Malaysia's Pay Spine

Annual Salary in Ringgit (inclusive of 13th month pay)

Spine Points	Annual Pay 2006 MYR	Annual Pay for 2007 MYR	Annual Pay for 2008 MYR	Annual Pay For 2009 MYR	Annual Pay For 2010 MYR	Proposed Grading Structure from 1 January 2010												
	1.03	1.05	1.035	1.0377	1.006	Grade 1		Grade 2 (JE 127 - 226)					Grade 3 (JE 227 - 320)			Grade 4 (JE 321 - 506)		
98	226167	237476	245787	255053	256584												max	
97	219580	230559	238628	247625	249110													
96	213184	223843	231678	240412	241855													
95	206975	217324	224930	233410	234810													
94	200947	210994	218379	226612	227971													
93	195094	204849	212018	220011	221331													
92	189411	198882	205843	213603	214885													
91	183895	193089	199847	207382	208626													
90	178538	187465	194027	201341	202550													
89	173338	182005	188375	195477	196650													
88	168290	176704	182889	189784	190922											max		
87	163388	171557	177562	184256	185362													
86	158629	166561	172390	178889	179963												mid	
85	154009	161709	167369	173679	174721													
84	149523	156999	162494	168620	169632													
83	145168	152427	157761	163709	164691													
82	140940	147987	153166	158941	159894													
81	136835	143677	148705	154311	155237													
80	132849	139492	144374	149817	150716									max				
79	128980	135429	140169	145453	146326													
78	125223	131484	136086	141217	142064													
77	121576	127655	132123	137104	137926											mid		
76	118035	123937	128275	133110	133909													
75	114597	120327	124538	129233	130009												min	
74	111259	116822	120911	125469	126222													
73	108019	113420	117389	121815	122546													
72	104873	110116	113970	118267	118977													
71	101818	106909	110651	114822	115511													
70	98852	103795	107428	111478	112147													
69	95973	100772	104299	108231	108880								max					
68	93178	97837	101261	105079	105709													
67	90464	94987	98312	102018	102630									mid				
66	87829	92221	95448	99047	99641													
65	85271	89535	92668	96162	96739											min		
64	82787	86927	89969	93361	93921													
63	80376	84395	87349	90642	91186													
62	78035	81937	84805	88002	88530													
61	75762	79550	82335	85439	85951													
60	73555	77233	79936	82950	83448													
59	71413	74984	77608	80534	81017													
58	69333	72800	75348	78188	78657													
57	67314	70679	73153	75911	76366						max			min				
56	65353	68621	71022	73700	74142								mid					
55	63450	66622	68954	71553	71983													
54	61602	64682	66946	69469	69886													
53	59807	62798	64996	67446	67851													
52	58065	60969	63103	65482	65874													
51	56374	59193	61265	63574	63956													
50	54732	57469	59480	61723	62093													
49	53138	55795	57748	59925	60284													
48	51590	54170	56066	58179	58529													
47	50088	52592	54433	56485	56824					max								
46	48629	51060	52847	54840	55169						mid		min					
45	47212	49573	51308	53242	53562													
44	45837	48129	49814	51692	52002													
43	44502	46727	48363	50186	50487													
42	43206	45366	46954	48724	49017													
41	41948	44045	45587	47305	47589													
40	40726	42762	44259	45927	46203				max									
39	39540	41517	42970	44590	44857													
38	38388	40307	41718	43291	43551													
37	37270	39133	40503	42030	42282													
36	36184	37994	39323	40806	41051					mid								
35	35131	36887	38178	39617	39855													
34	34107	35813	37066	38463	38694						min							
33	33114	34770	35987	37343	37567													
32	32149	33757	34938	36256	36473													
31	31213	32774	33921	35200	35411													
30	30304	31819	32933	34174	34379													
29	29421	30892	31974	33179	33378			max										
28	28564	29993	31042	32213	32406				mid									
27	27732	29119	30138	31274	31462													
26	26925	28271	29260	30363	30546													
25	26140	27447	28408	29479	29656					min								
24	25379	26648	27581	28620	28792	max												
23	24640	25872	26777	27787	27954													
22	23922	25118	25997	26978	27139													
21	23225	24387	25240	26192	26349													
20	22549	23676	24505	25429	25581													
19	21892	22987	23791	24688	24836													
18	21255	22317	23098	23969	24113			mid										
17	20635	21667	22426	23271	23411				min									
16	20034	21036	21772	22593	22729													
15	19451	20423	21138	21935	22067													
14	18884	19829	20523	21296	21424													
13	18334	19251	19925	20676	20800		JE Points 100 - 126											
12	17800	18690	19345	20074	20194	mid												
11	17282	18146	18781	19489	19606													
10	16779	17617	18234	18921	19035													
9	16290	17104	17703	18370	18481													
8	15815	16606	17187	17835	17942													
7	15355	16122	16687	17316	17420			min										
6	14908	15653	16201	16811	16912													
5	14473	15197	15729	16322	16420													
4	14052	14754	15271	15846	15942													
3	13642	14325	14826	15385	15477													
2	13245	13907	14394	14937	15026													
1	12859	13502	13975	14502	14589	min												

RM101810 is the anchor point used

Note: JE sub-points

Grade 2	*127 - 142*
	143 - 160
	161 - 180
	181 - 226
Grade 3	*227 - 287*
	288 - 320
Grade 4	*321 - 380*
	381 - 506