



Republic of the Marshall Islands
Office of the Public Service Commission

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March 23, 2020

PUBLIC SERVICE INSTRUCTION 2020/02

DIFFERENTIALS

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 2020/02 “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 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 entirely mitigate the danger or hardship involved.

The 25% Hazardous Pay Differentials is hereby authorized and applied to those front-line employees (nurses, doctors, allied health fields, ambulance drivers, security/police officers, housekeeping, disinfectant officers) 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 becomes infected and/or death.

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. It shall be attached to the Timesheet submitted to the Payroll Division, Ministry of Finance. Any employee that is not listed on a hazardous pay roster shall not receive 25% hazardous pay differentials.

Notwithstanding to the HPD provisions, any incident directly caused by excessive exposure which may be resulted in infection and/or death such shall be compensated at a flat rate of \$5,000.00 dollars. Any claim to be processed thereunder such shall require medical documentation for confirmation.

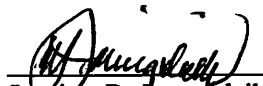
The Hazardous Pay Differential shall be applied to deadly pandemics declared by the World Health Organization (WHO) and further endorsed by the RMI Government.

Termination of HPD shall be in effect at the cession of the RMI declared state of emergency of the pandemic outbreak.

This Public Service Instruction 2020/02 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
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