



Republic of the Marshall Islands
Office of the Public Service Commission

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By virtue of the statutory functions and powers vested under the Constitution, Article VII, Section 9, and the Public Service Regulation, the Commission hereby issue **Instruction 2020/03 “Hazardous Pay Differentials”**. This Instruction put forth into effect shall read as follows:

Night Differentials (ND)

The 15% night differential is authorized and given to employees that are required to work night shifts. The night differential only applies when an employee is placed and actually works night shifts. If an employee is not placed and does not work night shifts, the night differential shall not apply.

Standby Differentials (SD)

The 20% standby differential shall apply only to those employees that are listed on a standby roster for a particular day or week. The standby roster must have been prepared by a controlling officer and approved by the head of a ministry. The roster must be attached to the timesheet submitted to the Payroll Division, Ministry of Finance. Any employee that is not listed on a standby roster for a particular day or week shall not receive the 20% standby differential.

Ebeye Differentials (ED)

The 20% Ebeye differential shall apply only to: (a) citizens of the Republic of the Marshall Islands; (b) citizens of Palau and the Federated States of Micronesia, as approved by the Commission.

Contracted expatriates shall not be entitled to this differential.

Hazardous Pay Differentials (HPD)

Hazardous pay is a form of extra compensation given to employees for performing dangerous and life-threatening duties. It will only be given to workers whose jobs involve exposure to extreme distressful conditions, (COVID-19 and other similar pandemics) – especially if protective devices will not be sufficiently mitigating the danger or hardship involved.

The set of procedural guidelines of Percentage Rates for Hazardous Pay Differentials (***Please see Table, attached***) is hereby authorized and applied to those front-line employees that are required to work under extreme conditions and circumstances in which exposure to infectious disease/agent could further result in, and causing an employee to become infected and/or may be resulted in fatality.

The HPD shall be based on Annual Base Salary only, which is sorted out into four different percentage rates of four distinct categorized groups of employees as follows:

1. *Employees making \$27,000 and above shall be compensated at 30% of their annual base salaries;*
2. *Employees making \$18,000 and up to \$25,000 shall be compensated at 35% of their annual base salaries;*
3. *Employees making \$10,025 and up to \$17,025 shall be compensated at 40% of their annual base salaries; and,*
4. *Employees making \$9,380 and below shall be compensated at 45% of their annual base salaries.*

HPD shall be applied only to those employees that are listed on a frontline Worker Roster for a particular day or week. A roster of such shall be prepared and endorsed by the controlling officer and the head of a ministry and/or agency. Endorsement of such listing shall be secured also by the Office of the Chief Secretary and further approved by the Public Service Commission. It shall be attached to a Timesheet submitted to the Payroll Division, Ministry of Finance. Any employee that is not listed on a hazardous pay roster shall not receive the approved rates for hazardous pay differentials as so prescribed.

Notwithstanding to the HPD provisions, any incidence directly caused by excessive exposure which could be resulted in infection and/or fatality, such shall be compensated at a fixed flat rate of \$10,000.00 dollars. Any claim to be processed thereunder however, shall require medical documentation to serve as proof.

Duration of Premium. The premium pay period:

1. Must be for a specified and clear duration of time to ensure workers can rely on it for their economic security and plan for family essential needs; and
2. Should cover all hours worked by each approved essential frontline worker through December 31, 2020, or until the worker's salary-based maximum premium pay is reached, whichever comes first (*Please see HPD table with premium rates, attached*).

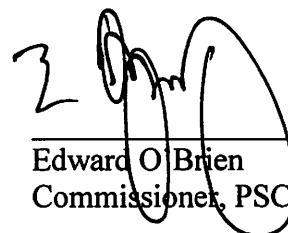
The Hazardous Pay Differential shall be applied only to deadly pandemics as COVID-19 and others as may be medically and clinically justified.

This Public Service Instruction 2020/03 shall take effect immediately and shall be the prevailing norm. All Ministries and Agencies of government are to ensure that the prescribed instruction be observed as stipulated above.



Kenneth Anitok
Chairman, PSC

Justina R. Langidrik
Commissioner, PSC



Edward O'Brien
Commissioner, PSC

**PUBLIC SERVICE COMMISSION
HAZARDOUS PAY DIFFERENTIAL**

Annual Salary	Hazardous Pay Percentage						Percent Apply	Annual Salary Plus Hazardous Pay by Percentage					
	25%	30%	35%	40%	45%	50%		25%	30%	35%	40%	45%	50%
40,000.00	10,000.00	12,000.00	14,000.00	16,000.00	18,000.00	20,000.00	30%	50,000.00	52,000.00	54,000.00	56,000.00	58,000.00	60,000.00
38,000.00	9,500.00	11,400.00	13,300.00	15,200.00	17,100.00	19,000.00	30%	47,500.00	49,400.00	51,300.00	53,200.00	55,100.00	57,000.00
36,000.00	9,000.00	10,800.00	12,600.00	14,400.00	16,200.00	18,000.00	30%	45,000.00	46,800.00	48,600.00	50,400.00	52,200.00	54,000.00
34,000.00	8,500.00	10,200.00	11,900.00	13,600.00	15,300.00	17,000.00	30%	42,500.00	44,200.00	45,900.00	47,600.00	49,300.00	51,000.00
32,000.00	8,000.00	9,600.00	11,200.00	12,800.00	14,400.00	16,000.00	30%	40,000.00	41,600.00	43,200.00	44,800.00	46,400.00	48,000.00
31,000.00	7,750.00	9,300.00	10,850.00	12,400.00	13,950.00	15,500.00	30%	38,750.00	40,300.00	41,850.00	43,400.00	44,950.00	46,500.00
30,000.00	7,500.00	9,000.00	10,500.00	12,000.00	13,500.00	15,000.00	30%	37,500.00	39,000.00	40,500.00	42,000.00	43,500.00	45,000.00
28,000.00	7,000.00	8,400.00	9,800.00	11,200.00	12,600.00	14,000.00	30%	35,000.00	36,400.00	37,800.00	39,200.00	40,600.00	42,000.00
27,000.00	6,750.00	8,100.00	9,450.00	10,800.00	12,150.00	13,500.00	30%	33,750.00	35,100.00	36,450.00	37,800.00	39,150.00	40,500.00
25,000.00	6,250.00	7,500.00	8,750.00	10,000.00	11,250.00	12,500.00	35%	31,250.00	32,500.00	33,750.00	35,000.00	36,250.00	37,500.00
24,000.00	6,000.00	7,200.00	8,400.00	9,600.00	10,800.00	12,000.00	35%	30,000.00	31,200.00	32,400.00	33,600.00	34,800.00	36,000.00
23,000.00	5,750.00	6,900.00	8,050.00	9,200.00	10,350.00	11,500.00	35%	28,750.00	29,900.00	31,050.00	32,200.00	33,350.00	34,500.00
22,000.00	5,500.00	6,600.00	7,700.00	8,800.00	9,900.00	11,000.00	35%	27,500.00	28,600.00	29,700.00	30,800.00	31,900.00	33,000.00
21,000.00	5,250.00	6,300.00	7,350.00	8,400.00	9,450.00	10,500.00	35%	26,250.00	27,300.00	28,350.00	29,400.00	30,450.00	31,500.00
20,000.00	5,000.00	6,000.00	7,000.00	8,000.00	9,000.00	10,000.00	35%	25,000.00	26,000.00	27,000.00	28,000.00	29,000.00	30,000.00
19,000.00	4,750.00	5,700.00	6,650.00	7,600.00	8,550.00	9,500.00	35%	23,750.00	24,700.00	25,650.00	26,600.00	27,550.00	28,500.00
18,000.00	4,500.00	5,400.00	6,300.00	7,200.00	8,100.00	9,000.00	35%	22,500.00	23,400.00	24,300.00	25,200.00	26,100.00	27,000.00
17,025.00	4,256.25	5,107.50	5,958.75	6,810.00	7,661.25	8,512.50	40%	21,281.25	22,132.50	22,983.75	23,835.00	24,686.25	25,537.50
15,925.00	3,981.25	4,777.50	5,573.75	6,370.00	7,166.25	7,962.50	40%	19,906.25	20,702.50	21,498.75	22,295.00	23,091.25	23,887.50
14,895.00	3,723.75	4,468.50	5,213.25	5,958.00	6,702.75	7,447.50	40%	18,618.75	19,363.50	20,108.25	20,853.00	21,597.75	22,342.50
13,935.00	3,483.75	4,180.50	4,877.25	5,574.00	6,270.75	6,967.50	40%	17,418.75	18,115.50	18,812.25	19,509.00	20,205.75	20,902.50
13,045.00	3,261.25	3,913.50	4,565.75	5,218.00	5,870.25	6,522.50	40%	16,306.25	16,958.50	17,610.75	18,263.00	18,915.25	19,567.50
12,220.00	3,055.00	3,666.00	4,277.00	4,888.00	5,499.00	6,110.00	40%	15,275.00	15,886.00	16,497.00	17,108.00	17,719.00	18,330.00
11,440.00	2,860.00	3,432.00	4,004.00	4,576.00	5,148.00	5,720.00	40%	14,300.00	14,872.00	15,444.00	16,016.00	16,588.00	17,160.00
10,710.00	2,677.50	3,213.00	3,748.50	4,284.00	4,819.50	5,355.00	40%	13,387.50	13,923.00	14,458.50	14,994.00	15,529.50	16,065.00
10,025.00	2,506.25	3,007.50	3,508.75	4,010.00	4,511.25	5,012.50	40%	12,531.25	13,032.50	13,533.75	14,035.00	14,536.25	15,037.50
9,380.00	2,345.00	2,814.00	3,283.00	3,752.00	4,221.00	4,690.00	45%	11,725.00	12,194.00	12,663.00	13,132.00	13,601.00	14,070.00
8,785.00	2,196.25	2,635.50	3,074.75	3,514.00	3,953.25	4,392.50	45%	10,981.25	11,420.50	11,859.75	12,299.00	12,738.25	13,177.50
8,240.00	2,060.00	2,472.00	2,884.00	3,296.00	3,708.00	4,120.00	45%	10,300.00	10,712.00	11,124.00	11,536.00	11,948.00	12,360.00
7,735.00	1,933.75	2,320.50	2,707.25	3,094.00	3,480.75	3,867.50	45%	9,668.75	10,055.50	10,442.25	10,829.00	11,215.75	11,602.50
7,255.00	1,813.75	2,176.50	2,539.25	2,902.00	3,264.75	3,627.50	45%	9,068.75	9,431.50	9,794.25	10,157.00	10,519.75	10,882.50
6,795.00	1,698.75	2,038.50	2,378.25	2,718.00	3,057.75	3,397.50	45%	8,493.75	8,833.50	9,173.25	9,513.00	9,852.75	10,192.50
6,385.00	1,596.25	1,915.50	2,234.75	2,554.00	2,873.25	3,192.50	45%	7,981.25	8,300.50	8,619.75	8,939.00	9,258.25	9,577.50

Hazardous Pay Rates base on Annual Salary			
Cat. 1	\$27,000 and above		30%
Cat. 2	\$18,000 and up to \$25,000		35%
Cat. 3	\$10,025 and up to \$17,025		40%
Cat. 4	\$9,380 and below		45%

Cat. - Category