



**REPUBLIC OF NAURU  
GOVERNMENT GAZETTE  
PUBLISHED BY AUTHORITY**

No. 125

24<sup>th</sup> June, 2020

Nauru

G.N.No.398/2020

**PUBLIC SERVICE ACT 2016**

[Section 38]

**Public Service Salary Scale**

**Pursuant** to the powers vested in me under *Section 38* of the *Public Service Act 2016*, I, Hon. Lionel Rouwen Aingimea, MP, **Minister for Public Service** have determined the new Public Service Salary Scale which will come into effect on 29<sup>th</sup> June 2020 as follows:

<b>NAURU PUBLIC SERVICE - REVISED SALARY SCALE EFFECTIVE 29TH JUNE, 2020</b>				
<b><u>BAND 1</u></b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 9,724.00	\$ 9,845.00	\$ 9,966.00	\$ 10,087.00
Basic 2	\$ 10,209.00	\$ 10,337.00	\$ 10,464.00	\$ 10,591.00
Basic 3	\$ 10,720.00	\$ 10,853.00	\$ 10,987.00	\$ 11,121.00
Basic 4	\$ 11,255.00	\$ 11,396.00	\$ 11,537.00	\$ 11,677.00
Basic 5	\$ 11,818.00	\$ 11,959.00	\$ 12,099.00	\$ 12,240.00
Gardener, Caretakers, Cleaners, Laundress, Cleaners (NPF), Caretakers/Cleaners (Infant), Caretakers/Cleaners (Primary), Caretakers/Cleaners (Secondary), Laundress/Caretaker School Caretakers, TVET Cleaners, TVET Cleaner Gardener, Bingo Audit Enforcement Officers, Bingo Auditors, Groundsman, Aerodrome Traffic Officers, Aerodrome Caretakers				
<b><u>BAND 2</u></b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 10,501.00	\$ 10,632.00	\$ 10,763.00	\$ 10,894.00
Basic 2	\$ 11,025.00	\$ 11,163.00	\$ 11,301.00	\$ 11,439.00
Basic 3	\$ 11,577.00	\$ 11,722.00	\$ 11,866.00	\$ 12,011.00
Basic 4	\$ 12,156.00	\$ 12,308.00	\$ 12,459.00	\$ 12,611.00
Basic 5	\$ 12,763.00	\$ 12,915.00	\$ 13,067.00	\$ 13,219.00
Cleaning Supervisor, Cleaner Supervisor (ICT), Security Guards, Bus Drivers, Bus Conductors, Handyman, Transport Drivers, Drivers, Courier (Driver), Multi-Skilled Bus Drivers, Driver - Courier, Courier/Mail Officers, Maintenance Officers, Labour Aerodrome Maintenance Officer, Assistant Electrician, Drivers (NPF), Electricians, ICT Trainees, Assistant Archivist, Radiographer Assistants, Assistant Liaison Officers, TVET Receptionist, Assistant Youth Officers, Radio Announcers, Clerks (Lands Committee), Assistant Flight Service Officer (Trainees), Cashiers, Assistant Plant Operations, Chainman, State House Domestic Helper, Secretary - PAC Intern				
<b><u>BAND 3</u></b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 11,341.00	\$ 11,483.00	\$ 11,624.00	\$ 11,766.00
Basic 2	\$ 11,908.00	\$ 12,056.00	\$ 12,205.00	\$ 12,354.00
Basic 3	\$ 12,503.00	\$ 12,646.00	\$ 12,789.00	\$ 12,933.00
Basic 4	\$ 13,076.00	\$ 13,219.00	\$ 13,362.00	\$ 13,506.00
Basic 5	\$ 13,730.00	\$ 13,893.00	\$ 14,056.00	\$ 14,219.00
TVET Receptionists, Health Trainees, Probationary Constables, Senior Chainman, Storeman, Senior Radio Announcers, Assistant Flight Service Officers, Trainee Surveyors, Storekeepers, Trainees, Media Officers, Tour Operations (Home Affairs), Marketing Officers (Home Affairs), Security Officers, Staff Support Officers, Inventory Clerks, Trainee Examiner of Accounts, Trainee Assistant Auditors, Archivist Assistant Record-Keeper, Radio Programmer/Announcer/Reporter, SWP Project Assistant, Clerks Clerical Assistants,				

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<b>BAND 4</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 12,248.00	\$ 12,401.00	\$ 12,554.00	\$ 12,707.00
Basic 2	\$ 12,860.00	\$ 13,021.00	\$ 13,182.00	\$ 13,342.00
Basic 3	\$ 13,503.00	\$ 13,672.00	\$ 13,841.00	\$ 14,010.00
Basic 4	\$ 14,178.00	\$ 14,355.00	\$ 14,532.00	\$ 14,710.00
Basic 5	\$ 14,887.00	\$ 15,064.00	\$ 15,241.00	\$ 15,418.00
Administration Officers (Bingo Auditor), Clerical Officers, Account Receivable Reconciliation Officers, Assistant Revenue Service Officers, Assistant Account Payment Officers, Assistant Procurement Officers, Assistant Finance Officers, Assistant Asset Officers, Assistant Statistical Officers, Assistant Scholarship Officers, Assistant Finance Planning Officer, Account & Procurement Officers, Assistant Building Officers, Executive Secretary, Management Secretary, Nurse Aide (L1), Laboratory Assistants, Dental Assistant, Ward Clerks, Physiotherapist Aide, Overseas Referral Officers, Sanitary Assistants, STI/HIV Assistants, Assistant Revenue Officers (Health), Quality Assurance Complaint Officers, Pharmacy Dispensers, Assistant Dental Technicians, Dental Assistants, District Primary Healthcare Workers, Dietician Aide, Diabetes Care Nurse Aide, Health Information Clerks, Ambulance Drivers, Assistant Ambulance Driver, Asset Officers, Editor/Cameraman, Editor/Cameraman/Audio, House-Keeping Officers, Helpdesks, Project Assistants, Line Technicians, Senior Security Officers, Flight Service Officers, Nurse Aide (L2), Safety Officers, Lifeguards, Liaison Officers, Extension & Marketing Officers, Extension Officers, Junior Revenue Officers, Hansard Reporters, Hansard Editors, Airport Foreman, VIP Attendant, Assistant Clerk of Courts, Gazette Officers, Vehicle Inspectors, Garage Supervisors, Mechanic Station, FAO Assistant Project, Public Transport Officers, Prosecution Clerks, Curator Clerks, Tramission Officers, Curriculum Support Officers, Telecom Inspectors, TV Transmission Officers, Data Entry Officers, CAS ID Officers, Computer Operators, Government Translators, Media Cadet, Draftman, Clerical Officers, TV Programmers, Project Officers, Assistant Meteorology Officers, Higher Clerical Officers, Senior Clerical Officers, Administrative Assistants, Administration Officers, Dog Control Officers, Dog Control Supervisor, Archives & Records Keepers				
<b>BAND 5</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 12,983.00	\$ 13,145.00	\$ 13,307.00	\$ 13,470.00
Basic 2	\$ 13,632.00	\$ 13,802.00	\$ 13,972.00	\$ 14,143.00
Basic 3	\$ 14,313.00	\$ 14,492.00	\$ 14,671.00	\$ 14,850.00
Basic 4	\$ 15,029.00	\$ 15,217.00	\$ 15,404.00	\$ 15,592.00
Basic 5	\$ 15,780.00	\$ 15,968.00	\$ 16,156.00	\$ 16,343.00
Constables, Assistant Manager Administration (IBC), Airport Aerodrome Officers, Assistant Surveyors, Business Inspectors, Chief Security Officers, Expatriate Welfare Officers, Customs Audit Officers, Customs Officers, Youth Officers, School Environment Officers, Meteorology & Hydrology Officers, Correctional Officers, Immigration Officers, Law Librarian, Visa & Immigration Officers, Quarantine Officers, Finance Officers, Human Resource Officers, Logistics Officers, Administrative/Budget Officers, Foreign Service Officers, Energy Officers, Fleet Officers, Government Fleet Officers, Senior Editors, Senior Reporter/Presenters, Surveyors, Senior Data Officers, Sports Development Officers, Community Development Officers, Senior Computer Operators, Senior Clerks, Welfare Officers, Graphic Designers/Editors, Examiner of Accounts, Traditional Sport Instructors, Financial Planning Officers, Child Counsellors, Technicians, Student Registrars, Counsellor Safe House, Senior Clerk Archive, Senior Surveyors, Phosphate Land Inspectors, Land Register Officers, Statistics Support Officers, Biodiversity Officers, Customer Relations Officers, Communication Officers, Culture Industrial Officers, Senior Telecommunication Technicians, Senior Cameraman, Reseach Officers, Chemicals Officers, Gender Focal Officers, Development Officers, Language Translators, Human Rights Officers, Child Protection Officers, Public Road & Safety Officers, Sports Officers, Statistical Trainee Officers, Senior Fire Fighters, Senior Fire Officers,				
<b>BAND 6</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 13,762.00	\$ 13,934.00	\$ 14,106.00	\$ 14,277.00
Basic 2	\$ 14,450.00	\$ 14,630.00	\$ 14,811.00	\$ 14,991.00
Basic 3	\$ 15,172.00	\$ 15,362.00	\$ 15,551.00	\$ 15,741.00
Basic 4	\$ 15,930.00	\$ 16,129.00	\$ 16,328.00	\$ 16,527.00
Basic 5	\$ 16,727.00	\$ 16,926.00	\$ 17,125.00	\$ 17,324.00
Senior Constables, Teacher Aide, Senior Development Officers, Senior Child Protection Officers, Training Officers, Chief Cashiers, Senior Processing & Reconciliation Officers, Climate Change Officers, Waste Officers, Nauruan Language Coordinators, Audit Enforcement Officers, Budget Finance Officers, Adaption Officers, Debts Officers, Infrastructure Officers, Project & Research Officers, Infrastructure Development Officers, Sectoral Policy Officers, Revenue Services Officers, Health Promotion Officers, Staff Liaison Officers, Archive Managers, Taxpayer Services Officers, Passport Officers, Senior Customer Relation Officers, Customs Supervisors, Audit Officers,				
<b>BAND 7</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 14,863.00	\$ 15,048.00	\$ 15,234.00	\$ 15,420.00
Basic 2	\$ 15,606.00	\$ 15,801.00	\$ 15,997.00	\$ 16,192.00
Basic 3	\$ 16,389.00	\$ 16,593.00	\$ 16,798.00	\$ 17,002.00
Basic 4	\$ 17,208.00	\$ 17,423.00	\$ 17,638.00	\$ 17,853.00
Basic 5	\$ 18,068.00	\$ 18,283.00	\$ 18,498.00	\$ 18,713.00
Sergeants, Graduate Nurse, Teacher Certificate, Primary Health Care, Food Inspectors, Senior Dental Technicians, Laboratory Technicians, Budget Officers, Senior Administration Officers, RPC Coordinators, Senior Revenue Services Officers, Special Project Officers, ICT Technicians, Human Resource Officers (NPF), National Youth Coordinators, Logistics Officers (NPF), Staff Training Officers (NPF), Data & Information Officers (NPF), Customs Managers, Government Information Officers, Registrar for Corporate, Intelligence Unit Officers, Counsellors, Clerk of Courts, Accounts Officers, Senior Taxpayer Officers, Research Officers, Health Promotion Graphic Artist, Physiotherapist (Intern), Radiographer (Intern), Finance Managers, Project Officer Administration, Project Officers (Sports), Information Officers, Station Officers, Lifeguard Squad Captain, Personal Assistant to the Ministers, Personal Assistant (Chief Sec), Personal Assistants to the Speaker of Parliament, Assistant Manager Hansards, RPC Coordinators, Employee Relations Officer, Recruitment Officers, Contracts Officer, Archive & Record Of				
<b>BAND 8</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 16,052.00	\$ 16,486.00	\$ 16,921.00	\$ 17,355.00
Basic 2	\$ 17,790.00	\$ 18,012.00	\$ 18,235.00	\$ 18,457.00
Basic 3	\$ 18,679.00	\$ 18,913.00	\$ 19,146.00	\$ 19,380.00
Basic 4	\$ 19,613.00	\$ 19,859.00	\$ 20,105.00	\$ 20,350.00
Basic 5	\$ 20,596.00	\$ 20,842.00	\$ 21,088.00	\$ 21,333.00
Staff Nurse, Teacher Diploma, Chief TV Reporters, Manager NTV, Manager Radio, Staff Development Officers, Network Officers, Nutrition Officers, Manager Culture, Project Managers, Senior Personal Assistants, Creative Managers, Senior Aid Officers, Assistant Secretary to Cabinet,				

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<b>BAND 9</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 17,336.00	\$ 17,552.00	\$ 17,769.00	\$ 17,985.00
Basic 2	\$ 18,202.00	\$ 18,430.00	\$ 18,658.00	\$ 18,885.00
Basic 3	\$ 19,113.00	\$ 19,352.00	\$ 19,590.00	\$ 19,829.00
Basic 4	\$ 20,069.00	\$ 20,319.00	\$ 20,570.00	\$ 20,821.00
Basic 5	\$ 21,072.00	\$ 21,323.00	\$ 21,573.00	\$ 21,824.00
NPF Inspectors, Nurse Supervisors, Teacher Degree, Sector Planners, Statistics Officers, Assistant Director of Nauru Revenue, Assistant Director of Media, Land Records Administrators, Senior Flight Service Officers, Deputy Fire Chief, Technical Legal Officers, Paralegal Officers, Refugees Status Determination Supervisors, Presidential Support Manager, Chief Probations, Nauru Lands Committee Directors, Health Planner, Assistant Directors, Superintendents (JBC), Manager Administration & Gazette, Assistant Director of Youth Affairs, Manager Administration, Health Promotion Educators, English & Counsellors, Manager Corporate Services (NPF), Senior Immigration Officers, Sports Complex Managers, Labour Mobility Coordinators, Child Welfare Supervisors,				
<b>BAND 10</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 18,722.00	\$ 18,956.00	\$ 19,190.00	\$ 19,424.00
Basic 2	\$ 19,658.00	\$ 19,904.00	\$ 20,150.00	\$ 20,395.00
Basic 3	\$ 20,641.00	\$ 20,899.00	\$ 21,157.00	\$ 21,415.00
Basic 4	\$ 21,673.00	\$ 21,944.00	\$ 22,214.00	\$ 22,485.00
Basic 5	\$ 22,757.00	\$ 23,027.00	\$ 23,298.00	\$ 23,568.00
Senior Inspectors, Unit Managers, School Principals, Deputy School Principals, Teacher In Charge (Education), Deputy Registrar, Project Coordinators, Principal Quarantine, Network Administrators, Deputy National Controllers, Visa Managers, Fire Chief, Senior Ambulance Driver, Meteorology Officer in Charge, Scholarship Manager, TVET Trainers, Lifeguard Coordinators, Financial Administrators, Safety & Building Administrators, Manager Finance & Administrations (CIE), Technical Supports, Personal Assistant to Chief Justice, Office Managers, Server Administrator, Personal Assistant (Multicultural), Diabetes Care Managers,				
<b>BAND 11</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 20,220.00	\$ 20,453.00	\$ 20,686.00	\$ 20,920.00
Basic 2	\$ 21,153.00	\$ 21,417.00	\$ 21,681.00	\$ 21,945.00
Basic 3	\$ 22,210.00	\$ 22,488.00	\$ 22,765.00	\$ 23,043.00
Basic 4	\$ 23,321.00	\$ 23,612.00	\$ 23,904.00	\$ 24,195.00
Basic 5	\$ 24,487.00	\$ 24,778.00	\$ 25,069.00	\$ 25,361.00
Senior Passport Officers, Assistant Director of Nursing, Managers (Education), Assistant Directors, Medical Officers, Public Defenders, Health Coordinators, Disability Coordinator, TVET Manager, Accountant/Business Analyst, Financial Intelligence Officer, Legislative Drafting Assistants, Pleaders, FMIS Administrators, Manager System Data & Establishment, Manager for Training & Employee Relations, Manager for Salaries & Employee Benefits				
<b>BAND 12</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 21,837.00	\$ 22,110.00	\$ 22,383.00	\$ 22,656.00
Basic 2	\$ 22,929.00	\$ 23,216.00	\$ 23,502.00	\$ 23,789.00
Basic 3	\$ 24,075.00	\$ 24,362.00	\$ 24,649.00	\$ 24,935.00
Basic 4	\$ 25,222.00	\$ 25,537.00	\$ 25,852.00	\$ 26,167.00
Basic 5	\$ 26,483.00	\$ 26,798.00	\$ 27,113.00	\$ 27,428.00
Chairperson Nauru Lands Committee, Chairperson to the Language Committee, Directors, NPF Superintendents, Chief Correctional Officer, Principal Officers, Chief Accountants, Senior Medical Officers, Recruitment & Contracts Manager (Chief Secretary), Director of Nursing, Director of Public Health				
<b>BAND 13</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 23,584.00	\$ 23,879.00	\$ 24,174.00	\$ 24,468.00
Basic 2	\$ 24,763.00	\$ 25,073.00	\$ 25,382.00	\$ 25,692.00
Basic 3	\$ 26,002.00	\$ 26,327.00	\$ 26,652.00	\$ 26,977.00
Basic 4	\$ 27,302.00	\$ 27,643.00	\$ 27,985.00	\$ 28,326.00
Basic 5	\$ 28,667.00	\$ 29,008.00	\$ 29,350.00	\$ 29,691.00
Deputy Secretary's, Government Lawyers, UNESCO Secretary General, Deputy Clerk of Parliament, Deputy Commissioner of Police				
<b>BAND 14</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 28,846.00	\$ 29,207.00	\$ 29,567.00	\$ 29,927.00
Basic 2	\$ 30,288.00	\$ 30,667.00	\$ 31,046.00	\$ 31,424.00
Basic 3	\$ 31,803.00	\$ 32,200.00	\$ 32,597.00	\$ 32,995.00
Basic 4	\$ 33,393.00	\$ 33,810.00	\$ 34,227.00	\$ 34,644.00
Basic 5	\$ 35,062.00	\$ 35,479.00	\$ 35,897.00	\$ 36,314.00
Secretary for Home Affairs, Secretary for National Emergency Services, Secretary for Public Administration & Operations, Secretary for Corporate Services, Secretary for ICT, Secretary for Lands Management, Secretary for Sports, Secretary for Foreign Affairs & Trades, Secretary for Commerce, Industry & Environment, Secretary for Transport Services, Secretary for Education, Secretary for Finance, Secretary for Health & Medical Services, Secretary for Infrastructure, Secretary for Media, Chief Regulator for Telecommunication, Registrar for Birth, Death & Marriages, Commissioner of Police				

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<b>BAND 15</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 37,887.00	\$ 38,360.00	\$ 38,834.00	\$ 39,307.00
Basic 2	\$ 39,781.00	\$ 40,278.00	\$ 40,775.00	\$ 41,272.00
Basic 3	\$ 41,770.00	\$ 42,292.00	\$ 42,814.00	\$ 43,336.00
Basic 4	\$ 43,859.00	\$ 44,407.00	\$ 44,955.00	\$ 45,503.00
Basic 5	\$ 46,052.00	\$ 46,619.00	\$ 47,167.00	\$ 47,735.00
<b>Chief of Staff (Presidency), Chief of Staff (Ministerial), Secretary to the Cabinet,</b>				
<b>BAND 16</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 49,736.00	\$ 50,358.00	\$ 50,979.00	\$ 51,601.00
Basic 2	\$ 52,223.00	\$ 52,876.00	\$ 53,528.00	\$ 54,181.00
Basic 3	\$ 54,834.00	\$ 55,519.00	\$ 56,205.00	\$ 56,890.00
Basic 4	\$ 57,576.00	\$ 58,296.00	\$ 59,015.00	\$ 59,735.00
Basic 5	\$ 60,455.00	\$ 61,175.00	\$ 61,894.00	\$ 62,614.00
<b>General Auditor, Clerk of Parliament</b>				
<b>BAND 17</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 65,291.00	\$ 66,107.00	\$ 66,923.00	\$ 67,739.00
Basic 2	\$ 68,556.00	\$ 69,413.00	\$ 70,270.00	\$ 71,127.00
Basic 3	\$ 71,984.00	\$ 72,884.00	\$ 73,783.00	\$ 74,683.00
Basic 4	\$ 75,583.00	\$ 76,528.00	\$ 77,472.00	\$ 78,417.00
Basic 5	\$ 79,362.00	\$ 80,306.00	\$ 81,251.00	\$ 82,196.00
<b>Chief Secretary</b>				

Dated this 24<sup>th</sup> day of June 2020

**H.E.HON. LIONEL ROUWEN AINGIMEA, MP**  
**PRESIDENT &**  
**MINISTER FOR PUBLIC SERVICE**

G.N.No.399/2020

**PUBLIC SERVICE ACT 2016**

[Section 38]

**Public Service Salary Scale**

Pursuant to the powers vested in me under *Section 38* of the *Public Service Act 2016*, I, Hon. Lionel Rouwen Aingimea, MP, Minister for Public Service have determined the new Public Service Salary Scale for Nauruan Teachers which will come into effect on 29<sup>th</sup> June 2020 as follows:

**SCHEDULE 1**  
**NAURUAN TEACHERS' REVIEWED SALARY SCALE**

<b><u>Teacher Aide</u></b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
<b><u>BAND 6</u></b>				
Basic 1	<b>\$ 12,983.00</b>	\$ 13,145.00	\$ 13,307.00	\$ 13,470.00
Basic 2	\$ 13,632.00	\$ 13,802.00	\$ 13,972.00	\$ 14,143.00
Basic 3	\$ 14,313.00	\$ 14,492.00	\$ 14,671.00	\$ 14,850.00
Basic 4	\$ 15,029.00	\$ 15,217.00	\$ 15,404.00	\$ 15,592.00
Basic 5	\$ 15,780.00	\$ 15,968.00	\$ 16,156.00	\$ 16,343.00
<b><u>Certificate</u></b>				
<b><u>BAND 7</u></b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	<b>\$ 14,863.00</b>	\$ 15,048.00	\$ 15,234.00	\$ 15,420.00
Basic 2	\$ 15,606.00	\$ 15,801.00	\$ 15,997.00	\$ 16,192.00
Basic 3	\$ 16,389.00	\$ 16,593.00	\$ 16,798.00	\$ 17,002.00
Basic 4	\$ 17,208.00	\$ 17,423.00	\$ 17,638.00	\$ 17,853.00
Basic 5	\$ 18,068.00	\$ 18,283.00	\$ 18,498.00	\$ 18,713.00
<b><u>Diploma</u></b>				
<b><u>BAND 8</u></b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	<b>\$ 16,052.00</b>	\$ 16,486.00	\$ 16,921.00	\$ 17,355.00
Basic 2	\$ 17,790.00	\$ 18,012.00	\$ 18,235.00	\$ 18,457.00
Basic 3	\$ 18,679.00	\$ 18,913.00	\$ 19,146.00	\$ 19,380.00
Basic 4	\$ 19,613.00	\$ 19,859.00	\$ 20,105.00	\$ 20,350.00
Basic 5	\$ 20,596.00	\$ 20,842.00	\$ 21,088.00	\$ 21,333.00
<b><u>Degree</u></b>				
<b><u>BAND 9</u></b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	<b>\$ 17,336.00</b>	\$ 17,552.00	\$ 17,769.00	\$ 17,985.00
Basic 2	\$ 18,202.00	\$ 18,430.00	\$ 18,658.00	\$ 18,885.00
Basic 3	\$ 19,113.00	\$ 19,352.00	\$ 19,590.00	\$ 19,829.00
Basic 4	\$ 20,069.00	\$ 20,319.00	\$ 20,570.00	\$ 20,821.00
Basic 5	\$ 21,072.00	\$ 21,323.00	\$ 21,573.00	\$ 21,824.00

Dated this 24<sup>th</sup> day of June, 2020

**H.E.HON. LIONEL ROUWEN AINGIMEA, MP**  
**PRESIDENT &**  
**MINISTER FOR PUBLIC SERVICE**

G.N.No.400/2020

**PUBLIC SERVICE ACT 2016**  
**[Section 38]**

**Public Service Salary Scale**

Pursuant to the powers vested in me under *Section 38* of the *Public Service Act 2016*, I, Hon. Lionel Rouwen Aingimea, MP, Minister for Public Service have determined the new Public Service Salary Scale for Nauru Police Force which will come into effect on 29<sup>th</sup> June 2020 as follows:

<b>SCHEDULE 2</b>				
<b>NAURU POLICE FORCE REVIEWED SALARY SCALE</b>				
<b>Effective date: 29/06/2020</b>				
<b>Probationary Constable</b>				
<b>BAND 3</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 11,341.00	\$ 11,483.00	\$ 11,624.00	\$ 11,766.00
Basic 2	\$ 11,908.00	\$ 12,056.00	\$ 12,205.00	\$ 12,354.00
Basic 3	\$ 12,503.00	\$ 12,646.00	\$ 12,789.00	\$ 12,933.00
Basic 4	\$ 13,076.00	\$ 13,219.00	\$ 13,362.00	\$ 13,506.00
Basic 5	\$ 13,730.00	\$ 13,893.00	\$ 14,056.00	\$ 14,219.00
<b>Constable</b>				
<b>BAND 5</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 12,983.00	\$ 13,145.00	\$ 13,307.00	\$ 13,470.00
Basic 2	\$ 13,632.00	\$ 13,802.00	\$ 13,972.00	\$ 14,143.00
Basic 3	\$ 14,313.00	\$ 14,492.00	\$ 14,671.00	\$ 14,850.00
Basic 4	\$ 15,029.00	\$ 15,217.00	\$ 15,404.00	\$ 15,592.00
Basic 5	\$ 15,780.00	\$ 15,968.00	\$ 16,156.00	\$ 16,343.00
<b>Senior Constable</b>				
<b>BAND 6</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 13,762.00	\$ 13,934.00	\$ 14,106.00	\$ 14,277.00
Basic 2	\$ 14,450.00	\$ 14,630.00	\$ 14,811.00	\$ 14,991.00
Basic 3	\$ 15,172.00	\$ 15,362.00	\$ 15,551.00	\$ 15,741.00
Basic 4	\$ 15,930.00	\$ 16,129.00	\$ 16,328.00	\$ 16,527.00
Basic 5	\$ 16,727.00	\$ 16,926.00	\$ 17,125.00	\$ 17,324.00
<b>Sergeant</b>				
<b>BAND 7</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 14,863.00	\$ 15,048.00	\$ 15,234.00	\$ 15,420.00
Basic 2	\$ 15,606.00	\$ 15,801.00	\$ 15,997.00	\$ 16,192.00
Basic 3	\$ 16,389.00	\$ 16,593.00	\$ 16,798.00	\$ 17,002.00
Basic 4	\$ 17,208.00	\$ 17,423.00	\$ 17,638.00	\$ 17,853.00
Basic 5	\$ 18,068.00	\$ 18,283.00	\$ 18,498.00	\$ 18,713.00

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<b>Inspector</b>				
<b>BAND 9</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 17,336.00	\$ 17,552.00	\$ 17,769.00	\$ 17,985.00
Basic 2	\$ 18,202.00	\$ 18,430.00	\$ 18,658.00	\$ 18,885.00
Basic 3	\$ 19,113.00	\$ 19,352.00	\$ 19,590.00	\$ 19,829.00
Basic 4	\$ 20,069.00	\$ 20,319.00	\$ 20,570.00	\$ 20,821.00
Basic 5	\$ 21,072.00	\$ 21,323.00	\$ 21,573.00	\$ 21,824.00
<b>Senior Inspector</b>				
<b>BAND 10</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 18,722.00	\$ 18,956.00	\$ 19,190.00	\$ 19,424.00
Basic 2	\$ 19,658.00	\$ 19,904.00	\$ 20,150.00	\$ 20,395.00
Basic 3	\$ 20,641.00	\$ 20,899.00	\$ 21,157.00	\$ 21,415.00
Basic 4	\$ 21,673.00	\$ 21,944.00	\$ 22,214.00	\$ 22,485.00
Basic 5	\$ 22,757.00	\$ 23,027.00	\$ 23,298.00	\$ 23,568.00
<b>Superintendent</b>				
<b>BAND 12</b>	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 21,837.00	\$ 22,110.00	\$ 22,383.00	\$ 22,656.00
Basic 2	\$ 22,929.00	\$ 23,216.00	\$ 23,502.00	\$ 23,789.00
Basic 3	\$ 24,075.00	\$ 24,362.00	\$ 24,649.00	\$ 24,935.00
Basic 4	\$ 25,222.00	\$ 25,537.00	\$ 25,852.00	\$ 26,167.00
Basic 5	\$ 26,483.00	\$ 26,798.00	\$ 27,113.00	\$ 27,428.00

Dated this 24<sup>th</sup> day of June, 2020

**H.E.HON. LIONEL ROUWEN AINGIMEA, MP**  
**PRESIDENT &**  
**MINISTER FOR PUBLIC SERVICE**

G.N.No.401/2020

**PUBLIC SERVICE ACT 2016**  
**[Section 38]**

**Public Service Salary Scale**

Pursuant to the powers vested in me under *Section 38* of the *Public Service Act 2016*, I, Hon. Lionel Rouwen Aingimea, MP, Minister for Public Service have determined the new Public Service Salary Scale for Nauruan Health Staff which will come into effect on 29<sup>th</sup> June 2020 as follows:

<b>SCHEDULE 3</b>				
<b>NURSING REVIEWED SALARY SCALE</b>				
<b>Effective date: 29/06/2020</b>				
<b>Health Trainees</b>				
<b>BAND 3</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 11,341.00	\$ 11,483.00	\$ 11,624.00	\$ 11,766.00
Basic 2	\$ 11,908.00	\$ 12,056.00	\$ 12,205.00	\$ 12,354.00
Basic 3	\$ 12,503.00	\$ 12,646.00	\$ 12,789.00	\$ 12,933.00
Basic 4	\$ 13,076.00	\$ 13,219.00	\$ 13,362.00	\$ 13,506.00
Basic 5	\$ 13,730.00	\$ 13,893.00	\$ 14,056.00	\$ 14,219.00
<b>Nurse Aide</b>				
Starting point for Nurse Aide L1 - B4.1				
Starting point for Nurse Aide L2 - B4.3				
<b>BAND 4</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 12,248.00	\$ 12,401.00	\$ 12,554.00	\$ 12,707.00
Basic 2	\$ 12,860.00	\$ 13,021.00	\$ 13,182.00	\$ 13,342.00
Basic 3	\$ 13,503.00	\$ 13,672.00	\$ 13,841.00	\$ 14,010.00
Basic 4	\$ 14,178.00	\$ 14,355.00	\$ 14,532.00	\$ 14,710.00
Basic 5	\$ 14,887.00	\$ 15,064.00	\$ 15,241.00	\$ 15,418.00
<b>Graduate Nurse</b>				
<b>BAND 7</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 14,863.00	\$ 15,048.00	\$ 15,234.00	\$ 15,420.00
Basic 2	\$ 15,606.00	\$ 15,801.00	\$ 15,997.00	\$ 16,192.00
Basic 3	\$ 16,389.00	\$ 16,593.00	\$ 16,798.00	\$ 17,002.00
Basic 4	\$ 17,208.00	\$ 17,423.00	\$ 17,638.00	\$ 17,853.00
Basic 5	\$ 18,068.00	\$ 18,283.00	\$ 18,498.00	\$ 18,713.00
<b>Staff Nurse</b>				
<b>BAND 8</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 16,052.00	\$ 16,486.00	\$ 16,921.00	\$ 17,355.00
Basic 2	\$ 17,790.00	\$ 18,012.00	\$ 18,235.00	\$ 18,457.00
Basic 3	\$ 18,679.00	\$ 18,913.00	\$ 19,146.00	\$ 19,380.00
Basic 4	\$ 19,613.00	\$ 19,859.00	\$ 20,105.00	\$ 20,350.00
Basic 5	\$ 20,596.00	\$ 20,842.00	\$ 21,088.00	\$ 21,333.00
<b>Nurse Supervisor</b>				
<b>BAND 9</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 17,336.00	\$ 17,552.00	\$ 17,769.00	\$ 17,985.00
Basic 2	\$ 18,202.00	\$ 18,430.00	\$ 18,658.00	\$ 18,885.00
Basic 3	\$ 19,113.00	\$ 19,352.00	\$ 19,590.00	\$ 19,829.00
Basic 4	\$ 20,069.00	\$ 20,319.00	\$ 20,570.00	\$ 20,821.00
Basic 5	\$ 21,072.00	\$ 21,323.00	\$ 21,573.00	\$ 21,824.00
<b>Unit Manager</b>				
<b>BAND 10</b>	<b>PERANNUM PAY POINT 1</b>	<b>PERANNUM PAY POINT 2</b>	<b>PERANNUM PAY POINT 3</b>	<b>PERANNUM PAY POINT 4</b>
Basic 1	\$ 18,722.00	\$ 18,956.00	\$ 19,190.00	\$ 19,424.00
Basic 2	\$ 19,658.00	\$ 19,904.00	\$ 20,150.00	\$ 20,395.00
Basic 3	\$ 20,641.00	\$ 20,899.00	\$ 21,157.00	\$ 21,415.00
Basic 4	\$ 21,673.00	\$ 21,944.00	\$ 22,214.00	\$ 22,485.00
Basic 5	\$ 22,757.00	\$ 23,027.00	\$ 23,298.00	\$ 23,568.00

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<b>Diabetes Care Managers,</b>				
<b>BAND 11</b>				
	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 20,220.00	\$ 20,453.00	\$ 20,686.00	\$ 20,920.00
Basic 2	\$ 21,153.00	\$ 21,417.00	\$ 21,681.00	\$ 21,945.00
Basic 3	\$ 22,210.00	\$ 22,488.00	\$ 22,765.00	\$ 23,043.00
Basic 4	\$ 23,321.00	\$ 23,612.00	\$ 23,904.00	\$ 24,195.00
Basic 5	\$ 24,487.00	\$ 24,778.00	\$ 25,069.00	\$ 25,361.00
<b>Assistant Director of Nursing, Medical Officers, Health Coordinators,</b>				
<b>BAND 12</b>				
	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 21,837.00	\$ 22,110.00	\$ 22,383.00	\$ 22,656.00
Basic 2	\$ 22,929.00	\$ 23,216.00	\$ 23,502.00	\$ 23,789.00
Basic 3	\$ 24,075.00	\$ 24,362.00	\$ 24,649.00	\$ 24,935.00
Basic 4	\$ 25,222.00	\$ 25,537.00	\$ 25,852.00	\$ 26,167.00
Basic 5	\$ 26,483.00	\$ 26,798.00	\$ 27,113.00	\$ 27,428.00
<b>Senior Medical Officers, Director of Nursing, Director of Public Health</b>				
<b>BAND 13</b>				
	PERANNUM PAY POINT 1	PERANNUM PAY POINT 2	PERANNUM PAY POINT 3	PERANNUM PAY POINT 4
Basic 1	\$ 23,584.00	\$ 23,879.00	\$ 24,174.00	\$ 24,468.00
Basic 2	\$ 24,763.00	\$ 25,073.00	\$ 25,382.00	\$ 25,692.00
Basic 3	\$ 26,002.00	\$ 26,327.00	\$ 26,652.00	\$ 26,977.00
Basic 4	\$ 27,302.00	\$ 27,643.00	\$ 27,985.00	\$ 28,326.00
Basic 5	\$ 28,667.00	\$ 29,008.00	\$ 29,350.00	\$ 29,691.00

Dated this 24<sup>th</sup> day of June, 2020

**H.E.HON. LIONEL ROUWEN AINGIMEA, MP**  
**PRESIDENT &**  
**MINISTER FOR PUBLIC SERVICE**