



SALARY STRUCTURE – VESSEL BASED

Basic salary ranges by staff Designation. Figures are in Maldivian Rufiyaa (MVR).

DESIGNATION	BASIC SALARY RANGE	NUMBER OF STAFF
Deck Crew/Oiler	2,700.00 - 3,600.00	13,2
Assistant Engineer/Cook	2,900.00 - 3,800.00	4
Assistant Bosun	3,200.00 - 4,100.00	3
Junior Skipper	3,900.00 - 4,800.00	2
Third Engineer/Senior Cook/Bosun/Welder	4,100.00 - 6,350.00	0,6,0,10,1
Senior Bosun	5,100.00 - 6,900.00	7
Skipper/Second Engineer	5,700.00 – 7,500.00	9,4
Fist Engineer	6,900.00 – 9,150.00	6
Senior Skipper	7,250.00 – 9,500.00	7
Senior Engineer	9,500.00 – 10,250.00	4
Chief Skipper	9,810.00 – 10,560.00	10
Chief Engineer	9,865.00 – 10,615.00	6
Master	10,800.00	5



SALARY STRUCTURE – SHORE BASED

Basic salary ranges by staff Designation. Figures are in Maldivian Rufiyaa (MVR).

DESIGNATION	BASIC SALARY RANGE	NUMBER OF STAFF
Domestic Assistant/Office Assistant/Security Officer/Crew/Helper/Labourer	2,700 - 3,600	6,2,32,0,83
Waiter/Semiskilled Worker	2,850-3,750	0,4
Skilled Worker/Duty Officer/Crane Operator/ Machine Operator/Driver/QA grader	2,900 – 3,800	9,3,3,3,1,1
Junior QA Inspector/Junior Officer/Cashier/Cook/Tally Clerk/Receptionist/Personal Assistant/Foreman	3,100 – 4,225	14,0,23,28,1,6,1,0,16
Junior Mechanic/Junior Welder/Junior Electrician/Junior Carpenter/Junior Mason/Junior Plumber/Senior Driver/Senior Crane Operator/Senior Machine Operator/Processing Officer	3,320 – 4,670	11,1,2,1,0,0,0,15,1,17,24
Senior Foreman/Senior Officer/Senior QA inspector	3,900 – 5,250	30,48,8,1
Supervisor/Junior Executive/Mechanic/Welder/Electrician/Carpenter/Mason/Chef/Plumber	4,600 – 5,950	48,11,16,3,1,5,1,4,0
Deputy Head Cashier/Senior Supervisor/Senior Executive	5,200 – 6,550	3,20,19,1
Assistant Manager/Assistant Accountant/Community Health Officer/ Executive Assistant/Assistant Auditor	5,600 - 7,400	32,1,0,0
Legal Officer/Senior Mechanic/Senior Welder/Senior Electrician/Senior Carpenter/Senior Mason/Senior Plumber/Head Cashier/Storekeeper/Machinist/Site Supervisor	5,900 – 7,700	0,21,1,2,7,0,2,2,0,0,12
Assistant Engineer/IT Technician	6,900 – 9,150	36,1
Engineer/Deputy Manager/Deputy Accountant/Civil Engineer/System Administrator/Deputy Auditor	8,000 – 10,250	17,38,1,5,0,1
Superintendent Engineer/Manager/Accountant/Plant Engineer/Legal Counsel/Auditor	9,000 – 10,750	2,43,1,1,2,0,0,22,1
Assistant Regional Manager/Senior Superintendent Engineer	10,950	2,2
Regional Manager	11,650	3
Engineering Consultant	15,000	3
Senior Manager	15,500	10
General Manager/Chief Internal Auditor/Company Secretary/Financial Controller/Financial Accountant (Reporting)/Management Accountant	19,136	9,1,1,1,1,1
Chief Financial Officer (CFO), Chief Operating Officer (COO)	25,000	1,1
Chief Executive Officer (CEO)	27,443	1



SALARY STRUCTURE – ICE PLANT

Basic salary ranges by staff Designation. Figures are in Maldivian Rufiyaa (MVR).

DESIGNATION	BASIC SALARY RANGE	NUMBER OF STAFF
Cashier	3,100.00	21
Mechanic	3,320.00	21
Semi-Skilled Worker	2,850.00	63

ALLOWANCES

CATEGORY	ALLOWANCE TYPES	VALUE/RATE
Qualification-Based	Professional Qualification	20%–40%
Service-Based	Long-Term Service	20%–50%
Hardship	Hardship Allowance	33%–50%
Position/Role	Assistant Regional Manager, Site In-charge, HOD, Executive	5,500.00, 7,500.00, 4,500 – 12,500, 8,250 – 12,500, 15,000
Operational	Service Allowance, Operational Complexity Allowance,	60%–75%, 9,000
Meal/Food	Food Allowance	50–65/day
Marine/Vessel	Commanding, Deck	2,000–2,600, 1,000–1,500
Minimum Wage	Minimum Wage Allowance	7% - 137%
Performance	Financial Performance Allowance, Governance Performance	10,000 – 15,000, 2,000 – 3,000
Skill -Based	Engineering Allowance	10,000