

# Cambodia's Pay Spine

## Annual Salary in USD (inclusive of 13th month pay)

Spine Points	Annual Pay 2006 USD	Annual Pay 2007 USD	Annual Pay 2008 USD	Annual Pay 2009 USD	Annual Pay 2010 USD	Proposed Grading Structure from 1 January 2010				
	1.03	1.058	1.108	1.09	1.053	Grade 1	Grade 2	Grade 3		
67	24000	25392	28134	30666	32292				max	JE points 227 - 320
66	23301	24652	27315	29773	31351					
65	22622	23934	26519	28906	30438					
64	21963	23237	25747	28064	29552					
63	21324	22560	24997	27247	28691					
62	20703	21903	24269	26453	27855					
61	20100	21265	23562	25683	27044					
60	19514	20646	22876	24935	26256					
59	18946	20045	22210	24208	25491					
58	18394	19461	21563	23503	24749					
57	17858	18894	20935	22819	24028					
56	17338	18344	20325	22154	23328					
55	16833	17809	19733	21509	22649					
54	16343	17291	19158	20882	21989					
53	15867	16787	18600	20274	21349					
52	15405	16298	18058	19684	20727					
51	14956	15823	17532	19110	20123					
50	14520	15363	17022	18554	19537					
49	14097	14915	16526	18013	18968					
48	13687	14481	16045	17489	18416		max			
47	13288	14059	15577	16979	17879					
46	12901	13649	15124	16485	17358					
45	12525	13252	14683	16005	16853					
44	12161	12866	14255	15538	16362					
43	11806	12491	13840	15086	15885					
42	11463	12127	13437	14646	15423					
41	11129	11774	13046	14220	14974					
40	10805	11431	12666	13806	14537				min	
39	10490	11098	12297	13404	14114					
38	10184	10775	11939	13013	13703					
37	9888	10461	11591	12634	13304					
36	9600	10156	11253	12266	12916					
35	9320	9861	10926	11909	12540					
34	9049	9573	10607	11562	12175					
33	8785	9295	10298	11225	11820					
32	8529	9024	9998	10898	11476					
31	8281	8761	9707	10581	11142					
30	8040	8506	9425	10273	10817					
29	7805	8258	9150	9974	10502	max				
28	7578	8018	8884	9683	10196					
27	7357	7784	8625	9401	9899					
26	7143	7557	8374	9127	9611					
25	6935	7337	8130	8861	9331					
24	6733	7124	7893	8603	9059					
23	6537	6916	7663	8353	8795					
22	6347	6715	7440	8109	8539					
21	6162	6519	7223	7873	8290					
20	5982	6329	7013	7644	8049					
19	5808	6145	6808	7421	7815		min			
18	5639	5966	6610	7205	7587					
17	5475	5792	6418	6995	7366					
16	5315	5623	6231	6791	7151					
15	5160	5460	6049	6594	6943					
14	5010	5301	5873	6402	6741					
13	4864	5146	5702	6215	6545					
12	4722	4996	5536	6034	6354					
11	4585	4851	5375	5858	6169					
10	4451	4710	5218	5688	5989					
9	4322	4572	5066	5522	5815					
8	4196	4439	4919	5361	5645					
7	4074	4310	4775	5205	5481					
6	3955	4184	4636	5054	5321					
5	3840	4062	4501	4906	5166					
4	3728	3944	4370	4763	5016					
3	3619	3829	4243	4625	4870					
2	3514	3718	4119	4490	4728					
1	3412	3609	3999	4359	4590	min				