

Corporate Managers

| ISCO | Corporate managers | CISCO | Occupation | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------------------|--------|---|----|--------------|---------------------|--------------|----------|-----------|
| 1210 | Director & chief executives | 121000 | Director & chief executives | 30 | 7,812.38 | 660.92 | 8,473.30 | 2,722.96 | 18,507.00 |
| 1220 | Production & operations manager | 122200 | Production & operations managers in manufacturing | 1 | 6,085.93 | 612.98 | 6,698.91 | 6,698.91 | 6,698.91 |
| | | 122300 | Production & operations managers in construction | 2 | 4,080.00 | 80.00 | 4,160.00 | 3,480.00 | 4,840.00 |
| | | 122401 | Production & operations department managers in retail trade | 18 | 3,729.83 | 274.61 | 4,004.45 | 400.00 | 9,161.69 |
| | | 122500 | Production & operations department managers in restaurants | 1 | 4,333.42 | 266.68 | 4,600.10 | 4,600.10 | 4,600.10 |
| | | 122601 | Production & operations department managers in transport | 3 | 3,394.99 | 115.00 | 3,509.99 | 1,077.96 | 4,786.00 |
| | | 122603 | Production & operations dept | 2 | 4,500.00 | 0.00 | 4,500.00 | 4,000.00 | 5,000.00 |
| | | 122700 | Productions & operations managers in business services | 3 | 3,229.33 | 971.93 | 4,201.27 | 2,225.04 | 6,415.00 |
| | | 122800 | Production & operations managers in personal care | 1 | 2,077.20 | 0.00 | 2,077.20 | 2,077.20 | 2,077.20 |
| | | 122910 | Production & operations department managers in banking | 12 | 4,550.47 | 487.83 | 5,038.30 | 1,544.00 | 8,392.00 |
| | | 122920 | Production & operations managers in other business | 13 | 4,377.71 | 286.47 | 4,664.18 | 750.00 | 12,898.73 |

| ISCO | Department Managers | CISCO | Occupation | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|--|----|--------------|---------------------|--------------|-----------|-----------|
| 1231 | Finance Managers | 123101 | Corporate banking managers | 4 | 2,700.25 | 112.50 | 2,812.75 | 2,441.00 | 3,633.00 |
| | | 123102 | Private banking managers | 2 | 7,398.83 | 308.29 | 7,707.12 | 6,566.41 | 8,847.82 |
| | | 123103 | Financial controllers | 16 | 5,117.36 | 342.92 | 5,460.28 | 2,800.00 | 8,070.00 |
| | | 123105 | Fund administration managers (Fund & investments) | 4 | 6,170.83 | 565.50 | 6,736.33 | 5,806.33 | 8,438.00 |
| | | 123106 | Trust managers (trust) | 1 | 6,500.00 | 810.00 | 7,310.00 | 7,310.00 | 7,310.00 |
| | | 123107 | Operations managers (bank & finance) | 1 | 4,118.45 | 171.61 | 4,290.06 | 4,290.06 | 4,290.06 |
| | | 123108 | Tax managers | 1 | 15,833.33 | 473.00 | 16,306.33 | 16,306.33 | 16,306.33 |
| 1232 | Personnel Managers | 123200 | Personnel & industrial relations department managers | 4 | 4,727.29 | 440.43 | 5,167.72 | 3,715.80 | 6,916.62 |
| 1233 | Sales & Marketing Managers | 123300 | Sales & marketing department managers | 13 | 3,773.70 | 315.22 | 4,088.92 | 2,310.00 | 6,300.00 |
| 1234 | Advertising & Public Relations Managers | 123400 | Advertising & public relations department managers | 1 | 5,500.00 | 0.00 | 5,500.00 | 5,500.00 | 5,500.00 |
| 1236 | Computer Service Managers | 123601 | Computer services department managers | 3 | 3,066.67 | 178.33 | 3,245.00 | 2,000.00 | 4,235.00 |

| | | | | | | | | | |
|------|---------------------------|--------|--------------------------------|----|----------|--------|----------|----------|----------|
| 1239 | Other Department Managers | 123901 | Branch managers (bank) | 10 | 5,701.25 | 46.70 | 5,747.95 | 1,366.00 | 8,728.52 |
| | | 123902 | Office managers | 29 | 3,523.56 | 437.80 | 3,961.36 | 1,200.00 | 8,680.16 |
| | | 123903 | Project managers | 9 | 4,612.44 | 427.31 | 5,039.75 | 2,950.00 | 7,340.50 |
| | | 123904 | Legal managers | 2 | 3,000.00 | 100.00 | 3,100.00 | 3,100.00 | 3,100.00 |
| | | 123905 | Maintenance managers | 1 | 3,239.00 | 285.00 | 3,524.00 | 3,524.00 | 3,524.00 |
| | | 123906 | Warehouse managers | 2 | 2,000.00 | 107.50 | 2,107.50 | 1,815.00 | 2,400.00 |
| | | 123907 | Reservations managers | 3 | 2,869.23 | 287.17 | 3,156.40 | 2,621.70 | 3,874.00 |
| | | 123908 | Front desk managers | 1 | 2,769.24 | 448.92 | 3,218.16 | 3,218.16 | 3,218.16 |
| | | 123909 | Food & beverage directors | 3 | 3,626.67 | 950.49 | 4,577.16 | 3,260.00 | 6,930.00 |
| | | 123910 | Rooms division managers | 1 | 4,550.00 | 80.00 | 4,630.00 | 4,630.00 | 4,630.00 |
| | | 123912 | Business development directors | 1 | 7,500.00 | 475.00 | 7,975.00 | 7,975.00 | 7,975.00 |

| ISCO | General Managers | CISCO | Occupation | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------|--------|---|----|--------------|---------------------|--------------|----------|----------|
| 1310 | General Managers | 131200 | General managers in manufacturing | 2 | 6,058.00 | 317.24 | 6,375.24 | 5,600.00 | 7,150.48 |
| | | 131300 | General managers in construction | 3 | 3,353.33 | 361.00 | 3,714.33 | 3,243.00 | 4,400.00 |
| | | 131402 | General managers in retail trade | 30 | 2,560.90 | 275.10 | 2,836.00 | 852.00 | 6,919.16 |
| | | 131501 | General managers of restaurants | 7 | 1,696.57 | 120.96 | 1,817.54 | 847.69 | 1817.53 |
| | | 131502 | General managers of hotels | 4 | 3,037.31 | 531.48 | 3,568.79 | 1,344.00 | 6,508.16 |
| | | 131503 | General managers of other hospitalities | 1 | 3,848.66 | 1,074.62 | 4,923.28 | 4,923.28 | 4,923.28 |
| | | 131601 | General managers in transport | 1 | 3,500.00 | 650.00 | 4,150.00 | 4,150.00 | 4,150.00 |
| | | 131603 | General manager in communications | 2 | 3,042.50 | 50.00 | 3,092.50 | 2,085.00 | 4,100.00 |
| | | 131700 | General managers of business services | 6 | 5,479.17 | 275.70 | 5,754.87 | 3,400.00 | 8,975.00 |
| | | 131800 | General managers in personal care | 2 | 5,950.00 | 386.94 | 6,336.94 | 4,700.00 | 7,973.87 |
| | | 131900 | | 1 | 3,200.00 | 900.00 | 4,100.00 | 4,100.00 | 4,100.00 |

General manager of other business

| | | | | | | | | |
|--|--------|---------------------------------------|---|----------|--------|----------|----------|----------|
| | | | | | | | | |
| | 131901 | General managers in animal shelters | 4 | 4,907.75 | 275.21 | 5,182.96 | 1,820.00 | 9,415.00 |
| | 131902 | General managers in other departments | 1 | 3,982.24 | 99.56 | 4,081.80 | 4,081.80 | 4,081.80 |

Professionals

| ISCO | Computing Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--------------------------------------|--------|---------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 2131 | Computer System Designers & Analysts | 213101 | Systems analysts | 1 | 3,348.00 | 438.00 | 3,786.00 | 3,786.00 | 3,786.00 |
| | | 213102 | Computer analysts | 1 | 4,000.00 | 0.00 | 4,000.00 | 4,000.00 | 4,000.00 |
| 2132 | Programmers | 213201 | Programmers | 4 | 4,750.00 | 746.75 | 5,496.75 | 4,650.00 | 6,000.00 |
| | | 213202 | Software developers | 2 | 4,305.00 | 0.00 | 4,305.00 | 4,100.00 | 4,510.00 |
| 2139 | Other Computer Professionals | 213901 | Graphic designers | 2 | 2,680.00 | 225.00 | 2,905.00 | 2,760.00 | 3,050.00 |
| | | 213902 | IT technicians | 7 | 2,820.00 | 570.83 | 3,390.83 | 800.00 | 6,375.00 |
| | | 213903 | Computer Technicians | 5 | 3,700.00 | 501.00 | 4,201.00 | 3,140.00 | 5,850.00 |
| | | 213904 | Web designer/ website developer | 2 | 2,300.00 | 263.50 | 2,563.50 | 1,977.00 | 3,150.00 |
| | | 213905 | System Administrators | 1 | 4500.00 | 0.00 | 4,500.00 | 4,500.00 | 4,500.00 |
| | | 213907 | Computer Consultant | 1 | 5,500.00 | 1,875.00 | 7,375.00 | 7,375.00 | 7,375.00 |

| ISCO | Architects, town & traffic planners | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|-----------------------|---|--------------|---------------------|--------------|----------|----------|
| 2141 | Architects, town & traffic planners | 214101 | Building architects | 2 | 7,050.00 | 862.50 | 7,912.50 | 7,025.00 | 8,800.00 |
| 2143 | Electrical engineers | 214300 | Electrical engineers | 1 | 3,461.54 | 1,157.04 | 4,618.58 | 4,618.58 | 4,618.58 |
| 2144 | Electronic & telecommunication Engineers | 214401 | Electronic engineers | 1 | 4,200.00 | 0.00 | 4,200.00 | 4,200.00 | 4,200.00 |
| 2145 | Mechanical engineers | 214501 | Mechanical engineers | 3 | 5,998.24 | 539.16 | 6,537.40 | 4,894.32 | 8,181.50 |
| 2149 | Other architects & engineers | 214901 | Quantity surveyors | 4 | 3,916.75 | 1,009.69 | 4,926.44 | 4,361.25 | 5,480.00 |
| | | 214906 | Software engineers | 6 | 4,872.50 | 312.50 | 5,185.00 | 3,350.00 | 7,444.00 |
| | | 214908 | Maintenance engineers | 1 | 2,923.08 | 372.22 | 3,295.30 | 3,295.30 | 3,295.30 |
| | | 214912 | Site engineers | 2 | 6,333.00 | 80.00 | 6,413.00 | 6,121.00 | 6,705.00 |

| ISCO | Health Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--------------------------------------|--------|-------------------|----|--------------|---------------------|--------------|----------|-----------|
| 2221 | Medical Doctor | 222100 | Medical doctors | 20 | 6,778.46 | 371.54 | 7,150.00 | 4,046.37 | 10,546.37 |
| 2222 | Dentists | 222200 | Dentists | 1 | 7,091.00 | 425.46 | 7,516.46 | 7,516.46 | 7,516.46 |
| 2223 | Veterinarians | 222300 | Veterinarians | 2 | 4,000.00 | 680.00 | 4,680.00 | 4,680.00 | 4,680.00 |
| 2224 | Pharmacists | 222400 | Pharmacists | 2 | 4,250.00 | 255.00 | 4,505.00 | 4,505.00 | 4,505.00 |
| 2229 | Health professionals (except Nurses) | 222901 | Hygienists | 2 | 4,160.00 | 390.00 | 4,550.00 | 4,550.00 | 4,550.00 |
| | | 222902 | Radiographers | 1 | 3,375.00 | 202.50 | 3,577.50 | 3,577.50 | 3,577.50 |
| | | 222903 | Phlebotomists | 1 | 2,808.33 | 168.49 | 2,976.82 | 2,976.82 | 2,976.82 |
| | | 222904 | Paramedics | 3 | 2,675.00 | 160.49 | 2,835.49 | 2,385.00 | 3,621.65 |
| | | 222906 | Anesthetists | 1 | 8,000.00 | 447.37 | 8,447.37 | 8,447.37 | 8,447.37 |
| 2230 | Registered nurses | 223001 | Registered nurses | 22 | 3,452.92 | 213.09 | 3,666.01 | 1,937.37 | 5,917.99 |

| ISCO | Business professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|----------------------------------|--------|--|----|--------------|---------------------|--------------|----------|-----------|
| 2411 | Accountants | 241101 | Accountants (bank) | 2 | 4,579.45 | 65.35 | 4,644.80 | 3,324.60 | 5,965.00 |
| | | 241102 | Accountants (finance & investments) | 13 | 4,516.72 | 537.21 | 5,053.93 | 3,176.66 | 8,120.70 |
| | | 241103 | Accountants (trust) | 3 | 4,842.33 | 167.33 | 5,009.67 | 4,604.00 | 5,276.00 |
| | | 241104 | Accountants (other businesses) | 11 | 3,317.00 | 259.61 | 3,576.61 | 1,800.00 | 5,250.68 |
| | | 241105 | Auditors | 1 | 3,300.00 | 0.00 | 3,300.00 | 3,300.00 | 3,300.00 |
| | | 241106 | Senior accounting administrators | 5 | 4,393.29 | 335.95 | 4,729.25 | 3,612.33 | 7,189.00 |
| 2412 | Personnel & Career Professionals | 241202 | Human resources administrators | 4 | 4,994.48 | 796.50 | 5,790.99 | 3,430.90 | 11,029.42 |
| | | 241203 | Human resources officers | 5 | 3,362.67 | 677.41 | 4,040.08 | 3,077.06 | 4,591.85 |
| | | 241204 | Training officers, corporate | 1 | 4,317.00 | 597.46 | 4,914.46 | 4,914.46 | 4,914.46 |
| | | 241205 | Training officers, technical e.g. fiber optics | 2 | 5,433.50 | 1,203.97 | 6,637.47 | 4,626.28 | 8,648.65 |

| ISCO | Business professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------|--------|-------------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 2411 | Accountants | 241101 | Accountants (bank) | 2 | 4,579.45 | 65.35 | 4,644.80 | 3,324.60 | 5,965.00 |
| | | 241102 | Accountants (finance & investments) | 13 | 4,516.72 | 537.21 | 5,053.93 | 3,176.66 | 8,120.70 |
| | | 241103 | Accountants (trust) | 3 | 4,842.33 | 167.33 | 5,009.67 | 4,604.00 | 5,276.00 |

| | | | | | | | | | |
|------|--|--------|--|----|----------|----------|----------|----------|-----------|
| | | 241104 | Accountants (other businesses) | 11 | 3,317.00 | 259.61 | 3,576.61 | 1,800.00 | 5,250.68 |
| | | 241105 | Auditors | 1 | 3,300.00 | 0.00 | 3,300.00 | 3,300.00 | 3,300.00 |
| | | 241106 | Senior accounting administrators | 5 | 4,393.29 | 335.95 | 4,729.25 | 3,612.33 | 7,189.00 |
| 2412 | Personnel & Career Professionals | 241202 | Human resources administrators | 4 | 4,994.48 | 796.50 | 5,790.99 | 3,430.90 | 11,029.42 |
| | | 241203 | Human resources officers | 5 | 3,362.67 | 677.41 | 4,040.08 | 3,077.06 | 4,591.85 |
| | | 241204 | Training officers, corporate | 1 | 4,317.00 | 597.46 | 4,914.46 | 4,914.46 | 4,914.46 |
| | | 241205 | Training officers, technical e.g. fiber optics | 2 | 5,433.50 | 1,203.97 | 6,637.47 | 4,626.28 | 8,648.65 |

| ISCO | Business professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------|--------|---|---|--------------|---------------------|--------------|----------|----------|
| 2419 | Other business professionals | 241901 | Assistant relationship managers (bank) | 5 | 2,212.00 | 779.20 | 2,991.20 | 1,871.00 | 5,200.00 |
| | | 241902 | Assistant managers of fund administration | 8 | 1,637.50 | 215.09 | 1,852.59 | 816.08 | 3,775.00 |
| | | 241904 | Assistant financial controllers | 1 | 4,039.72 | 825.08 | 4,864.80 | 4,864.80 | 4,864.80 |
| | | 241905 | Assistant managers of other business | 8 | 3,466.47 | 264.81 | 3,731.28 | 1,562.40 | 6,747.48 |
| | | 241910 | Compliance officers | 5 | 4,351.53 | 668.18 | 5,019.71 | 2,647.00 | 8,011.03 |
| | | 241912 | Client relationship officers | 1 | 2,752.00 | 638.00 | 3,390.00 | 3,390.00 | 3,390.00 |
| | | 241913 | Senior accounts administrators | 1 | 3,136.50 | 130.69 | 3,267.19 | 3,267.19 | 3,267.19 |
| | | 241915 | Operations supervisors | 6 | 2,877.93 | 401.70 | 3,279.63 | 1,437.60 | 7,464.89 |
| | | 241916 | Corporate administrators | 3 | 3,377.94 | 360.76 | 3,738.70 | 2,621.66 | 5,646.44 |

| | | | | | | | |
|--------|--|---|----------|--------|----------|----------|----------|
| 241918 | Project administrators | 1 | 4,478.00 | 619.73 | 5,097.73 | 5,097.73 | 5,097.73 |
| 241919 | Foremen (Construction) | 4 | 4,274.75 | 118.50 | 4,393.25 | 1,920.00 | 7,014.00 |
| 241920 | Food & beverage supervisors | 4 | 2,248.00 | 132.50 | 2,380.50 | 1,730.00 | 3,000.00 |
| 241924 | Mechanical superintendents | 1 | 4,658.00 | 0.00 | 4,658.00 | 4,658.00 | 4,658.00 |
| 241925 | Project superintendents | 1 | 2,660.00 | 313.00 | 2,973.00 | 2,973.00 | 2,973.00 |
| 241926 | Site superintendents | 2 | 3,761.00 | 435.00 | 4,196.00 | 4,137.50 | 4,254.50 |
| 241928 | Guest services supervisors | 1 | 1,515.00 | 908.64 | 2,423.64 | 2,423.64 | 2,423.64 |
| 241929 | Service supervisors | 7 | 2,469.71 | 213.53 | 2,683.24 | 1,344.00 | 3,958.00 |
| 241931 | Marketing executives, e.g. marketing specialists | 3 | 2,366.67 | 295.00 | 2,661.67 | 1,800.00 | 3,735.00 |
| 241932 | Customer service administrators | 4 | 2,984.50 | 510.50 | 3,495.00 | 1,569.00 | 5,000.00 |
| 241999 | Other business professionals | 3 | 4,093.33 | 842.80 | 4,936.14 | 2,880.00 | 6,127.37 |

| ISCO | Legal professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------------|--------|------------------------------------|----|--------------|---------------------|--------------|----------|-----------|
| 2421 | Lawyers | 242100 | Lawyers, barristers/solicitors | 10 | 7,318.90 | 1,314.30 | 8,633.20 | 6,131.45 | 12,100.00 |
| 2429 | Other legal professionals | 242901 | Legal secretaries | 11 | 3,282.08 | 774.41 | 4,056.48 | 3,577.00 | 4,817.00 |
| | | 242902 | Paralegals | 2 | 3,401.50 | 445.00 | 3,846.50 | 3,840.00 | 3,853.00 |
| | | 242903 | Articled clerks (trainee attorney) | 2 | 4,534.84 | 530.27 | 5,065.11 | 3,853.00 | 6,277.21 |

| ISCO | Journalists & Artists | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|----------------------------------|--------|----------------------|---|--------------|---------------------|--------------|----------|----------|
| 2451 | Authors & journalists | 245101 | Editors, newspaper | 1 | 3,200.00 | 0.00 | 3,200.00 | 3,200.00 | 3,200.00 |
| | | 245102 | Reporters, newspaper | 1 | 3,500.00 | 0.00 | 3,500.00 | 3,500.00 | 3,500.00 |
| 2452 | Sculptors, painters, and artists | 245204 | Commercial artists | 1 | 2,034.92 | 215.52 | 2,250.44 | 2,250.44 | 2,250.44 |
| | | 245205 | Graphic artists | 3 | 2,841.51 | 238.51 | 3,080.01 | 2,463.12 | 4,218.44 |

Technicians and Associate Professional

| ISCO | Physical & engineering science Technicians | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|------------------------------------|----|--------------|---------------------|--------------|----------|-----------|
| 3111 | Chemical & physical technicians | 311101 | Photo technicians | 3 | 1,813.33 | 297.33 | 2,110.67 | 2,000.00 | 2,332.00 |
| | | 311102 | Pesticide technicians | 2 | 3,065.82 | 37.86 | 3,103.68 | 3,103.68 | 3,103.68 |
| | | 311103 | Chemical technicians | 1 | 3,093.00 | 261.04 | 3,354.04 | 3,354.04 | 3,354.04 |
| 3112 | Civil engineering technicians | 311201 | Survey technicians | 2 | 4,412.20 | 647.05 | 5,059.25 | 4,003.20 | 6,115.29 |
| 3113 | Electrical engineering technicians | 311301 | Electrical engineering technicians | 11 | 4,360.48 | 1,102.73 | 5,463.21 | 2,684.00 | 9,670.28 |
| | | 311302 | Electrical line technicians | 5 | 4,312.00 | 1,600.44 | 5,912.44 | 2,315.27 | 12,467.12 |
| 3114 | Electronic & telecommunication Engineering technicians | 311401 | Electronic technicians | 8 | 2,781.69 | 251.98 | 3,033.66 | 2,195.68 | 3,929.76 |
| 3115 | Mechanical engineering technicians | 311500 | Mechanical engineering technicians | 3 | 2,933.33 | 311.50 | 3,244.83 | 2,000.00 | 4,214.50 |
| 3118 | Draughts persons | 311800 | Draughts persons | 5 | 2,316.00 | 222.80 | 2,538.80 | 1,167.00 | 4,168.00 |
| 3119 | Physical & engineering science | 311902 | Tape & VCR recording technicians | 3 | 2,000.00 | 150.00 | 2,150.00 | 1,310.00 | 2,570.00 |

| ISCO | Computer associate professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|----------------------------------|--------|--------------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 3121 | Computer assistants | 312101 | IT assistants | 3 | 3,463.83 | 229.20 | 3,693.03 | 3,267.19 | 4,305.00 |
| | | 312103 | Digital systems software technicians | 2 | 2,280.00 | 484.20 | 2,764.20 | 1,653.40 | 3,875.00 |
| | | 312104 | Electronic data system technicians | 3 | 2,400.00 | 0.00 | 2,400.00 | 2,400.00 | 2,400.00 |

| ISCO | Optical & electronic equipment Operators | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|--------|--|--------|-------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 3131 1 | Photographers & image & sound recording | 313101 | Photographers | 4 | 1,859.00 | 181.30 | 2,040.30 | 1,355.20 | 3,200.00 |
| | | 313102 | Studio equipment operators | 3 | 2,266.67 | 0.00 | 2,266.67 | 1,750.00 | 2,950.00 |
| | | 313103 | Television camera persons | 1 | 2,500.00 | 1,050.00 | 3,550.00 | 3,550.00 | 3,550.00 |
| | | 313105 | Videographers | 2 | 400.00 | 1,223.50 | 1,623.50 | 347.00 | 2,900.00 |
| 3132 | Broadcasting & telecommunication Equipment operators | 313203 | Traffic keepers radio station | 1 | 2,050.00 | 0.00 | 2,050.00 | 2,050.00 | 2,050.00 |
| 3133 | Medical equipment operators | 313300 | Medical equipment operators | 3 | 2,738.00 | 0.00 | 2,738.00 | 2,500.00 | 3,214.00 |

| ISCO | Ship & aircraft controllers and technicians | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|-------------------------|---|--------------|---------------------|--------------|----------|-----------|
| 3141 | Ship's engineers | 314100 | Ship's engineers | 4 | 2,118.75 | 607.50 | 2,726.25 | 905.00 | 4,500.00 |
| 3142 | Ship's deck officers & pilots | 314201 | Pilots, ship | 1 | 1,763.00 | 267.00 | 2,030.00 | 2,030.00 | 2,030.00 |
| | | 314202 | Boat captains | 8 | 1,135.30 | 761.92 | 1,897.22 | 1,164.00 | 2,772.00 |
| | | 314203 | Pilots, submarine | 5 | 2,984.00 | 413.60 | 3,397.60 | 2,732.00 | 4,708.00 |
| 3143 | Aircraft pilots | 314301 | Airline pilots | 2 | 6,750.00 | 104.00 | 6,854.00 | 2,708.00 | 11,000.00 |
| 3144 | Air traffic controllers | 314400 | Air traffic controllers | 3 | 2,592.67 | 66.67 | 2,659.33 | 2,106.00 | 3,472.00 |

| ISCO | Safety & quality inspectors | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------------|--------|--------------------|---|--------------|---------------------|--------------|----------|----------|
| 3152 | Safety health & quality inspectors | 315201 | Quality inspectors | 3 | 2,633.33 | 179.75 | 2,813.08 | 1,709.40 | 3,642.84 |

| ISCO | Modern health associate Professional (except nurses) | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|----------------------------|---|--------------|---------------------|--------------|----------|----------|
| 3223 | Dieticians & nutritionists | 322300 | Dieticians & nutritionists | 1 | 3,000.00 | 711.71 | 3,711.71 | 3,711.71 | 3,711.71 |
| 3224 | Optometrist & | 322400 | Optometrists & opticians | 1 | 4,000.00 | 0.00 | 4,000.00 | 4,000.00 | 4,000.00 |

| | | | | | | | | | |
|------|-----------------------|--------|-----------------------|---|----------|--------|----------|----------|----------|
| | opticians | | | | | | | | |
| 3225 | Dental assistants | 322500 | Dental assistants | 1 | 2,700.00 | 225.00 | 2,925.00 | 2,925.00 | 2,925.00 |
| 3227 | Veterinary assistants | 322700 | Veterinary assistants | 5 | 2,260.00 | 506.00 | 2,766.00 | 1,490.00 | 3,580.00 |

| ISCO | Nursing & Midwifery associate Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|------------------|---|--------------|---------------------|--------------|----------|----------|
| 3231 | Nursing associate professionals | 323100 | Nurse assistants | 2 | 2,382.00 | 154.11 | 2,536.11 | 2,399.84 | 2,672.37 |
| | | 323101 | Porter, hospital | 1 | 1,200.00 | 0.00 | 1,200.00 | 1,200.00 | 1,200.00 |

| ISCO | Teaching Associate Professional | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|--|---|--------------|---------------------|--------------|---------|----------|
| 3340 | Other teaching associate professionals | 334001 | Sports instructors, e.g. scuba dive, wind surf | 6 | 1,461.98 | 638.68 | 2,100.65 | 980.00 | 4,922.00 |
| | | 334002 | Fitness instructors | 1 | 497.33 | 554.22 | 1051.55 | 96.6 | 2,848.05 |

| ISCO | Other Associate Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|---------------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 3411 | Securities & finance dealers & brokers | 341100 | Securities, finance dealers & brokers | 1 | 3,285.13 | 136.88 | 3,422.01 | 3,422.01 | 3,422.01 |
| 3412 | Insurance | 341201 | Insurance representatives | 5 | 1,680.00 | 1,354.00 | 3,034.00 | 2,100.00 | 4,100.00 |

| | | | | | | | | | |
|------|--|--------|----------------------------------|----|----------|----------|----------|----------|----------|
| | representatives | 341202 | Underwriters | 1 | 3,600.00 | 0.00 | 3,600.00 | 3,600.00 | 3,600.00 |
| | | 341203 | Underwriter assistants | 1 | 2,300.00 | 0.00 | 2,300.00 | 2,300.00 | 2,300.00 |
| 3413 | Estate agents | 341300 | Estate agents | 4 | 950.00 | 3,125.00 | 4,075.00 | 800.00 | 9,400.00 |
| 3414 | Travel consultants & organizers | 341402 | Travel organizers | 7 | 2,040.00 | 268.14 | 2,308.14 | 2,000.00 | 3,095.00 |
| 3415 | Technical & commercial sales Representatives | 341502 | Sales representatives/agents | 16 | 2,549.13 | 422.74 | 2,971.86 | 650.00 | 6,037.00 |
| | | 341503 | Customer service representatives | 1 | 1,480.00 | 222.00 | 1,702.00 | 1,702.00 | 1,702.00 |
| | | 341504 | Booking agents | 2 | 1,861.00 | 674.68 | 2,535.68 | 2,128.00 | 2,943.36 |
| | | 341505 | Sales associates | 5 | 551.64 | 2,835.32 | 3,386.96 | 2,563.88 | 4,297.84 |
| 3417 | Appraisers, evaluators & auctioneers | 341701 | Appraisers, auto | 9 | 2,583.33 | 208.23 | 2,791.56 | 1,837.50 | 4,100.00 |
| 3419 | Finance associates | 341904 | Assistant compliance officers | 3 | 2,820.00 | 421.37 | 3,241.37 | 1,200.00 | 6,901.54 |
| | | 341905 | Accounts supervisors | 4 | 4,089.10 | 544.18 | 4,633.28 | 3,905.07 | 5,499.00 |
| | | 341906 | Accounts officers | 5 | 3,117.00 | 377.40 | 3,494.40 | 2,684.99 | 4,360.00 |
| | | 341907 | Credit/loan officers | 4 | 2,981.75 | 495.00 | 3,476.75 | 1,275.00 | 5,200.00 |
| | | 341908 | Relationship officers | 2 | 3,440.00 | 141.50 | 3,581.50 | 2,971.00 | 4,192.00 |
| | | 341909 | Trust administrators | 4 | 5,484.50 | 375.00 | 5,859.50 | 3,750.00 | 8,000.00 |
| | | 341910 | Fund administrators | 11 | 3,922.00 | 526.45 | 4,448.45 | 2,594.00 | 6,274.00 |
| | | 341913 | Bank supervisors | 1 | 2,000.00 | 1,476.00 | 3,476.00 | 3,476.00 | 3,476.00 |

| | | | | | | | | | |
|--|--|--------|---------------|---|----------|--------|----------|----------|----------|
| | | 341914 | Bank officers | 1 | 4,452.00 | 167.00 | 4,619.00 | 4,619.00 | 4,619.00 |
|--|--|--------|---------------|---|----------|--------|----------|----------|----------|

| ISCO | Business services agents | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------|--------|--|---|--------------|---------------------|--------------|----------|----------|
| 3422 | Clearing & forwarding agents | 342200 | Clearing, forwarding & shipping agents | 2 | 2,630.00 | 0.00 | 2,630.00 | 2,460.00 | 2,800.00 |

| ISCO | Administrative associate Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|------------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 3431 | Administrative secretaries | 343101 | Administrative secretaries | 14 | 2,931.63 | 220.11 | 3,151.74 | 1,752.00 | 5,183.33 |
| | | 343102 | Personal assistants | 8 | 2,466.20 | 136.37 | 2,602.57 | 1,520.00 | 3,980.33 |
| 3433 | Bookkeepers | 343300 | Bookkeepers | 6 | 3,388.83 | 129.19 | 3,518.02 | 2,146.50 | 6,400.00 |
| 3439 | Administrative associate Professionals | 343901 | Executive secretaries | 10 | 2,564.20 | 569.51 | 3,133.71 | 1,960.00 | 4,800.00 |
| | | 343902 | Executive administrative assistant | 36 | 3,007.32 | 326.09 | 3,333.41 | 575.89 | 6,650.00 |

| ISCO | Artistic & entertainment associate Professionals | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|--------------|---|--------------|---------------------|--------------|----------|----------|
| 3473 | Street night-club, musicians, singers & dancers | 347301 | Disk jockeys | 1 | 800.00 | 380.00 | 1,180.00 | 1,180.00 | 1,180.00 |

Clerks

| ISCO | Secretaries & keyboard-operating clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|-----------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 4112 | Word processors & related operators | 411200 | Word processors & related workers | 1 | 802.00 | 323.00 | 1,125.00 | 1,125.00 | 1,125.00 |
| 4113 | Data entry operators | 411301 | Meter readers | 6 | 2,332.65 | 382.28 | 2,714.93 | 2,062.00 | 4,616.13 |
| | | 411302 | Data-entering workers | 3 | 2,385.15 | 408.57 | 2,793.72 | 2,142.00 | 3,219.16 |
| 4115 | Secretaries | 411500 | Secretaries | 27 | 2,219.75 | 171.79 | 2,391.53 | 992.00 | 4,163.00 |

| ISCO | Numerical clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------------------|--------|---------------------------|----|--------------|---------------------|--------------|----------|----------|
| 4121 | Accounting & bookkeeping clerks | 412101 | Senior accounting clerks | 6 | 2,291.33 | 310.99 | 2,602.31 | 947.95 | 5,307.73 |
| | | 412102 | Junior accounting clerks | 16 | 1,965.26 | 327.72 | 2,292.97 | 908.45 | 3,708.33 |
| | | 412103 | Fund & investments clerks | 4 | 2,358.11 | 617.40 | 2,975.51 | 1,213.52 | 5,106.00 |
| | | 412104 | Bookkeeping clerks | 3 | 2,300.00 | 36.00 | 2,336.00 | 1,308.00 | 4,100.00 |
| | | 412105 | Payroll clerks | 5 | 2,825.97 | 223.75 | 3,049.72 | 2,025.00 | 3,656.66 |
| | | 412106 | Cost computing clerks | 1 | 2,850.00 | 142.00 | 2,992.00 | 2,992.00 | 2,992.00 |
| 4122 | Statistical & finance clerks | 412201 | Statistical clerks | 2 | 817.00 | 259.50 | 1,076.50 | 1,073.00 | 1,080.00 |
| | | 412202 | Finance clerks | 1 | 2,195.55 | 91.49 | 2,287.04 | 2,287.04 | 2,287.04 |

| | | | | | | | | | |
|--|--|--------|----------------|---|--------|-------|--------|--------|--------|
| | | 412203 | Banking clerks | 2 | 800.50 | 98.00 | 898.50 | 885.00 | 912.00 |
|--|--|--------|----------------|---|--------|-------|--------|--------|--------|

| ISCO | Material-recording & transport clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------------------------|--------|-------------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 4131 | Stock clerks | 413101 | Stock clerks e.g. stock controllers | 13 | 1,522.44 | 193.28 | 1,715.72 | 714.00 | 3,139.00 |
| | | 413102 | Warehouse persons | 18 | 1,809.72 | 268.16 | 2,077.88 | 900.00 | 3,570.00 |
| 4132 | Production clerks | 413201 | Inventory control clerks | 4 | 2,306.75 | 129.03 | 2,435.78 | 1,897.32 | 3,054.28 |
| 4133 | Transportation clerks | 413301 | Dispatch agents (boat, bus truck) | 6 | 2,111.00 | 265.96 | 2,376.96 | 1,050.00 | 4,142.25 |

| ISCO | Library, mail and related clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|-------------------------|----|--------------|---------------------|--------------|----------|----------|
| 4141 | Library & filing clerks | 414100 | Filing clerks | 11 | 1,893.00 | 402.35 | 2,295.35 | 1,025.00 | 3,400.00 |
| 4142 | Mail carriers & sorting clerks | 414201 | Mail carriers | 5 | 2,142.60 | 315.20 | 2,457.80 | 1,792.00 | 3,841.00 |
| | | 414202 | Messengers | 2 | 1,618.50 | 80.25 | 1,698.75 | 1,400.00 | 1,997.50 |
| 4143 | Coding, proof-reading & related clerks | 414330 | Traffic keeper manifest | 1 | 2,850.00 | 105.00 | 2,955.00 | 2,955.00 | 2,955.00 |

| ISCO | Other office clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------|--------|---------------------------|----|--------------|---------------------|--------------|----------|----------|
| 4190 | Other office clerks | 419001 | Supervising clerks | 1 | 1,825.20 | 0.00 | 1,825.20 | 1,825.20 | 1,825.20 |
| | | 419002 | Senior clerks | 7 | 1,983.43 | 256.51 | 2,239.93 | 1,053.00 | 4,000.00 |
| | | 419003 | Administrative clerks | 9 | 2,065.67 | 183.33 | 2,249.00 | 1,249.00 | 3,213.00 |
| | | 419004 | Administrative assistants | 12 | 1,911.07 | 266.69 | 2,177.76 | 640.00 | 4,083.92 |
| | | 419005 | Assistant administrators | 1 | 2,425.00 | 0.00 | 2,425.00 | 2,425.00 | 2,425.00 |

| ISCO | Cashiers, tellers and related clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--------------------------------------|--------|-----------------------|----|--------------|---------------------|--------------|----------|----------|
| 4211 | Cash & ticket clerks | 421102 | Cashiers (retail) | 43 | 1,446.50 | 117.79 | 1,564.29 | 810.00 | 3,854.07 |
| | | 421103 | Cashiers (non retail) | 2 | 1,675.00 | 84.00 | 1,759.00 | 1,700.00 | 1,818.00 |
| 4212 | Tellers & other counter clerks | 421201 | Head tellers | 2 | 1,453.50 | 159.38 | 1,612.88 | 1,039.00 | 2,186.75 |
| | | 421202 | Tellers | 10 | 1,694.48 | 139.35 | 1,694.48 | 1,517.00 | 1,846.00 |
| | | 421203 | Counter clerks | 3 | 1,440.00 | 307.43 | 1,747.43 | 1,055.60 | 2,371.68 |

| ISCO | Client information clerks | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------------|--------|---|----|--------------|---------------------|--------------|----------|----------|
| 4221 | Travel agency & related clerks | 422101 | Passenger services agents, travel agents | 3 | 1,234.24 | 0.00 | 1,234.24 | 479.43 | 2,625.00 |
| 4222 | Receptionists & information clerks | 422201 | Receptionists (retail) | 16 | 1,715.48 | 183.74 | 1,899.22 | 1,310.72 | 2,505.40 |
| | | 422202 | Receptionists (e.g. Tourism-retail dive coordinators) | 7 | 1,114.29 | 298.57 | 1,412.86 | 1,310.00 | 1,610.00 |
| | | 422203 | Receptionists (hotel lobby attendants) | 3 | 991.68 | 438.35 | 1,430.03 | 1,314.00 | 1,517.04 |
| | | 422205 | Receptionists, (dental and medical clinics) | 1 | 2,340.00 | 195.00 | 2,535.00 | 2,535.00 | 2,535.00 |
| | | 422209 | Receptionists (others) | 14 | 2,181.61 | 343.95 | 2,525.56 | 1,450.00 | 4,037.00 |
| | | 422210 | Reservations coordinators | 1 | 1,334.68 | 968.12 | 2,302.80 | 2,302.80 | 2,302.80 |
| | | 422211 | Front desk clerks | 6 | 1,589.89 | 461.15 | 2,051.05 | 1,660.00 | 2,320.20 |
| 4223 | Telephone & switchboard operators | 422300 | Telephone switchboard operators | 7 | 1,334.98 | 498.02 | 1,833.00 | 1,078.00 | 2,863.66 |

Service workers and shop and market sales workers

| ISCO | Travel attendants & related workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|-------------------------------------|--------|----------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 5111 | Travel attendants & stewards | 511102 | Flight attendants | 3 | 2,000.00 | 0.00 | 2,000.00 | 1,766.00 | 2,354.00 |
| | | 511103 | News persons, report news on air | 1 | 1,200.00 | 400.00 | 1,600.00 | 1,600.00 | 1,600.00 |
| | | 511104 | Attendants, airport | 1 | 1,581.00 | 0.00 | 1,581.00 | 1,581.00 | 1,581.00 |
| 5112 | Transport conductors | 511200 | Transport conductors | 10 | 1,776.92 | 267.65 | 2,044.57 | 1,141.72 | 3,250.00 |
| 5113 | Travel guides | 511301 | Travel guides | 2 | 1,775.00 | 50.00 | 1,825.00 | 1,600.00 | 2,050.00 |
| | | 511302 | Submarine narrators | 1 | 1,772.00 | 364.00 | 2,136.00 | 2,136.00 | 2,136.00 |

| ISCO | House keeping & restaurant Service workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|------------------------|---|--------------|---------------------|--------------|----------|----------|
| 5121 | House keepers & related workers | 512101 | Executive housekeepers | 5 | 1,780.98 | 745.09 | 2,526.08 | 1,517.04 | 4,360.00 |
| | | 512102 | Housekeepers | 8 | 1,098.42 | 368.39 | 1,466.81 | 908.88 | 2,935.00 |
| | | 512103 | Waitpersons | 5 | 1,115.00 | 393.31 | 1,508.31 | 400.00 | 2,654.76 |
| 5122 | Cooks | 512201 | Executive chefs | 4 | 1,934.00 | 288.70 | 2,222.70 | 1,760.00 | 3,020.78 |

| | | | | | | | | | |
|------|--|--------|--|----|----------|--------|----------|----------|----------|
| | | 512202 | Sous chefs (second chefs) | 2 | 1,700.00 | 359.90 | 2,059.90 | 1,800.00 | 2,319.79 |
| | | 512203 | Chefs | 10 | 1,855.90 | 476.12 | 2,332.02 | 1,400.00 | 3,268.00 |
| | | 512204 | Cooks | 42 | 1,521.96 | 191.54 | 1,713.51 | 632.60 | 3,250.00 |
| | | 512205 | Cook's assistants | 3 | 1,337.07 | 76.74 | 1,413.80 | 1,141.72 | 1,699.69 |
| 5123 | Waiters, waitresses & bartenders | 512301 | Waiters/waitresses (food & beverage servers) | 76 | 956.16 | 340.83 | 1,296.99 | 453.00 | 4,050.94 |
| | | 512302 | Bartenders | 23 | 1,100.61 | 327.57 | 1,428.18 | 700.00 | 2,540.12 |

| ISCO | Other personal service workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|--------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 5141 | Hairdressers, barbers, & related workers | 514101 | Barbers | 3 | 900.00 | 0.00 | 900.00 | 800.00 | 1,000.00 |
| | | 514102 | Beauticians/massage therapists | 4 | 1,325.00 | 567.80 | 1,892.80 | 1,530.00 | 2,300.00 |
| | | 514103 | Braidists | 1 | 800.00 | 0.00 | 800.00 | 800.00 | 800.00 |
| | | 514104 | Nail specialists (manicurists) | 8 | 2,023.13 | 84.06 | 2,107.19 | 800.00 | 4,000.00 |
| | | 514105 | Hairdressers | 23 | 1,774.26 | 114.59 | 1,888.85 | 585.00 | 5,200.00 |
| | | 514109 | Aestheticians | 1 | 1,040.00 | 0.00 | 1,040.00 | 1,040.00 | 1,040.00 |

| ISCO | Protective service workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|----------------------------|--------|-------------------|----|--------------|---------------------|--------------|---------|----------|
| 5169 | Protected services workers | 516901 | Security officers | 24 | 1,713.00 | 118.82 | 1,831.82 | 952.05 | 3,255.90 |
| | | 516902 | Safety officers | 6 | 883.33 | 0.00 | 883.33 | 720.00 | 1,060.00 |

| ISCO | Shop salespersons & Demonstrators | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|-----------------------------------|--------|--------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 5220 | Shop salespersons & demonstrators | 522002 | Sales representatives (retail) | 95 | 1,590.35 | 396.58 | 1,986.93 | 583.00 | 7,000.40 |
| | | 522003 | Pump attendants | 2 | 990.00 | 489.10 | 1,479.10 | 1,370.60 | 1,587.60 |
| | | 522004 | Sales clerks (travel) | 1 | 2,160.00 | 1,398.24 | 3,558.24 | 3,558.24 | 3,558.24 |

Skilled Agricultural & Fishery Workers

| ISCO | Market gardeners & crop growers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|--------------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 6113 | Gardeners, horticultural Nursery growers | 611302 | Nursery growers | 2 | 1,800.00 | 0.00 | 1,800.00 | 1,600.00 | 2,000.00 |
| | | 611303 | Landscape gardeners, e.g. groundsman | 1 | 1,600.00 | 0.00 | 1,600.00 | 1,600.00 | 1,600.00 |

Craft and Related Trade Workers

| ISCO | Miners & quarry workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------------|--------|------------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 7113 | Stone splitters, cutters & carvers | 711300 | Stone splitters, cutters & carvers | 3 | 1,706.67 | 85.33 | 1,792.00 | 1,344.00 | 2,016.00 |

| ISCO | Building frame & related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 7122 | Brick layers & stone masons | 712202 | Masons, stone | 15 | 2,045.33 | 137.54 | 2,182.87 | 1,894.80 | 2,528.00 |
| 7123 | Concrete placers & finishers | 712301 | Concrete finishers & placers | 1 | 2,400.00 | 120.00 | 2,520.00 | 2,520.00 | 2,520.00 |
| 7124 | Carpenters & joiners | 712401 | Carpenters | 16 | 1,997.63 | 328.15 | 2,325.77 | 1,447.52 | 4,200.00 |
| | | 712402 | Carpenter helpers | 3 | 1,893.33 | 143.09 | 2,036.43 | 1,812.00 | 2,317.28 |
| 7129 | Building frame & related workers | 712901 | Window & door installers | 1 | 3,200.00 | 300.00 | 3,500.00 | 3,500.00 | 3,500.00 |

| ISCO | Building finishers & related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|---------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 7131 | Roofers | 713100 | Roofers | 1 | 1,440.00 | 594.00 | 2,034.00 | 2,034.00 | 2,034.00 |
| 7132 | Floor layers & tile setters | 713200 | Floor layers, tillers | 5 | 1,814.40 | 133.49 | 1,947.89 | 1,634.40 | 2,350.64 |
| 7133 | Plasterers | 713300 | Plasterers | 7 | 1,600.00 | 56.00 | 1,656.00 | 1,206.00 | 2,046.00 |
| 7134 | Insulation workers | 713400 | Insulation workers | 3 | 2,386.00 | 1,395.33 | 3,781.33 | 2,112.00 | 5,165.80 |
| 7135 | Glaziers | 713500 | Glaziers | 5 | 3,340.00 | 189.20 | 3,529.20 | 2,726.00 | 5,200.00 |
| 7136 | Plumbers & pipe fitters | 713600 | Plumbers & pipe fitters | 5 | 3,042.72 | 552.24 | 3,594.96 | 2,240.00 | 5,874.00 |
| 7137 | Building & related electricians | 713700 | Building & related electricians | 13 | 2,514.78 | 390.42 | 2,905.21 | 1,906.72 | 4,387.52 |

| ISCO | Painters, building structure cleaners & related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|--------------------|---|--------------|---------------------|--------------|----------|----------|
| 7141 | Painters & related workers | 714101 | Painters, building | 2 | 1,500.00 | 90.00 | 1,590.00 | 1,164.00 | 2,016.00 |
| 7142 | Varnishers & related painters | 714201 | Auto-body painters | 1 | 2,200.00 | 224.28 | 2,424.28 | 2,424.28 | 2,424.28 |

| | | | | | | | | | |
|------|-----------------------------|--------|-----------------------------|---|----------|------|----------|----------|----------|
| 7143 | Building structure cleaners | 714300 | Building structure cleaners | 1 | 1,080.00 | 0.00 | 1,080.00 | 1,080.00 | 1,080.00 |
|------|-----------------------------|--------|-----------------------------|---|----------|------|----------|----------|----------|

| ISCO | Metal, Machinery & Related Trade Workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|----------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 7213 | Sheet-metal workers | 721300 | Sheet metal workers | 3 | 2,404.67 | 682.67 | 3,087.33 | 1,584.00 | 5,918.00 |
| 7231 | Motor & vehicle mechanics & fitters | 723101 | Tire technicians | 5 | 1,380.80 | 226.78 | 1,607.58 | 1,520.00 | 1,749.36 |
| | | 723102 | Auto mechanics | 30 | 2,067.27 | 181.78 | 2,249.05 | 1,072.00 | 5,000.00 |
| | | 723103 | Marine auto mechanics | 23 | 2,488.39 | 585.18 | 3,073.57 | 1,528.00 | 5,198.00 |
| 7233 | Agricultural industrial-machinery Mechanics | 723301 | Gardening machine mechanics | 1 | 2,000.00 | 0.00 | 2,000.00 | 2,000.00 | 2,000.00 |
| | | 723302 | Washing machine mechanics | 1 | 1,500.00 | 31.85 | 1,531.85 | 1,531.85 | 1,531.85 |
| | | 723304 | Heavy machine mechanics | 6 | 2,422.67 | 164.90 | 2,587.57 | 1,900.00 | 3,200.00 |
| 7241 | Electrical mechanics & fitters | 724101 | Repairers, electrical equipment | 2 | 2,000.00 | 100.00 | 2,100.00 | 1,900.00 | 2,300.00 |
| | | 724102 | Installers, electrical equipment | 1 | 2,400.00 | 480.00 | 2,880.00 | 2,880.00 | 2,880.00 |
| 7245 | Electrical line & Cable installers | 724501 | Electrical line installers | 6 | 4,144.97 | 806.11 | 4,951.08 | 3,548.83 | 7,246.69 |
| | | 724502 | Cable workers, e.g. installers | 11 | 2,390.91 | 36.36 | 2,427.27 | 2,100.00 | 3,300.00 |

| ISCO | Printing & related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|-----------------------------------|--------|------------------|---|--------------|---------------------|--------------|----------|----------|
| 7345 | Bookbinders & related workers | 734502 | Document binders | 2 | 1,592.28 | 227.28 | 1,819.56 | 1,553.04 | 2,086.08 |

| ISCO | Other crafts and related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|--------------|---|--------------|---------------------|--------------|----------|----------|
| 7412 | Bakers, pastry-cooks & confectionery Makers | 741201 | Pastry cooks | 3 | 1,996.89 | 454.00 | 2,450.89 | 2,252.68 | 2,550.00 |
| | | 741202 | Bakers | 4 | 1,050.00 | 234.00 | 1,284.00 | 1,008.00 | 1,560.00 |

| ISCO | Textile, garment & related trades workers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|-----------------------|---|--------------|---------------------|--------------|----------|----------|
| 7433 | Tailors & dress makers | 743301 | Dressmakers & tailors | 4 | 720.00 | 124.00 | 844.00 | 600.00 | 1,160.00 |
| 7437 | Upholster workers | 743701 | Upholsterers | 2 | 1,800.00 | 131.36 | 1,931.36 | 1,931.36 | 1,931.36 |

Plant and machine operators and assemblers

| ISCO | Stationary-Plant & Related Operators | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|----------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 8113 | Well drillers & related workers | 811300 | Well drillers | 3 | 2,133.33 | 0.00 | 2,133.33 | 1,920.00 | 2,560.00 |
| 8161 | Power production plant operators | 816100 | Power production plant operators | 7 | 3,432.83 | 1,088.29 | 4,521.12 | 2,836.54 | 5,310.51 |
| 8163 | Incinerator, water-treatment & related plant operator | 816301 | Water-production plant operators | 6 | 1,846.17 | 556.50 | 2,402.67 | 2,032.00 | 2,656.00 |

| ISCO | Machine Operators and related Assemblers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|--|--------|---------------------------------|---|--------------|---------------------|--------------|----------|----------|
| 8212 | Cement & other mineral products | 821201 | Cement machine operators | 2 | 2,047.50 | 1,512.62 | 3,560.12 | 2,821.08 | 4,299.16 |
| | Machine operators | 821202 | Stone crushing machine operator | 3 | 1,920.00 | 192.00 | 2,112.00 | 2,112.00 | 2,112.00 |
| 8251 | Printing machine operators | 825100 | Printing machine operators | 1 | 2,769.20 | 286.12 | 3,055.32 | 3,055.32 | 3,055.32 |

| | | | | | | | | | |
|------|---|--------|---------------------------------------|---|----------|--------|----------|----------|----------|
| 8264 | Bleaching dyeing & cleaning Machine operators | 826400 | Dry cleaners, steam pressers, washers | 9 | 1,210.83 | 303.83 | 1,514.66 | 537.44 | 2,068.85 |
| 8290 | Other machine operators & assemblers | 829001 | Heavy machine operators | 1 | 3,600.00 | 0.00 | 3,600.00 | 3,600.00 | 3,600.00 |

| ISCO | Drivers & Mobile-Plant Operators | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---------------------------------------|--------|---------------------------|----|--------------|---------------------|--------------|----------|----------|
| 8322 | Car taxi & van driver | 832202 | Delivery men | 34 | 1,443.67 | 158.94 | 1,602.61 | 344.54 | 3,936.09 |
| | | 832204 | Van drivers | 2 | 1,300.00 | 110.00 | 1,410.00 | 1,304.00 | 1,516.00 |
| 8323 | Bus & tram drivers | 832301 | Bus drivers | 4 | 1,205.00 | 104.25 | 1,309.25 | 1,106.00 | 1,660.00 |
| 8324 | Heavy truck & lorry drivers | 832401 | Truck drivers | 7 | 1,965.14 | 322.83 | 2,287.98 | 1,842.72 | 2,679.12 |
| 8333 | Crane hoist & related plant operators | 833301 | Crane & hoist operators | 3 | 2,827.33 | 274.67 | 3,102.00 | 2,328.00 | 3,839.50 |
| 8334 | Lifting-truck operators | 833401 | Lifting-truck operators | 15 | 1,987.00 | 210.17 | 2,197.17 | 2,112.00 | 2,664.40 |
| 8340 | Ships' deck crews & related workers | 834001 | Crew members, boat & ship | 4 | 720.50 | 381.01 | 1,101.51 | 812.00 | 1,604.20 |

Elementary Occupations

| ISCO | Sales & Services Elementary Occupations | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|---|--------|-----------------------------|----|--------------|---------------------|--------------|----------|----------|
| 9131 | Domestic helpers & cleaners | 913100 | Domestic helpers | 6 | 776.37 | 386.76 | 1,163.13 | 900.00 | 1,400.00 |
| 9132 | Helpers & cleaners offices/hotels | 913201 | Cleaners, hotel | 8 | 1,001.73 | 594.25 | 1,595.98 | 1,003.04 | 2,444.96 |
| | | 913202 | Cleaners, office | 10 | 1,183.75 | 115.69 | 1,299.44 | 819.52 | 1,706.00 |
| | | 913203 | Dish washers, restaurant | 11 | 893.47 | 238.40 | 1,131.87 | 732.00 | 1,379.79 |
| | | 913204 | Kitchen helpers, restaurant | 13 | 910.92 | 184.82 | 1,095.74 | 711.08 | 1,400.00 |
| | | 913206 | Room attendants, hotel | 3 | 771.47 | 828.69 | 1,600.16 | 800.08 | 3,045.96 |
| | | 913207 | Pool cleaners, hotel | 4 | 1,274.42 | 580.99 | 1,855.41 | 1,256.00 | 2,132.72 |
| 9133 | Hand launderers & pressers | 913301 | Laundry assistants | 6 | 882.31 | 78.99 | 961.31 | 723.28 | 1,201.52 |
| 9141 | Building caretakers | 914101 | Janitors | 27 | 1,902.22 | 414.21 | 2,316.43 | 472.52 | 7,305.20 |
| | | 914102 | Maintenance persons | 20 | 2,000.98 | 307.45 | 2,308.44 | 580.00 | 6,178.34 |
| 9142 | Vehicle window & related cleaners | 914201 | Car cleaners | 16 | 1,027.75 | 47.66 | 1,075.41 | 700.00 | 1,890.48 |
| | | 914202 | Aircraft cleaners | 4 | 1,175.00 | 50.00 | 1,225.00 | 900.00 | 2,200.00 |
| 9151 | Messengers, porter & | 915101 | Bell men | 2 | 773.24 | 731.96 | 1,505.20 | 1,308.36 | 1,702.04 |

| | | | | | | | | | |
|------|--|--------|--------------------|---|--------|--------|----------|----------|----------|
| | deliverers | | | | | | | | |
| 9152 | Door keepers & watchpersons | 915201 | Doorkeepers, hotel | 1 | 537.60 | 484.80 | 1,022.40 | 1,022.40 | 1,022.40 |

| ISCO | Labourers | CISCO | OCCUPATION | N | Basic Salary | Allowance & Benefit | Compensation | Minimum | Maximum |
|------|------------------------------|--------|----------------------------------|----|--------------|---------------------|--------------|----------|----------|
| 9312 | Construction Labourer | 931201 | Road construction labourers | 6 | 1,586.67 | 108.40 | 1,695.07 | 1,409.60 | 2,432.00 |
| | | 931301 | Building construction labourers, | 23 | 1,743.04 | 117.37 | 1,860.42 | 1,288.00 | 2,900.00 |
| | | 933301 | Transport helpers & porters | 1 | 1,636.00 | 189.88 | 1,825.88 | 1,825.88 | 1,825.88 |