2	Officer	371,700	511,100	650,500
NS3	Senior Officer	474,600	664,400	854,300
NS4	Senior Officer	557,600	780,600	1,003,700
NS5	Senior Officer	724,900	1,014,900	1,304,800
NS6	Senior Officer	833,600	1,167,000	1,500,500
NS7	Senior Officer	917,800	1,284,900	1,652,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Pakistan Resident Mission (PRs per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	873,000	1,135,000	1,397,000
AS2	Senior General Services Staff	1,005,000	1,306,000	1,608,000
AS3	Assistant	1,182,000	1,566,000	1,950,000
AS4	Assistant	1,359,000	1,801,000	2,242,000
AS5	Senior Assistant	1,801,000	2,431,000	3,062,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	2,161,000	2,918,000	3,674,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	2,759,000	3,793,000	4,828,000
<u>National Staff</u>				
NS1	Associate Officer	3,724,000	5,120,000	6,517,000
NS2	Officer	4,655,000	6,400,000	8,146,000
NS3	Senior Officer	5,783,000	8,096,000	10,409,000
NS4	Senior Officer	7,229,000	10,121,000	13,012,000
NS5	Senior Officer	8,675,000	12,145,000	15,615,000
NS6	Senior Officer	10,106,000	14,148,000	18,191,000
NS7	Senior Officer	11,774,000	16,483,000	21,193,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Republic of Marshall Islands Pacific Country Office (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	8,700	11,300	13,900
AS2	Senior General Services Staff	10,300	13,400	16,500
AS3	Assistant	11,100	14,700	18,300
AS4	Assistant	12,400	16,400	20,500
AS5	Senior Assistant	13,900	18,800	23,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	16,100	21,700	27,400
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	20,500	28,200	35,900
<u>National Staff</u>				
NS1	Associate Officer	24,700	33,900	43,200
NS2	Officer	27,100	37,300	47,400
NS3	Senior Officer	34,600	48,400	62,300
NS4	Senior Officer	38,100	53,300	68,600
NS5	Senior Officer	42,800	59,900	77,000
NS6	Senior Officer	50,700	71,000	91,300
NS7	Senior Officer	55,800	78,100	100,400

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Samoa Pacific Country Office (ST per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	13,000	16,900	20,800
AS2	Senior General Services Staff	14,200	18,500	22,700
AS3	Assistant	16,800	22,300	27,700
AS4	Assistant	20,200	26,800	33,300
AS5	Senior Assistant	24,700	33,400	42,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	29,700	40,100	50,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	35,000	48,100	61,300
<u>National Staff</u>				
NS1	Associate Officer	40,200	55,300	70,400
NS2	Officer	46,300	63,600	81,000
NS3	Senior Officer	56,800	79,500	102,200
NS4	Senior Officer	68,200	95,500	122,800
NS5	Senior Officer	81,900	114,600	147,400
NS6	Senior Officer	100,600	140,900	181,100
NS7	Senior Officer	110,700	155,000	199,300

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Sri Lanka Resident Mission (SLRe per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	978,000	1,272,000	1,565,000
AS2	Senior General Services Staff	1,125,000	1,463,000	1,800,000
AS3	Assistant	1,269,000	1,682,000	2,094,000
AS4	Assistant	1,498,000	1,985,000	2,472,000
AS5	Senior Assistant	1,764,000	2,382,000	2,999,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	2,206,000	2,978,000	3,750,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	2,707,000	3,722,000	4,737,000
<u>National Staff</u>				
NS1	Associate Officer	3,384,000	4,653,000	5,922,000
NS2	Officer	4,230,000	5,816,000	7,403,000
NS3	Senior Officer	5,193,000	7,270,000	9,347,000
NS4	Senior Officer	6,491,000	9,087,000	11,684,000
NS5	Senior Officer	8,439,000	11,814,000	15,190,000
NS6	Senior Officer	10,126,000	14,177,000	18,227,000
NS7	Senior Officer	11,645,000	16,303,000	20,961,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Solomon Islands Pacific Country Office (SI\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	59,000	76,700	94,400
AS2	Senior General Services Staff	63,700	82,800	101,900
AS3	Assistant	68,800	91,100	113,500
AS4	Assistant	75,600	100,200	124,700
AS5	Senior Assistant	82,000	110,700	139,400
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	90,200	121,800	153,300
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	97,500	134,000	170,600
<u>National Staff</u>				
NS1	Associate Officer	109,600	150,700	191,800
NS2	Officer	120,700	165,900	211,200
NS3	Senior Officer	130,200	182,300	234,400
NS4	Senior Officer	143,300	200,600	257,900
NS5	Senior Officer	157,300	220,200	283,100
NS6	Senior Officer	169,900	237,800	305,800
NS7	Senior Officer	180,400	252,500	324,700

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Pacific Subregional Office in Suva, Fiji (F\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	20,500	26,700	32,800
AS2	Senior General Services Staff	21,800	28,300	34,900
AS3	Assistant	26,500	35,100	43,700
AS4	Assistant	30,600	40,500	50,500
AS5	Senior Assistant	34,500	46,600	58,700
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	38,700	52,300	65,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	43,900	60,400	76,800
<u>National Staff</u>				
NS1	Associate Officer	51,300	70,600	89,800
NS2	Officer	60,000	82,500	105,000
NS3	Senior Officer	76,800	107,500	138,200
NS4	Senior Officer	92,100	128,900	165,800
NS5	Senior Officer	100,000	140,000	180,000
NS6	Senior Officer	110,100	154,200	198,200
NS7	Senior Officer	126,100	176,500	227,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Tajikistan 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	8,300	10,800	13,300
AS3	Assistant	10,300	13,700	17,000
AS4	Assistant	12,000	15,900	19,800
AS5	Senior Assistant	13,000	17,600	22,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	15,000	20,200	25,500
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	17,700	24,300	31,000
<u>National Staff</u>				
NS1	Associate Officer	21,200	29,100	37,100
NS2	Officer	25,100	34,500	43,900
NS3	Senior Officer	28,400	39,700	51,100
NS4	Senior Officer	32,600	45,700	58,700
NS5	Senior Officer	37,500	52,500	67,500
NS6	Senior Officer	39,600	55,500	71,300
NS7	Senior Officer	41,600	58,300	74,900

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Turkmenistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	11,800	15,400	18,900
AS2	Senior General Services Staff	12,400	16,100	19,800
AS3	Assistant	13,400	17,700	22,100
AS4	Assistant	15,600	20,700	25,700
AS5	Senior Assistant	18,000	24,300	30,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	20,600	27,800	35,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	23,300	32,000	40,800
<u>National Staff</u>				
NS1	Associate Officer	27,500	37,800	48,100
NS2	Officer	30,300	41,600	53,000
NS3	Senior Officer	37,100	52,000	66,800
NS4	Senior Officer	40,900	57,300	73,600
NS5	Senior Officer	50,400	70,600	90,700
NS6	Senior Officer	57,200	80,100	103,000
NS7	Senior Officer	64,600	90,400	116,300

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Timor-Leste Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	4,600	6,000	7,400
AS2	Senior General Services Staff	5,400	7,000	8,600
AS3	Assistant	7,000	9,300	11,600
AS4	Assistant	9,100	12,000	15,000
AS5	Senior Assistant	12,100	16,300	20,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	13,900	18,800	23,600
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	17,900	24,600	31,300
<u>National Staff</u>				
NS1	Associate Officer	22,300	30,600	39,000
NS2	Officer	24,600	33,800	43,100
NS3	Senior Officer	26,700	37,400	48,100
NS4	Senior Officer	29,300	41,000	52,700
NS5	Senior Officer	40,800	57,100	73,400
NS6	Senior Officer	48,600	68,100	87,500
NS7	Senior Officer	59,400	83,100	106,900

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Tonga Pacific Country Office (T\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	11,600	15,100	18,600
AS2	Senior General Services Staff	12,700	16,500	20,300
AS3	Assistant	13,700	18,100	22,600
AS4	Assistant	15,100	20,000	24,900
AS5	Senior Assistant	17,000	23,000	28,900
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	19,300	26,000	32,800
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	21,800	30,000	38,200
<u>National Staff</u>				
NS1	Associate Officer	25,000	34,400	43,800
NS2	Officer	27,600	37,900	48,300
NS3	Senior Officer	35,200	49,300	63,400
NS4	Senior Officer	38,700	54,200	69,700
NS5	Senior Officer	48,400	67,700	87,100
NS6	Senior Officer	52,600	73,700	94,700
NS7	Senior Officer	55,400	77,500	99,700

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Thailand Resident Mission (B per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	335,000	435,000	536,000
AS2	Senior General Services Staff	402,000	522,000	643,000
AS3	Assistant	475,000	629,000	784,000
AS4	Assistant	572,000	758,000	944,000
AS5	Senior Assistant	677,000	914,000	1,151,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	816,000	1,102,000	1,387,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	966,000	1,328,000	1,691,000
<u>National Staff</u>				
NS1	Associate Officer	1,207,000	1,660,000	2,112,000
NS2	Officer	1,508,000	2,074,000	2,639,000
NS3	Senior Officer	1,951,000	2,732,000	3,512,000
NS4	Senior Officer	2,571,000	3,599,000	4,628,000
NS5	Senior Officer	3,386,000	4,740,000	6,095,000
NS6	Senior Officer	3,809,000	5,332,000	6,856,000
NS7	Senior Officer	4,284,000	5,998,000	7,711,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Tuvalu Pacific Country Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	6,200	8,000	9,900
AS2	Senior General Services Staff	7,100	9,200	11,400
AS3	Assistant	7,900	10,500	13,000
AS4	Assistant	8,800	11,600	14,500
AS5	Senior Assistant	9,400	12,700	16,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	10,400	14,000	17,700
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	11,200	15,400	19,600
<u>National Staff</u>				
NS1	Associate Officer	12,300	16,900	21,500
NS2	Officer	13,200	18,100	23,100
NS3	Senior Officer	14,600	20,500	26,300
NS4	Senior Officer	16,300	22,800	29,300
NS5	Senior Officer	19,100	26,800	34,400
NS6	Senior Officer	22,100	30,900	39,800
NS7	Senior Officer	24,600	34,400	44,300

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Uzbekistan Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	9,700	12,600	15,500
AS2	Senior General Services Staff	10,800	14,000	17,300
AS3	Assistant	11,500	15,300	19,000
AS4	Assistant	12,800	16,900	21,100
AS5	Senior Assistant	15,000	20,200	25,500
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	17,300	23,400	29,400
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	20,500	28,200	35,900
<u>National Staff</u>				
NS1	Associate Officer	26,600	36,600	46,600
NS2	Officer	30,100	41,400	52,700
NS3	Senior Officer	35,400	49,600	63,700
NS4	Senior Officer	39,000	54,600	70,200
NS5	Senior Officer	46,800	65,500	84,200
NS6	Senior Officer	58,700	82,200	105,700
NS7	Senior Officer	62,900	88,100	113,200

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

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	1,432,000	1,862,000	2,291,000
AS3	Assistant	1,688,000	2,236,000	2,785,000
AS4	Assistant	2,062,000	2,732,000	3,402,000
AS5	Senior Assistant	2,393,000	3,230,000	4,068,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	2,860,000	3,861,000	4,862,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	3,268,000	4,494,000	5,719,000
<u>National Staff</u>				
NS1	Associate Officer	4,086,000	5,618,000	7,151,000
NS2	Officer	4,967,000	6,829,000	8,692,000
NS3	Senior Officer	5,507,000	7,710,000	9,913,000
NS4	Senior Officer	6,254,000	8,756,000	11,257,000
NS5	Senior Officer	7,001,000	9,801,000	12,602,000
NS6	Senior Officer	7,519,000	10,526,000	13,534,000
NS7	Senior Officer	8,036,000	11,250,000	14,465,000

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Viet Nam Resident Mission (\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	10,900	14,200	17,400
AS2	Senior General Services Staff	12,000	15,600	19,200
AS3	Assistant	13,000	17,200	21,500
AS4	Assistant	14,300	18,900	23,600
AS5	Senior Assistant	16,800	22,700	28,600
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	20,100	27,200	34,200
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	24,800	34,100	43,400
<u>National Staff</u>				
NS1	Associate Officer	30,900	42,500	54,100
NS2	Officer	37,200	51,100	65,100
NS3	Senior Officer	47,400	66,400	85,300
NS4	Senior Officer	56,400	79,000	101,500
NS5	Senior Officer	73,400	102,700	132,100
NS6	Senior Officer	82,500	115,500	148,500
NS7	Senior Officer	92,900	130,000	167,200

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

ADB Singapore Office (S\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	30,500	39,600	48,800
AS2	Senior General Services Staff	32,900	42,800	52,600
AS3	Assistant	34,800	46,100	57,400
AS4	Assistant	45,000	59,600	74,300
AS5	Senior Assistant	50,400	68,100	85,700
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	56,700	76,600	96,400
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	68,900	94,800	120,600
<u>National Staff</u>				
NS1	Associate Officer	78,000	107,200	136,500
NS2	Officer	88,300	121,400	154,500
NS3	Senior Officer	104,800	146,700	188,600
NS4	Senior Officer	135,200	189,300	243,400
NS5	Senior Officer	174,400	244,200	313,900
NS6	Senior Officer	192,600	269,700	346,700
NS7	Senior Officer	223,100	312,300	401,600

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Pacific Liaison and Coordination Office (A\$ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS1	General Services Staff	38,300	49,800	61,300
AS2	Senior General Services Staff	40,200	52,300	64,300
AS3	Assistant	45,100	59,800	74,400
AS4	Assistant	49,600	65,700	81,800
AS5	Senior Assistant	53,600	72,400	91,100
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	58,900	79,500	100,100
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	64,300	88,400	112,500
<u>National Staff</u>				
NS1	Associate Officer	73,000	100,400	127,800
NS2	Officer	80,300	110,400	140,500
NS3	Senior Officer	86,800	121,500	156,200
NS4	Senior Officer	95,500	133,700	171,900
NS5	Senior Officer	114,500	160,300	206,100
NS6	Senior Officer	121,400	170,000	218,500
NS7	Senior Officer	131,600	184,300	236,900

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

North American Representative Office (\$ per year)

Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	41,600	55,100	68,600
AS5	Senior Assistant	51,300	69,200	87,200
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	56,400	76,200	95,900
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	61,500	84,600	107,600
<u>National Staff</u>				
NS1	Associate Officer	72,700	100,000	127,200
NS2	Officer	84,900	116,700	148,600
NS3	Senior Officer	112,100	156,900	201,800

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

European Representative Office (€ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	32,700	43,300	54,000
AS5	Senior Assistant	38,700	52,200	65,800
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	42,900	57,900	72,900
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	46,300	63,700	81,000
<u>National Staff</u>				
NS1	Associate Officer	50,500	69,400	88,400
NS2	Officer	54,500	75,000	95,400
NS3	Senior Officer	69,100	96,700	124,400

ADB FO National Staff and Administrative Staff Salary Structures
Effective 1 January 2023

Japan Representative Office (¥ per year)				
Level	Generic Title	Minimum	Midpoint	Maximum
<u>Administrative Staff</u>				
AS4	Assistant	3,893,000	5,158,000	6,423,000
AS5	Senior Assistant	4,445,000	6,001,000	7,557,000
AS6	Associate Analyst, Associate Coordinator, Associate Administrator, Executive Assistant	4,890,000	6,601,000	8,313,000
AS7	Analyst, Coordinator, Administrator, Senior Executive Assistant, Auditor	5,305,000	7,294,000	9,284,000
<u>National Staff</u>				
NS1	Associate Officer	6,441,000	8,856,000	11,272,000
NS2	Officer	7,577,000	10,419,000	13,260,000
NS3	Senior Officer	9,771,000	13,680,000	17,588,000