

**Comparative Salary Assessment - Professional Staff; Suva & Noumea (COLDA not included)**

Salaries expressed in Australian dollar (AUD) equivalent <sup>2</sup>														
2007 (\$AUD equiv)					2008 (\$AUD equiv)					2009 (\$AUD equiv)				
Level	SDR	SUV	NOU	% diff <sup>3</sup>	Level	SDR	SUV	NOU	% diff <sup>3</sup>	Level	SDR	SUV	NOU	% diff <sup>3</sup>
1	1868	41049	41407	0.9%	1	1868	41545	43418	4.5%	1	1868	42861	46353	8.1%
2	1962	43114	43491	0.9%	2	1962	43635	45603	4.5%	2	1962	45017	48686	8.1%
3	2055	45158	45552	0.9%	3	2055	47704	47764	4.5%	3	2055	47152	50992	8.1%
4	2149	47224	47636	0.9%	4	2149	47794	49949	4.5%	4	2149	49307	53325	8.1%
5	2243	49289	49720	0.9%	5	2243	49885	52134	4.5%	5	2243	51464	55658	8.1%
6	2336	51333	51781	0.9%	6	2336	51953	54295	4.5%	6	2336	53598	57965	8.1%
7	2430	53399	53865	0.9%	7	2430	54044	56480	4.5%	7	2430	55753	60299	8.1%
8	2524	55464	55948	0.9%	8	2524	56134	58665	4.5%	8	2524	57912	62630	8.1%
9	2616	57486	57988	0.9%	9	2616	58180	60803	4.5%	9	2616	60023	64913	8.1%
11	2599	57112	57611	0.9%	11	2752	61205	63964	4.5%	11	2752	63145	68289	8.1%
12	2714	59639	60160	0.9%	12	2874	63918	66800	4.5%	12	2874	65942	71315	8.1%
13	2829	62167	62709	0.9%	13	2995	66609	69612	4.5%	13	2995	68720	74317	8.1%
14	2943	64672	65236	0.9%	14	3117	69323	72448	4.5%	14	3117	71519	77345	8.1%
15	3058	67199	67785	0.9%	15	3239	72036	75284	4.5%	15	3239	74318	80373	8.1%
16	3173	69726	70334	0.9%	16	3360	74727	78096	4.5%	16	3360	77094	83374	8.1%
17	3288	72253	72884	0.9%	17	3482	77440	80932	4.5%	17	3482	79893	86404	8.1%
18	3403	74780	75433	0.9%	18	3603	80131	83744	4.5%	18	3603	82670	89407	8.1%
19	3516	77263	77937	0.9%	19	3723	82800	86533	4.5%	19	3723	85423	92385	8.1%
K3 DIR	3365	73945	74590	0.9%	K3 DIR	3692	82111	85813	4.5%	K3 DIR	3692	84712	91612	8.1%
K6 DIR	3774	82933	83656	0.9%	K6 DIR	4140	92074	96226	4.5%	K6 DIR	4140	94991	102730	8.1%
L3 DDG	3918	86097	86848	0.9%	L3 DDG	4271	94988	99270	4.5%	L3 DDG	4271	97997	105982	8.1%
L6 DDG	4572	100469	101345	0.9%	L6 DDG	4983	110823	115819	4.5%	L6 DDG	4983	114333	123648	8.1%
M5 DG	5037	110687	111653	0.9%	M5 DG	5706	126902	132624	4.5%	M5 DG	5706	130922	141588	8.1%

1. All salary calculations based on relevant information (SDRs & monthly SDR conversion rates) available in SPC public folders

2. Australian dollar (AUD) equivalent estimates based on monthly 'mid-market' XPF:AUD and FID:AUD exchange rates

3. % difference = difference between salaries in Noumea & Suva expressed as a % of the corresponding Suva salary

4. At level AUD equivalent salary comparisons Noumea vs Suva : 2007 - Noumea + 0.9%; 2008 - Noumea + 4.5%; 2009 - Noumea + 8.1%

### Comparative Salary Assessment - Professional Staff, Suva & Noumea (COLDA included)

Salaries expressed in Australian dollar (AUD) equivalent <sup>2</sup>																	
Level	2007 (\$AUD equiv)					2008 (\$AUD equiv)					2009 (\$AUD equiv)						
	SDR	(+)/COLDA	SUV	NOU	% diff <sup>3</sup>	Level	SDR	(+)/COLDA	SUV	NOU	% diff <sup>3</sup>	Level	SDR	(+)/COLDA	SUV	NOU	% diff <sup>3</sup>
I1	1868	3014	41049	66810	62.8%	I1	1868	3014	41545	70054	68.6%	I1	1868	3014	42861	74790	74.5%
I2	1962	3136	43114	69514	61.2%	I2	1962	3136	43635	72890	67.0%	I2	1962	3136	45017	77817	72.9%
I3	2055	3258	45158	72219	59.9%	I3	2055	3258	45704	75725	65.7%	I3	2055	3258	47152	80844	71.5%
I4	2149	3380	47224	74923	58.7%	I4	2149	3380	47794	78561	64.4%	I4	2149	3380	49507	83872	70.1%
I5	2243	3502	49289	77627	57.5%	I5	2243	3502	49885	81397	63.2%	I5	2243	3502	51464	86899	68.9%
I6	2336	3624	51333	80331	56.5%	I6	2336	3624	51933	84232	62.1%	I6	2336	3624	53598	89926	67.8%
I7	2430	3746	53399	83036	55.5%	I7	2430	3746	54044	87068	61.1%	I7	2430	3746	55753	92953	66.7%
I8	2524	3868	55464	85740	54.6%	I8	2524	3868	56134	89903	60.2%	I8	2524	3868	57912	95981	65.7%
I9	2616	3988	57486	88400	53.8%	I9	2616	3988	58180	92693	59.3%	I9	2616	3988	60023	98958	64.9%
I1	2599	3966	57112	87912	53.9%	I1	2752	4165	61205	96807	58.2%	I1	2752	4165	63145	103351	63.7%
I2	2714	4115	59639	91215	52.9%	I2	2874	4324	63918	100502	57.2%	I2	2874	4324	65942	107296	62.7%
I3	2829	4265	62167	94540	52.1%	I3	2995	4482	66609	104175	56.4%	I3	2995	4482	68720	111217	61.8%
I4	2943	4414	64672	97843	51.3%	I4	3117	4640	69323	107847	55.6%	I4	3117	4640	71519	115137	61.0%
I5	3058	4564	67199	101168	50.6%	I5	3239	4798	72036	111519	54.8%	I5	3239	4798	74318	119058	60.2%
I6	3173	4713	69726	104471	49.8%	I6	3360	4957	74727	115215	54.2%	I6	3360	4957	77094	123003	59.5%
I7	3288	4863	72253	107796	49.2%	I7	3482	5115	77440	118887	53.5%	I7	3482	5115	79893	126924	58.9%
I8	3403	5012	74780	111099	48.6%	I8	3603	5274	80131	122583	53.0%	I8	3603	5274	82670	130869	58.3%
I9	3516	5160	77263	114379	48.0%	I9	3723	5430	82800	126209	52.4%	I9	3723	5430	85423	134740	57.7%
K3 DIR	3365	4963	73945	110012	48.8%	K3 DIR	3692	5389	82111	125256	52.5%	K3 DIR	3692	5389	84712	133723	57.9%
K6 DIR	3774	5496	82933	121827	46.9%	K6 DIR	4140	5973	92074	138830	50.8%	K6 DIR	4140	5973	94991	148214	56.0%
L3 DDG	3918	5684	86097	125995	46.3%	L3 DDG	4271	6143	94988	142781	50.3%	L3 DDG	4271	6143	97997	152433	55.5%
L6 DDG	4572	6535	100469	144858	44.2%	L6 DDG	4983	7070	110823	164327	48.3%	L6 DDG	4983	7070	114333	175435	53.4%
M5 DG	5037	7140	110687	158269	43.0%	M5 DG	5706	8012	126909	186222	46.7%	M5 DG	5706	8012	130922	198810	51.9%

1. All salary calculations based on relevant information (SDRs & monthly SDR conversion rates) available in SPC public folders

2. Australian dollar (AUD) equivalent estimates based on monthly 'mid-market' XPF:AUD and FID:AUD exchange rates

3. % difference = difference between salaries in Noumea (incl COLDA) & Suva expressed as a % of the corresponding Suva salary

4. At level AUD equivalent salary comparisons Noumea (incl COLDA) vs Suva :

- 2007 - Noumea (range + 43.0 to 62.8%)
- 2008 - Noumea (range + 46.7 to 68.6%)
- 2009 - Noumea (range + 51.9 to 74.5%)