



**ANNEX A TO THE JOB EVALUATION AND CIVIL
SERVICE REMUNERATION GUIDELINE – AUGUST 2017
FIJIAN CIVIL SERVICE SALARY BANDS - Approved 29**

Band	Step 1 Transitional	Step 1	Step 2	Step 3	Step 4 Mid	Step 5	Step 6	Step 7
A		8,849.10	9,529.80	10,323.95	11,345.00	12,025.70	12,819.85	13,840.90
		4.60	4.95	5.37	5.90	6.25	6.66	7.19
B		10,339.99	11,135.38	12,063.32	13,256.40	14,051.78	14,979.73	16,172.81
		5.37	5.79	6.27	6.89	7.30	7.79	8.41
C		12,081.69	13,011.05	14,095.31	15,489.35	16,418.71	17,502.97	18,897.01
		6.28	6.76	7.33	8.05	8.53	9.10	9.82
D		14,428.13	15,537.98	16,832.82	18,497.60	19,607.46	20,902.29	22,567.07
		7.50	8.08	8.75	9.61	10.19	10.86	11.73
E	17,518.41	19,041.75	20,506.50	22,215.38	24,412.50	25,877.25	27,830.25	30,515.63
F	20,163.22	22,528.74	24,261.72	26,283.53	28,883.00	30,615.98	32,926.62	36,103.75
G	23,942.76	28,605.45	32,038.10	34,707.95	38,140.60	40,429.04	43,480.28	47,675.75
H	28,155.85	34,760.31	37,434.18	40,553.70	44,564.50	47,684.02	51,249.18	56,596.92
I		43,296.63	46,627.14	50,512.74	55,508.50	59,394.10	63,834.78	70,495.80
J		51,132.98	55,066.28	59,655.14	65,555.10	70,143.96	75,388.37	83,254.98
K		59,945.18	64,556.35	69,936.05	76,852.80	82,232.50	88,380.72	97,603.06
L		67,830.20	73,047.91	79,135.24	86,961.80	93,049.13	100,006.07	110,441.49
M		74,710.90	80,457.89	87,162.71	95,783.20	103,445.86	112,066.34	124,518.16
N		77,174.96	83,111.49	90,037.45	98,942.25	106,857.63	115,762.43	128,624.93
O		83,687.06	90,124.52	97,634.90	107,291.10	115,874.39	125,530.59	139,478.43



Effective Dates for Transition:

- Tranche One Jobs, first pay in July provided contracts are returned in July
- Tranche Two Jobs, first pay in August, provided contracts are returned in August
- Tranche Three Jobs, first pay in September, provided contracts are returned in September
- All new contract offers effective 02 July are to be in accordance with the Job Evaluation and Civil Service Remuneration Guideline, with salaries in accordance with the approved Bands.

Allowances:

Salary bands are inclusive of all allowances, with the following exceptions:

• Location / remote / rural / maritime allowance	• Transfer allowance	• Acting Allowance
• Housing Allowance	• Travelling expenses	• Meal allowance
• On call allowance	• Per diem allowance	• Overtime allowance
• Sea going allowance	• Subsistence allowance	• Shift allowance
• Diving allowance (to be reviewed during transition)	• Boarding allowance (teachers – to be reviewed during transition)	

All allowances that continue are to be paid accordance with General Orders or the GWE Terms and Conditions as applicable.