

Tariff categories and tariff factors within the Unified Tariff Scale on work payment

The decision of Ministerial council Republic of Tajikistan from September, 21-st, 1993 № 487			
Tariff categories	Tariff factors	Tariff categories	Tariff factors
1	1.00	15	4.34
2	1.11	16	4.82
3	1.23	17	5.35
4	1.37	18	5.94
5	1.52	19	6.59
6	1.69	20	7.31
7	1.88	21	8.11
8	2.09	22	9.00
9	2.32	23	10.00
10	2.58	24	11.10
11	2.86	25	12.32
12	3.17	26	13.68
13	3.52	27	15.18
14	3.91	28	16.85

Indexes of rate changes of the average salary in all spheres of the economy
Republic of Tajikistan, for the period of 2004 till 2009

Years	rate of exchange (1 \$)	Estimated middle salary (in dollars)	Minimum salary (in dollars)	The price of food staff in rational norm of nutrition (in dollars)	Percent of the opportunity to get these food stuff by the salary
2004	2,97	20,81	2,36	26,32	79,05
2005	3,11	26,87	3,86	28	96,2
2006	3,20	36,50	6,25	28,50	128,0
2007	3,44	53,14	5,81	38,57	137,7
2008	3,42	68	17,54	53	129,9
(January - June) 2009	3,90	73	15,38	47,36	154

*The prices of food stuff, including to basket of foods consists of 28 names of food stuff, which are needed for one person (according to the information of Ministry of labor and social protection of the population of the Republic of Tajikistan)

Dynamics of average salary for one person in the sphere of the economy for 2004-2009

(in dollars)

Years	Total number for all spheres	industry	agriculture	transport	construction	Health protection, sport and social service	education	Culture and art	Science and scientific service	Governing body
2004	20,46	51	12	38,45	52,16	8	15,37	14,05	22,86	28,83
2005	27,65	61,12	12,88	58,10	70	13,14	24,23	19,50	33,58	42
2006	36,50	73,16	13,45	73,35	102,00	17,50	31,40	25,06	41,20	64
2007	53,15	87,59	15,37	115,82	133,25	22,05	64,79	30,34	48,26	73,08
2008	68,35	120	21,58	152,25	40	51,55	45	70,87	99,23	99,27
(January - June) 2009	73,10	113,30	19,70	156,28	160	41,08	54,43	44,23	70,60	164,30

Fund of wages of budget workers in Republic of Tajikistan

Years	Internal gross output (thousands dollars)	Fund of wages of all budget branches (thousands dollars)	In percentage wise	fund of wages of civil servants (thousands dollars)	In percentage wise from Internal gross output
2004	1 717 171	53 100	3,1	5 605	0,33
2005	2 282 958	88 317	3,9	9 627	0,43
2006	2 625 000	118 125	4,5	14 041	0,54
2007	2 776 162	140 013	5,0	16 908	0,61
2008	4 717 836	224 232	4,7	24 162	0,52
2009	2 006 820 (January-June)	280 191	5,2	32 360	0,61

Order of payment in wages according to Qualification rank

№	Qualification rank of civil servants	Previous rate raise multiple to minimum wages	Present rate raise in percent official salary (Decree of RT from 8.08.2003)
1	Real state adviser of the Republic of Tajikistan	5,0	25 %
2	State adviser of the Republic Tajikistan	4,5	23 %
3	State adviser of the Republic of Tajikistan 1 - class	4,1	22%
4	State adviser of the Republic of Tajikistan- 2 - class	3,8	21%
5	State adviser of the Republic of Tajikistan 3 - class	3,5	20%
6	Adviser of public service 1 – class	3,1	18%
7	Adviser of public service 2 – class	2,8	17%
8	Adviser of public service 3 – class	2,5	15%
9	Referent of public service 1 – class	2,1	14%
10	Referent of public service 2 – class	1,8	12%
11	Referent of public service 3 – class	1,5	10%

Order of payment according to length of public service of civil servants

In the presence of length of public service	Previous rate rise in present to official salary, taking into account the rate rise for Qualification rank	Present rate rise in present to official salary, taking into account the rate rise for Qualification rank
From 1 till 3 year	5%	5 %
From 3 till 5 year	10%	10 %
From 5 till 10 year	20%	15%
From 10 till 20 year	30%	20%
From 20 till and over от 20 лет и выше	45%	25%

Differences of the official salary in head positions at Ministries and the State Committees of Republic of Tajikistan (2005, 2006 and 2008) (in US dollars \$)

Posts	The base salary	Difference of positions	The base salary	Difference of positions	The base salary	Difference of positions
	2005		2006r.		2008r.	
Minister	22,40	2,4	268,75	6,62	526,32	6,93
The first deputy minister	19,38	2,1	93,75	2,31	394,74	5,19
The deputy minister	17,47	1,86	84,37	2,10	350,87	4,62
The chief of central administrative board	15,72	1,67	76,56	1,88	277,78	3,65
The head of department	15,72	1,67	71,87	1,77	239,76	3,16
The head of a sub-department	12,87	1,37	59,37	1,46	181,27	2,38
The chief expert	11,60	1,23	53,12	1,30	114,03	1,50
The leading expert	10,48	1,12	46,87	1,15	93,57	1,23
The expert	9,37	1,00	40,62	1,00	76,02	1,00
<i>rate of exchange</i>	<i>1 \$ - 3,11c</i>		<i>1 \$ - 3,20c.</i>		<i>1 \$ - 3,42c.</i>	

On the basis of the Law “about civil servants” Decree of the President of Republic of Tajikistan, there was adopted the “Register state post of Republic Tajikistan” from 20 December 2002 year № 946

Ministries and the State Committees of Republic Tajikistan

Post high category

The first deputy minister

The deputy minister

Post first category

The chief of central administrative board

The head of department

Post second category

The deputy chief of central administrative board

The deputy head of department

Post third category

The chief of a sub-department

Post fourth category

The chief of a sector

Post fifth category

The assistant of minister

The chief expert

Post sixth category

The leading expert

Post seventh category

The expert

Unified Tariff Scale for administrative civil servants

Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	
The higher	4,77	5,01	5,26	5,52	5,8	6,09	6,39	6,71	7,05	7,4	7,77	8,16	8,56	8,99	9,44	9,91	25%
1 - category	3,81	4,01	4,21	4,42	4,64	4,87	5,11	5,37	5,64	5,92	6,21	6,52	6,85	7,19	7,55	7,93	25%
2 – category	3,05	3,2	3,36	3,53	3,71	3,89	4,09	4,29	4,51	4,73	4,97	5,22	5,48	5,75	6,04	6,34	25%
3 - category	2,44	2,56	2,69	2,83	2,97	3,12	3,27	3,44	3,61	3,79	3,98	4,18	4,38	4,6	4,83	5,08	25%
4 - category	1,95	2,05	2,15	2,26	2,37	2,49	2,62	2,75	2,89	3,03	3,18	3,34	3,51	3,68	3,87	4,06	25%
5 - category	1,56	1,64	1,72	1,81	1,9	1,99	2,09	2,2	2,31	2,42	2,55	2,67	2,81	2,95	3,09	3,25	25%
6 - category	1,25	1,31	1,38	1,45	1,52	1,6	1,68	1,76	1,85	1,94	2,04	2,14	2,24	2,36	2,47	2,6	25%
7 - category	1	1,05	1,1	1,16	1,22	1,28	1,34	1,41	1,48	1,55	1,63	1,71	1,79	1,88	1,98	2,08	0
	0,0%	0,5%	1,05%	1,05	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%	1,05%
horizontal series																	

vertical series

Offered points of the introduction of posts on steps - public service

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<p>Self-government institutions of settlement and villages</p> <p>The subordinated organizations and establishments of the ministries and the State Committees, Constitutional, Supreme and the maximum economic Courts RT, Advice of justice RT , Bodies of Office of Public Prosecutor RT (at a level of cities and areas)</p>	<p>local agencies of executive authority of cities and areas</p> <p>The subordinated organizations and establishments of the ministries and the State Committees, Constitutional, Supreme and the maximum economic Courts RT, Advice of justice RT, Bodies of Office of Public Prosecutor RT (at a level of areas)</p>	<p>Local agencies of government RT of areas and Dushanbe city Committees, agencies and the main thing of management under the Government of Republic of Tajikistan</p> <p>The subordinated organizations and establishments of the ministries and the State Committees</p>	<p>The ministries and the state committees of Republic of Tajikistan</p> <p>The constitutional court, the Supreme court and the maximum economic courts RT</p> <p>Advice of justice of Republic of Tajikistan</p> <p>Bodies of Office of Public Prosecutor RT</p> <p>The subordinated organizations and establishments</p> <p>Management of public service under President of RT;</p> <p>The subordinated organizations and establishments Agency under the state financial control and struggle against corruption RT</p>	<p>Management of public service under President RT</p> <p>Agency for the state financial control and struggle against corruption RT</p>	<p>The executive device of President RT</p> <p>Devices Madzhlisi milli and Majlisi namoyandagon Majlisi Oli RT</p>

Integration of a qualified rank in the basic salary
(The ministries and the State committees of Republic of Tajikistan)

(in somoni)

Posts	The base salary	The rate rank for Qualification rank	The official salary in view of a rank	The official salary according to a scale (in view of a rank)	Difference between them (+;-)
The first deputy	1350	297	1647	1656	9
The deputy	1200	252	1452	1578	126
The chief of central administrative board	950	199,5	1149,5	1326	176,5
The head of department (separate)	770	138,6	908,6	1263	354,4
The chief of a Sub-department	560	100,8	660,8	849	188,2
Managing sector	470	84,6	554,6	678	123,4
The adviser	390	78	468	543	75
The assistant	390	81	471	543	72
The chief expert	390	58,5	448,5	543	94,5
The leading expert	320	38,4	358,4	435	76,6
The judicial executor	320	51,2	371,2	435	63,8
The expert	260	26	286	348	62

Analysis change of the official salary of civil servants - Ministries and the State Committees of
Republic of Tajikistan

(in somoni)

Posts	The base salary	Difference of positions	The official salary according to a scale (in view of a rank)	Difference of positions
The first deputy minister	1350	5,2	1656	4,8
The deputy minister	1200	4,6	1578	4,5
The chief of central administrative board	950	3,7	1326	3,8
The head of department	770	3,0	1263	3,6
The head of a sub-department	560	2,2	849	2,4
Managing sector	490	1,9	678	1,9
The chief expert	390	1,5	543	1,6
The leading expert	320	1,2	435	1,3
The expert	260	1,0	348	1,0

The long-service bonus will increase dependence on experience,
on step-by-step movement across the scale of charges

Categories	Step 3	Step 4	Step 5	Step 6	IIIar7	Step 8	Step 9
The maximum category							
1 category							
2 - a category							
3-category		The chief of a department (not having the experience of public service)				The chief of a department (25-years)	
4 - a category							
5 - a category							
6 - a category							
7 - a category		The expert (not having the experience of public service)			The expert (15th years)		
		The expert (not having the experience of public service)		The expert (9 - years)			

	<i>Till 3 years</i>	<i>3 -5 years</i>	<i>5-10 years</i>	<i>10-20 years</i>	<i>Over 20 years</i>
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Wages of workers of the Ministry of Labour and Social Protection of Republic of Tajikistan
(In view of a length of service) based on the Unified Tariff Scale

Posts	To category state employees	The official salary (in view of extra charges a grade and lengths of service)	Steps	coefficient	The official salary according to a scale (in view of a rank)	Length of service (in percentage)	Steps (in view of a length of service)	Factor (in view of a length of service)	The official salary (in view of a length of service)	Difference between them (+;-)
The basic salary (MS) – 300										
The first deputy minister	higher	1976,4	4	5,52	1656	20	7	6,39	1917	-59,4
The deputy minister	higher	1756,8	3	5,26	1578	20	7	6,39	1917	160,2
The head of department	1	999,46	3	4,21	1263	10	5	4,64	1392	392,54
The head of department	1	1164,63	3	4,21	1263	25	7	5,11	1533	368,37
The head of a sub-department	3	676,2	4	2,83	849	5	5	2,97	891	214,8
The head of a sub-department	3	847	4	2,83	849	25	8	3,44	1032	185
Managing sector	4	565,59	4	2,26	678	5	5	2,37	711	145,41
The chief expert	5	493,35	4	1,81	543	10	6	1,99	597	103,65
The chief expert	5	552,24	4	1,81	543	20	7	2,09	627	74,76
The leading expert	6	369,6	4	1,45	435	5	5	1,52	456	86,4
The leading expert	6	449,28	4	1,45	435	20	7	1,68	504	54,72
The expert	7	383,5	4	1,16	348	25	8	1,41	423	39,5
The expert	7	300,3	4	1,16	348	5	5	1,22	366	65,7

Table 15

Wages of workers of the Ministry of Finance of Republic Tajikistan
(In view of a length of service) based on the Unified Tariff Scale

Posts	To category of state employees	The official salary (in view of extra charges a grade and lengths of service)	Steps	coefficient	The official salary according to a scale (in view of a rank)	Length of service (in percentage)	Steps (in view of a length of service)	Factor (in view of a length of service)	The official salary (in view of a length of service)	Difference between them (+;-)
The basic salary (MS) – 300										
The first deputy	higher	1800	4	5,52	1656	0	4	5,52	1656	-144
The deputy	higher	1965	3	5,26	1578	25	8	6,71	2013	48
The head of central administrative board	1	1437,87	4	4,42	1326	25	8	5,37	1611	173,13
The deputy chief of central administrative board	2	1230	4	3,53	1059	25	8	4,29	1287	57
The head of department	1	1164,62	3	4,21	1263	25	7	5,11	1533	368,38
The head of department	1	1115,04	3	4,21	1263	20	6	4,87	1461	345,96
The head of a sub-depar.	3	759,92	4	2,83	849	15	7	3,27	981	221,08
The head of a sub-depar.	3	840	4	2,83	849	25	8	3,44	1032	192
Managing sector	4	665,52	4	2,26	678	20	7	2,62	786	120,48
Managing sector	4	621,57	4	2,26	678	15	7	2,62	786	164,43
The assistant minister	5	470,92	4	1,81	543	5	5	1,99	597	126,08
The chief expert	5	547,56	4	1,81	543	20	7	2,09	627	79,44
The chief expert	5	589,87	4	1,81	543	25	8	2,2	660	70,13
The leading expert	6	369,6	4	1,45	435	5	5	1,52	456	86,4
The leading expert	6	449,28	4	1,45	435	20	7	1,68	504	54,72
The expert	7	300,3	4	1,16	348	5	5	1,22	366	65,7
The expert	7	355,68	4	1,16	348	20	7	1,34	402	46,32

Ministries and the State Committees of the Republic of Tajikistan

Posts	Categories of civil servants	Steps	Coefficient
The first deputy minister	Higher	6	5,52
The deputy minister	Higher	5	5,26
The chief of central administrative board	1	4	4,42
The head of department	1	3	4,21
The deputy chief of central administrative board	2	4	3,53
The deputy head of department	2	1	3.05
The head of a sub-department	3	4	2.83
The chief of a sector	4	4	2.26
The assistan minister	5	4	1.81
The main expert	5	4	1.81
The leading expert	6	4	1.45
The expert	7	4	1.16

Lower organization Ministries and the State Committees of the Republic of Tajikistan

Posts	Categories of civil servants	Steps	Coefficient
Director	Higher	3	5,26
The deputy director	1	3	4,21
The head of department	1	2	4,01
The deputy head of department	2	3	3,36
The head of a sub-department	3	3	2,69
The chief of a sector	4	3	2,15
The assistant minister	5	3	1,72
The main expert	5	3	1,72
The leading expert	6	3	1,38
The expert	7	3	1,10

Lower organization Ministries and the State Committees of the Republic of Tajikistan
(on the level of areas and Dushanbe city)

Posts	Categories of civil servants	Steps	Coefficient
The chief of central administrative board	1	2	4.01
The head of department	1	1	3,81
The deputy chief of central administrative board	2	2	3,20
The deputy head of department	2	1	3.05
The head of a sub-department	3	2	2,56
The chief of a sector	4	2	2,05
The main expert	5	2	1,64
The leading expert	6	2	1,31
The expert	7	2	1,05

Lower organization Ministries and the State Committees of the Republic of Tajikistan
(on the level of cities and areas)

Posts	Categories of civil servants	Steps	Coefficient
The head of department	1	1	3,69
The deputy head of department	2	1	2,98
The head of a sub-department	3	1	2,4
The chief of a sector	4	1	1,94
The main expert	5	1	1,56
The leading expert	6	1	1,25
The expert	7	1	1

The second version of the scale excluding raise of rank to the basic salary

Category	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16		
The higher	4,51	4,73	5,02	5,37	5,80	6,32	6,95	7,72	8,64	9,76	11,13	12,80	14,85	17,37	20,50	24,40	23%	Вертикальное прогрессия
1 - category	3,66	3,85	4,08	4,36	4,71	5,14	5,65	6,27	7,03	7,94	9,05	10,41	12,07	14,12	16,67	19,83	23%	
2 – category	2,98	3,13	3,32	3,55	3,83	4,18	4,59	5,10	5,71	6,45	7,36	8,46	9,81	11,48	13,55	16,13	24%	
3 - category	2,40	2,52	2,67	2,86	3,09	3,37	3,70	4,11	4,61	5,20	5,93	6,82	7,92	9,26	10,93	13,00	24%	
4 - category	1,94	2,03	2,16	2,31	2,49	2,72	2,99	3,32	3,71	4,20	4,79	5,50	6,38	7,47	8,81	10,49	24%	
5 - category	1,56	1,64	1,74	1,86	2,01	2,19	2,41	2,67	3,00	3,39	3,86	4,44	5,15	6,02	7,11	8,46	25%	
6 - category	1,25	1,31	1,39	1,49	1,61	1,75	1,93	2,14	2,40	2,71	3,09	3,55	4,12	4,82	5,69	6,77	25%	
7 - category	1,00	1,05	1,11	1,19	1,29	1,40	1,54	1,71	1,92	2,17	2,47	2,84	3,29	3,85	4,55	5,41	0	
		0,0%	0,5%	0,6%	0,7%	0,8%	0,9%	0,10%	0,11%	0,12%	0,13%	0,14%	0,15%	0,16%	0,17%	0,18%		
horizontal series																		

**Comparison of existing and new official salaries of ministries and state committees
of the Republic of Tajikistan**

Posts	To category state employees	Acting official salaries	Differences of posts	steps	New salary (according to the 1 scale)	Differences of posts	Difference between them (+;-)	steps	New salary (according to the 2 scale)	Differences of posts	Difference between them (+;-)
The first deputy minister	Hig	1350	5,1	6	1390	5,3	40	6	1462	5,3	112
The deputy minister	Hig	1200	4,6	5	1275	4,8	75	5	1392	5,0	192
The head of central administrative board	1	950	3,6	4	960	3,6	10	4	1061	3,8	111
The head of department	1	770	2,9	3	897	3,4	127	3	1010	3,6	240
The deputy head of central administrative board	2	820	3,1	4	781	2,9	-39	4	847	3,0	27
The deputy head of department	2	620	2,3	1	655	2,5	35	1	732	2,6	112
The head of a sub-depar.	3	560	2,1	4	629	2,4	69	4	679	2,4	119
Managing sector	4	470	1,8	4	508	1,9	38	4	542	1,9	72
The adviser minister	5	390	1,5	4	409	1,9	19	4	434	1,6	44
The assistant minister	5	390	1,5	4	409	1,9	19	4	434	1,6	44
The chief expert	5	390	1,5	4	409	1,6	19	4	434	1,6	44
The leading expert	6	320	1,2	4	328	1,2	8	4	348	1,3	28
The expert	7	260	1,0	4	262	1,0	2	4	278	1,0	18
Additional amount					422				1163		

Comparison of existing and new official salaries of
Lower organization Ministries and the State Committees of the Republic of Tajikistan

Posts	To category state employees	Acting official salaries	Differences of posts	steps	New salary (according to the 1 scale)	Differences of posts	Difference between them (+;-)	steps	New salary (according to the 2 scale)	Differences of posts	Difference between them (+;-)
Director	Hig	950	4,0	3	1104	4,5	154	3	1262	4,8	312
The deputy director	1	820	3,4	3	897	3,6	77	3	1010	3,8	190
The head of department	1	560		2	846	3,4	286	2	962	3,6	402
The deputy head of department	2	500	2,0	3	729	3,0	229	3	806	3,1	306
The head of a sub-depar.	3	450	1,9	3	588	2,4	138	3	646	2,4	196
Managing sector	4	400	1,7	3	474	1,9	74	3	516	2,0	116
The assistant minister	5	340	1,4	3	383	1,6	43	3	413	1,6	73
The chief expert	5	340	1,4	3	383	1,6	43	3	413	1,6	73
The leading expert	6	280	1,2	3	306	1,2	26	3	331	1,3	51
The expert	7	240	1,0	3	245	1,0	5	3	264	1,0	24
Additional amount					1075				1743		

Comparison of existing and new official salaries of
Lower organization Ministries and the State Committees of Republic of Tajikistan
(on the level of areas and Dushanbe city)

Posts	To category state employees	Acting official salaries	Differences of posts	steps	New salary (according to the 1 scale)	Differences of posts	Difference between them (+;-)	steps	New salary (according to the 2 scale)	Differences of posts	Difference between them (+;-)
The head of central administrative board	1	620	2,7	2	846	3,6	226	2	962	4,0	342
The head of department	1	560	2,4	1	806	3,5	246	1	914	3,8	354
The deputy head of central administrative board	2	500	2,2	2	688	3,0	188	2	768	3,2	268
The deputy head of department	2	450	1,9	1	655	2,8	205	1	732	3,1	282
The head of a sub-depar.	3	420	1,8	2	555	2,4	135	2	614	2,6	194
Managing sector	4	380	1,7	2	448	1,9	68	2	492	2,1	112
The chief expert	5	320	1,4	2	361	1,6	41	2	394	1,6	74
The leading expert	6	270	1,2	2	289	1,2	19	2	314	1,3	44
The expert	7	230	1,0	2	231	1,0	1	2	240	1,0	10
Additional amount					1129				1680		

Comparison of existing and new official salaries of
Lower organization Ministries and the State Committees of Republic of Tajikistan
(on the level of areas and Dushanbe city)

Posts	To category state employees	Acting official salaries	Differences of posts	steps	New salary (according to the 1 scale)	Differences of posts	Difference between them (+;-)	steps	New salary (according to the 2 scale)	Differences of posts	Difference between them (+;-)
The head of department	1	450	2,0	1	806	3,7	356	1	914	3,8	464
The deputy head of department	2	420	1,9	1	655	3,0	235	1	732	3,1	312
The head of a sub-depar.	3	380	1,7	1	529	2,4	149	1	586	2,4	206
Managing sector	4	340	1,5	1	426	1,9	86	1	468	2,0	128
The chief expert	5	310	1,4	1	344	1,5	34	1	374	1,6	64
The leading expert	6	260	1,1	1	275	1,2	15	1	300	1,3	40
The expert	7	220	1,0	1	220	1,0	0	1	240	1,0	20
Additional amount					875				1234		