

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 | Proposed Grading Structure from 1 January 2008 | | | | | |
|--------------|---------------------|---------------------|---------------------|--|-----|---------|--|---------|------------------------|
| | | | | Grade 1 | | Grade 2 | | Grade 3 | |
| | 1.03 | 1.058 | 1.108 | | | | | | |
| 67 | 24000 | 25392 | 28134 | | | | | max | JE points 227 - 320 |
| 66 | 23301 | 24652 | 27315 | | | | | | |
| 65 | 22622 | 23934 | 26519 | | | | | | |
| 64 | 21963 | 23237 | 25747 | | | | | | |
| 63 | 21324 | 22560 | 24997 | | | | | | |
| 62 | 20703 | 21903 | 24269 | | | | | | |
| 61 | 20100 | 21265 | 23562 | | | | | | |
| 60 | 19514 | 20646 | 22876 | | | | | | |
| 59 | 18946 | 20045 | 22210 | | | | | | |
| 58 | 18394 | 19461 | 21563 | | | | | | |
| 57 | 17858 | 18894 | 20935 | | | | | | |
| 56 | 17338 | 18344 | 20325 | | | | | | |
| 55 | 16833 | 17809 | 19733 | | | | | | |
| 54 | 16343 | 17291 | 19158 | | | | | | |
| 53 | 15867 | 16787 | 18600 | | | | | | |
| 52 | 15405 | 16298 | 18058 | | | | | | |
| 51 | 14956 | 15823 | 17532 | | | | | | |
| 50 | 14520 | 15363 | 17022 | | | | | | |
| 49 | 14097 | 14915 | 16526 | | | | | | |
| 48 | 13687 | 14481 | 16045 | | max | | | | |
| 47 | 13288 | 14059 | 15577 | | | | | | |
| 46 | 12901 | 13649 | 15124 | | | | | | |
| 45 | 12525 | 13252 | 14683 | | | | | | |
| 44 | 12161 | 12866 | 14255 | | | | | | |
| 43 | 11806 | 12491 | 13840 | | | | | | |
| 42 | 11463 | 12127 | 13437 | | | | | | |
| 41 | 11129 | 11774 | 13046 | | | | | | |
| 40 | 10805 | 11431 | 12666 | | | | | min | |
| 39 | 10490 | 11098 | 12297 | | | | | | |
| 38 | 10184 | 10775 | 11939 | | | | | | |
| 37 | 9888 | 10461 | 11591 | | | | | | |
| 36 | 9600 | 10156 | 11253 | | | | | | |
| 35 | 9320 | 9861 | 10926 | | | | | | |
| 34 | 9049 | 9573 | 10607 | | | | | | |
| 33 | 8785 | 9295 | 10298 | | | | | | |
| 32 | 8529 | 9024 | 9998 | | | | | | |
| 31 | 8281 | 8761 | 9707 | | | | | | |
| 30 | 8040 | 8506 | 9425 | | | | | | |
| 29 | 7805 | 8258 | 9150 | max | | | | | |
| 28 | 7578 | 8018 | 8884 | | | | | | |
| 27 | 7357 | 7784 | 8625 | | | | | | |
| 26 | 7143 | 7557 | 8374 | | | | | | |
| 25 | 6935 | 7337 | 8130 | | | | | | |
| 24 | 6733 | 7124 | 7893 | | | | | | |
| 23 | 6537 | 6916 | 7663 | | | | | | |
| 22 | 6347 | 6715 | 7440 | | | | | | |
| 21 | 6162 | 6519 | 7223 | | | | | | |
| 20 | 5982 | 6329 | 7013 | | min | | | | |
| 19 | 5808 | 6145 | 6808 | | | | | | |
| 18 | 5639 | 5966 | 6610 | | | | | | |
| 17 | 5475 | 5792 | 6418 | | | | | | |
| 16 | 5315 | 5623 | 6231 | | | | | | |
| 15 | 5160 | 5460 | 6049 | | | | | | |
| 14 | 5010 | 5301 | 5873 | | | | | | |
| 13 | 4864 | 5146 | 5702 | | | | | | |
| 12 | 4722 | 4996 | 5536 | | | | | | |
| 11 | 4585 | 4851 | 5375 | | | | | | |
| 10 | 4451 | 4710 | 5218 | | | | | | |
| 9 | 4322 | 4572 | 5066 | | | | | | |
| 8 | 4196 | 4439 | 4919 | | | | | | |
| 7 | 4074 | 4310 | 4775 | | | | | | |
| 6 | 3955 | 4184 | 4636 | | | | | | |
| 5 | 3840 | 4062 | 4501 | | | | | | |
| 4 | 3728 | 3944 | 4370 | | | | | | |
| 3 | 3619 | 3829 | 4243 | | | | | | |
| 2 | 3514 | 3718 | 4119 | | | | | | |
| 1 | 3412 | 3609 | 3999 | min | | | | | |