



THE GOVERNMENT OF THE REPUBLIC OF MOLDOVA

DECISION No. 743
of 11.06.2002

on remuneration of employees in self-supporting entities

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AMENDED BY:

[GD#5 of 18.01.16, OM#13-19/22.01.16 , Art.17](#)

[GD#5711 of 12.10.15, OM#291-295/23.10.15 , Art.806](#)

[GD#5191 of 22.04.15, M98-101/24.04.05 , Art.217](#)

[GD#5463 of 16.06.14, OM#160-166/20.06.14 , Art.495](#)

[GD#5260 of 25.04.12, OM#88-91/11.05.12 , Art.308](#)

[GD#5260 of 25.04.12, OM#82-84/27.04.12 , Art.291](#)

[GD#51105 of 06.12.10, OM#241-246/10.12.10 , Art.1225](#)

[!\[\]\(95b425611cbd2b8716a140cf67c81822_img.jpg\) GD#5896 of 07.08.06, OM#126-130/11.08.06 , Art.938](#)

[!\[\]\(b4eeff342f60cc7bcd67d869b4fedca2_img.jpg\) GD#51148 of 18.10.04, OM#189-192/22.10.04 , Art.1322](#)

[!\[\]\(4f6bf54ae7e4144a72d78316053e412d_img.jpg\) GD#5435 of 14.04.03, OM#76/22.04.03 , Art.468](#)

To improve the remuneration of employees in self-supporting entities, the Government of the Republic of Moldova DECIDES:

1. To approve:

The tariff scale recommended for workers in self-supporting entities (as per Annex 1), the skill levels and remuneration conditions for road transport workers, as per Annex 5.

[P.1 paragraph amended by GD#51105 of 06.12.10, OM#241-246/10.12.10 , Art.1225]

Pay grades of the Unified Tariff Scale for Remuneration of employees (hereinafter - UTSR) recommended for the managerial, professional and executive staff in self-supporting entities (as per Annex 2), which apply pay systems based on the unified tariff scale for remuneration;

Complexity factors that can be applied when establishing the tariff wage for the skill level (pay grade) I by type of works and sectors of national economy, as per Annex 3;

[P.1 paragraph amended by GD#51105 of 06.12.10, OM#241-246/10.12.10 , Art.1225]

Regulation on remuneration of apprentices during training, and remuneration of skilled workers and specialists involved in the training process, as per Annex 7.

[P.1 paragraph amended by GD#51105 of 06.12.10, OM#241-246/10.12.10 , Art.1225]

The list of self-supporting regulatory, certification, supervision and control public authorities and institutions, as per Annex 8.

[P.1 paragraph inserted by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

2. To establish that the entities applying the tariff-based or other non-tariff pay systems shall establish the base salaries of employees and the main conditions for labour remuneration, the use of various types of incentives and compensations, procedure for determination of wage supplements and increases and other conditions of remuneration in accordance with the Law on wages.

However, when determining the specific base salaries, it shall be recommended to observe the correlation between wage levels for different categories of employees, according to multipliers specified in Annex 4 to this Decision.

[P.2 paragraph amended by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

3. Entities applying the tariff scales by using the tariff factors, hourly rates of pay shall be calculated based on the tariff wage for skill level I, defined for the entity, which cannot be lower than the tariff salary for the skill level defined at branch level. At the same time, the total monthly salary of an employee, calculated based on the tariff system of remuneration, cannot be lower than the minimum guaranteed salary in the real sector, established by the Government after consultation with social partners.

[P.3 paragraph amended by GD#5260 of 25.04.12, OM#88-91/11.05.12, Art.308]

[P.3 paragraph amended by GD#5260 of 25.04.12, OM#82-84/27.04.12, Art.291]

For employees covered by non-tariff pay systems, the salary size shall be determined on a monthly basis by the employer, according to the procedure of wage differentiation for the entity, by observing the minimum wage limit equal to the minimum guaranteed salary in the real sector. The payment of wages to workers shall also be done based on monthly salaries or by agreement, negotiated in collective agreements or individual labour contracts, but not lower than the minimum guaranteed salary in the real sector.

For other categories of employees the official salaries shall be established based on skills, level of training and competences of the employee, the level of responsibility related to the works (duties) performed and their complexity.

The employer shall conduct the assessment of complexity of works and individual performance with a view to set the official salary proportionately to the minimum guaranteed salary in the real sector or the tariff wage for skill level I set for the entity.

[P.3 in the wording of GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

3¹. In entities applying the Unified tariff scale for remuneration of employees, the tariff wages and official wages for employees shall be determined by the pay grade set out in Annex 2 hereto and scales of official wages established for pay grades specified in the Annex 1 to the Law No. 355-XVI of 23 December 2005 on the pay system in the public sector, multiplied by the quotient obtained from the ratio of the tariff wage for the skill level I established in self-supporting entities and the minimum limit of the salary scale for the pay grade I specified in the above-named Annex for employees of public entities.

[P.3¹ inserted by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

4. The base salary, method and conditions of remuneration of managers of self-supporting entities (except those specified in para. 5 of this Decision) shall be determined by the authorities empowered to appoint such people and shall be specified in the agreement between the parties.

However, the official salary of the manager cannot serve as a basis for setting the salaries of other employees of the entity.

5. Base salaries and other salary rights for managers of state enterprises, managers of state-owned enterprises and managers of monopolistic enterprises shall be specified in the management contracts

concluded between the founder of the state company or the board of the stock company and the respective managers.

The total amount of the monthly salary of managers of state enterprises, managers of state-owned enterprises and managers of monopolistic enterprises, except the managers of regulatory, certification, supervision and control public authorities and institutions specified in paragraph 5² hereto shall vary from three-fold to five-fold size of the average monthly wage for the whole entity managed from the beginning of the year to the end of reporting month, depending on the annual financial statements (reports) showing positive results.

The board of the state enterprise or stock company, based on economic and financial reports for the previous year, every year, in February, shall decide on the specific ceiling of the manager's salary that can be limited for the current year.

The assessment of economic and financial results of the entity shall be done taking into account the trends of key indicators: net profit and sales revenue as compared to the same period of the previous year, and other indicators related to specific conditions of activity of the enterprise.

[P.5 in the wording of GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

[P.5 amended by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

[P.5 amended by GD#5435 of 14.04.03, OM#76/22.04.03, Art.468]

5¹. The salaries of managers of state enterprises, managers of state-owned enterprises and managers of monopolistic enterprises who throughout their activity allowed (allow) for salary arrears shall not be increased unless all arrears are settled.

Before the complete settlement of arrears, these entity managers shall neither be entitled to receive bonuses, salary supplements or other incentive payments.

If, during the reporting year, the employees' salary arrears were settled, the manager's salary shall be recalculated to include all salary-related payments.

[P.5¹ amended by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

[P.5¹ inserted by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

5². The total amount of the monthly salary of managers of self-supporting regulatory, certification, supervision and control public authorities and institutions, including those with status of state-owned enterprise listed in Annex 8 hereto shall not exceed the three-fold size of the average monthly salary for the whole entity managed from the beginning of the year to the end of reporting month.

[P.5² inserted by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

5³. The total monthly salary of the manager, limited by the provisions of paragraphs 5 and 5² of this Decision shall not include the one-time bonuses awarded on personal or corporate anniversaries, on professional days, the annual bonus and other annual payments granted under paragraph 13³ of this Decision and the financial aid for treatment and rest provided to the manager.

[P.5³ inserted by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

6. The rewarding of employees shall be done in the manner and according to reward indicators established under the Regulation on rewarding of employees, developed jointly with trade union committees or employees' representatives and approved by the entity managers. For state and state-owned enterprises, the amount of bonuses paid out from the salary fund shall not exceed 100% of the tariff and official salaries of staff, taking into account bonuses and supplements provided under the law.

At the same time, the amount of bonuses paid to a worker shall not be limited.

The managers of entities shall be entitled, under collective bargaining agreement, to provide additional reward to employees from the amount of benefits available to the entity.

7. Indexes, sizes and terms for the rewarding of managers of self-supporting entities shall be established by the employer or the senior management. The maximum size of the bonus for managers of monopolistic enterprises, state enterprises and state-owned enterprises shall not exceed twelve monthly official salaries per year, taking into account bonuses and supplements provided for under the law.

The maximum amount of the bonus for financial and economic results for managers of companies that benefit from subsidies from the budget shall not exceed 50 percent of the monthly salary. Managers of unprofitable enterprises shall be paid bonuses provided that they reduce losses compared with the same period of the previous year, and its annual amount shall not exceed 4.8 monthly base salaries.

[P.7 amended byGD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

8. Official salaries for deputy managers of structural subdivisions of the entities shall be set at a discount of 10 to 30 percent of official salaries of the respective managers.

9. To approve the List of compensatory salary supplements and increments, established for employees of self-supporting entities under the employment agreement, and their minimum size, as per Annex 6.

Such entities shall be entitled to increase supplements and increments specified in Annex 6 and establish other compensatory supplements and increments, within their budgets (resources allocated) provided for these purposes in collective bargaining agreements.

[P.9 amended byGD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

10. Employees who work at the entity in the same adverse conditions shall receive one-time compensatory bonuses, regardless of their skill level or size of the salary.

The specific size of the compensatory bonus for work in adverse conditions shall be determined by the degree of harm and within the limitations specified in the Collective convention (at national level) on Remuneration of employees employed under individual labour contracts.

[P.10 para.2) in the wording ofGD#51148 of 18.10.04, OM#189-192/22.10.04, Art.1322]

When determining supplements to the base salaries for work performed in adverse conditions, the working conditions shall be assessed as prescribed by the legislation in force.

List of specific works, jobs and specific values of salary supplements for work performed in adverse conditions shall be prepared based on the attestation of jobs and is legalized in the collective bargaining agreement of the entity. Where the jobs are subsequently rationalized or the working conditions are improved, the supplements shall be reduced or cancelled entirely.

11. The management and specialists with scientific degrees of "Doctor Habilitat" or "Doctor of Science", performing scientific and technical activities according to their specialty in such entities shall be entitled to increases in base salaries in the amount of at least 1.0 and 0.5, respectively, in the national minimum wage, determined in the manner prescribed by the Law No. 1432-XIV of 28 December 2000 on the setting and review of the minimum wage.

12. Employees of entities (except workers) shall be entitled to basic salary supplements for high professional performance, work intensity and for fulfilment of very important or urgent tasks. Supplements shall be established for a maximum period of one year and shall be reduced or cancelled in case of failure to perform the task, poor quality of work or breach of work discipline.

13. The supplement for seniority shall be set in the minimum amount of 5% for three years and a maximum of 40% of the base salary for over 20 years of relevant experience in the respective industry.

[P.13 amended byGD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

[P.13 in the wording ofGD#51148 of 18.10.04, OM#189-192/22.10.04, Art.1322]

13¹. In the event of termination of the individual employment contract concluded with the manager of the entity on the basis of an order (decision or judgment) of the relevant authority in the absence of culpable action or inaction, a manager shall be paid a compensation for the early termination of his/her individual employment contract in the amount stipulated in the agreement, but not less than three and no more than six average monthly salaries.

[P.13¹ inserted by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

13². Sizes of other payments that do not relate to salaries but can be provided in the individual employment contract or the collective agreement (financial aid, anniversary bonuses, professional days, etc.) shall be determined in every separate case, depending on available financial means. At the same time, the amount of these payments, which shall be paid from remuneration savings granted to the manager of the state enterprise, state-owned enterprise and the monopolist enterprise during one year, shall not exceed three official salaries.

[P.13² amended by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

[P.13² inserted by GD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

13³. The size of the annual bonus (granted pursuant to Art. 138 of the Labour Code) and the size of other annual payments granted to the entity managers specified in paragraphs 5 or 5² to this Decision, as a share of the company's annual net profit shall not exceed the amount of six official monthly salaries per year, depending on the annual financial statements (reports) showing positive results.

[P.13³ inserted by GD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]

14. Upon entry into force of this Decision, the following shall be cancelled:

Government Decision of the Republic of Moldova No. 300 of 26 May, 1993 on improvement of remuneration of staff in self-supporting entities (Official Gazette, 1993, No. 6, Art. 179);

Para. 4 of the Annex to the Government Decision No. 628 of 19 November, 1996 on approval of amendments and completions of some Moldovan Government decisions on remuneration (Official Gazette of the Republic of Moldova, 1997, No. 12, Art. 36);

Paragraph 2 of Section 3 and Annex to Government Decision No. 35 of 17 January, 2001 on setting the tariff wage for the skill level I of employees in the self-supporting entities (Official Gazette of the Republic of Moldova, 2001, No. 8 to 10, Art. 74).

**PRIME MINISTER
OF THE REPUBLIC OF MOLDOVA Vasile TARLEV**

Countersigned by:

**Minister of Labour
and Social Protection
Minister of Finance**

**Valerian Revenco
Zinaida Grecianî**

**Chisnau, 11 June 2002.
No. 743.**

Annex 1
to the Government Decision
of the Republic of Moldova
No. 743 of 11 June, 2002

**Recommended tariff scale
for the employees of self-supporting entities**

Skill levels	I	II	III	IV	V	VI	VII	VIII
Tariff factors	1.0	1.10-1.26	1.20-1.59	1.30-1.81	1.40-2.07	1.50-2.36	1.60-2.69	1.70-3.07

Notes:

1. The tariff scale shall be used to set tariff wages at the entities that apply the tariff scale system, irrespective of the type of ownership and the form of legal organization.

2. The specific tariff scale shall be set at the entities through negotiations and shall be integral part of the collective employment agreement.

The tariff coefficients by qualification group shall be set as fixed amounts on a band of tariff coefficients set on a grid, as specified in the Annex, by qualification group.

At the same time, when a specific tariff scale shall be set, it will be sought to set for each following group a tariff coefficient that would be higher than the one set for the preceding group, ensuring an even-paced or proportionate increase from one group to another.

3. Tariff wages shall differ by the approach to wage setting (by piecework or by time unit) and by industry.

4. The hourly or monthly tariff wage for the first qualification group shall be set by collective negotiations between the legal entities or individuals (employers) and the wage earners or their representatives, depending on the financial capacity of the employers and shall be specified in the collective employment agreements. The specific hourly or monthly tariff wage shall not be lower than the hourly or monthly tariff wage set for the first qualification group, which has been agreed upon through negotiations between the employers and the relevant trade unions, at the level of branch of economy or territorial unit, as the case might be.

Hourly or monthly tariff wages for other qualification groups shall be set by multiplying the hourly or monthly tariff wage (set for the first qualification group) by the corresponding tariff coefficient.

At the same time, when tariff wages (calculated as described here) for some qualification groups shall be lower than those set earlier, the current tariff wages shall continue to apply until the subsequent adjustment of the tariff wage (for the first qualification group) in amount that would ensure higher tariff wages (for the corresponding qualification groups) shall be calculated as specified in this Note.

[P.4 amended byGD#5260 of 25.04.12, OM#88-91/11.05.12, Art.308]

[P.4 amended byGD#5260 of 25.04.12, OM#82-84/27.04.12, Art.291]

5. Highly skilled employees engaged in particularly important work implying high responsibility may be set higher tariff wages, by increasing the tariff wage for the qualification group they belong to by 50-100 percent.

6. Monthly tariff wages shall be set by multiplying the hourly tariff wage by 169 hours.

[Annex1 amended byGD#51105 of 06.12.10, OM#241-246/10.12.10, Art.1225]

[Annex1 amended byGD#5896 of 07.08.06, OM#126-130/11.08.06, Art.938]

Annex2
to the Government Decision
of the Republic of Moldova
No. 743 of 11 June, 2002

**Pay grades of the Unified Tariff Scale for Remuneration of employees (hereinafter - UTSR)
recommended for the managerial, professional and executive staff in self-supporting entities**

Position	Pay grade
1	2
Heads of large economic entities:	
a) 1,000 employees or above	20-22
b) up to 1,000 employees	18-20
Heads of small economic entities (up to 50 employees)	15-17
Deputies of the heads of entities; chief engineers, heads of subdivisions	14-20
Chief constructor, chief technologist, chief accountant, chief power engineer, chief agronomist, chief economist, other management level staff	14-19
Managers (heads, chiefs) of subdivisions (departments, sections, labs) specialized in production	13-18
Managers (heads, chiefs) of main functional services: economic and financial; sales and marketing; advertisement and public relations; technical and material supply; computer science; technical and scientific development	12-17
Managers (heads, chiefs) of ancillary functional services: administration; personnel, personnel training and other labour relations; legal; chancellery; guard services; labour protection; general supply and maintenance; other ancillary services	11-16
Head of office, lab, sector under department, section, lab	10-14
Head of section, unit, workshop	11-17
Senior construction site supervisor	12-14
Construction site supervisor, mechanic, power engineer (section level)	10-12
Head of sector (shift), team, group:	10-13
Senior: foreman, controller master, garage mechanic	10-13
Foreman, controller master, garage mechanic	9-12
Head of supply and maintenance section	8-10
Main researcher	19;20
Research coordinator	18;19
Senior research coordinator	16;18
Researcher	14;16
Low qualification researcher	12;14
Engineers: constructor, technologist, draftsman, environmentalist, electronic engineer; mathematician, designer, surveyor	
Coordinator	14-15
Group I	13-14
Group II	12-13

Group III	11-12
No group	9-10
Other types of engineers, economist, auditor, artist, geologist, geophysicist, mine topographer	
Coordinator	13-14
Group I	12-13
Group II	10-11
No group	8-9
Legal expert, psychologist, sociologist, psychologist, translator; editor, methodologist, other specialists with higher education:	
Group I	12-13
Group II	10-11
No group	8-9
Accountant	
Coordinator	13-14
Group I	12-13
Group II	10-11
higher education	9-10
short-term higher education	8-9
no short-term higher education	7-8
Veterinarian:	
Coordinator	15-16
Group I	14-15
Group II	12-13
No group	10-11
Agronomist, livestock expert, entomologist, toxicologist, bacteriologist, microbiologist, mycologist:	
Coordinator	14-15
Group I	12-13
Group II	10-11
No group	9-10
Veterinary assistant	
Group I	10-11
Group II	9-10
No group	7-8
Senior: dispatcher, merchandiser;	
higher education	10-11
short-term higher education	9-10
Dispatch reviewer, merchandiser; senior: inspector, lab technician	
higher education	9-10
short-term higher education	8-9

All types of technicians, scene-designer:	
Group I	9-10
Group II	7-8
No group	6-7
Inspector, lab technician	5-6
Head of guard service	7-9
Head of: chancellery, central warehouse, archives:	
higher education	8-9
short-term higher education	6-7
Heads of:	
typewriting service, ticket booth, audio records library	5-7
multiplication and copy making service, photo lab, rental service, laundry service, supply service, stylographic copy making service	
short-term higher education	5-6
High School	4-5
permits issuing office, dispatch office, information desk, storage room	4-5
securities broker, dealer	8-11
Insurer, real estate agent, travel agent, commercial agent, insurance valuator, action estimator, technical and commercial representative, bank desk operator, currency exchange desk operator	7-10
Stenographer:	
Group I	6-7
Group II	5-6
Senior: administrator, archive worker, cashier worker, cash collector	5-7
Statistician, draftsman-constructor, dispatch operator, caretaker of unit, building	5-7
Cashier, cash collector, administrator, archive worker, procurement officer, rater	4-6
Secretary to CEO, stenographer secretary, typewriter secretary	4-5
Consignor, elevator operator, senior timekeeper, caretaker	3-5
Facsimile, teletype, telex machine operator	4-5
Typewriter:	
foreign language	6-7
Group I	5-6
Group II	3-4
Supply agent, timekeeper, drawer, calculator, conductor, copy machine operator, court clerk, task assigner, salesman	3-4
Consignor, support staff at dorms, staff keeping duty at permit issuing offices, guardians, bodyguards, public guardians	2-3

Notes:

1. Pay grades set using the UTSR blend with the skill levels when it comes to workers; as for support staff and maintenance service providers that shall not fit in a skill level and shall be paid monthly tariff wages, the pay grades shall be established at the level of the wages set for the

corresponding occupation in the public sector.

2. The specific function wages set in line with the assigned pay grade shall be set within the band set for the group in the UTSR that applies to the employees of the public sector.

3. Whenever the tariff wage for the first skill level set at the entity is higher than that set for the first pay grade in the UTSR, the corresponding tariff scales for the pay grades included in the UTSR are recalculated by applying a coefficient equal to the ratio between the tariff wage for the first skill level set at the entity and the tariff wage for the first skill level set in the UTSR, rounding the result up to tens.

4. Whenever there are certain functions at the entity that are not specified in the Table in this Annex, the pay grades for those functions shall be set by identifying them with the equivalent functions in the Table, judging by the level of professional training and complexity of work.

5. Whenever there are functions at the entity that are similar to other functions in the public sector (doctors, teachers, researchers, artists, etc.) the pay grades specified for such functions in the normative acts used in the public sector shall apply to such functions.

6. Depending on financial capacity, the entities shall develop and apply to the Unified Tariff Scale for Remuneration specific tariff scales or multiplication coefficients that are several times higher than the tariff wage for the first skill level set at the entity, which differ from those set in the Unified Tariff Scale for Remuneration that applies to the employees of the public sector.

[Annex2 amended by GD#5435 of 14.04.03, OM#76/22.04.03, Art.468]

Annex3

to the Government Decision
of the Republic of Moldova

No. 743 of 11 June 2002

Complexity factors that can be applied when establishing the tariff wage for the skill level (pay grade) I by type of works and sectors of national economy

No.	Branch	Ceiling for the complexity factor
1	2	3
1	Agriculture, hunting and forestry	1.00
2	Fishing, fisheries	1.00
3	Mining and quarrying	1.50
4	Industry	
	Processing industry	
	Food and drinks industry, tobacco production	1.15
	textile, footwear production, fur processing and dyeing, leather, haberdashery and footwear manufacturing	1.15
	timber processing and wooden item production, furniture production, cork products manufacturing, twigs and straw goods manufacturing	1.10
	paper and cardboard production; publishing houses, printing houses and reprinting of information materials	1.10
	chemical industry; production of rubber and plastic items	1.15
	production of cement, lime, concrete, gypsum and cement items; stone cutting, shaping and finishing;	1.35

	production of glass and other non-metallic mineral goods	1.15
	metallurgical industry	1.40
	manufacturing of finished metal goods, manufacturing of machinery and equipment	1.20
	Manufacturing of computer hardware and office supplies, electronic machinery and devices, radio, TV and telecommunication equipment and devices, medical, precision, optical devices and instruments, and watches.	1.25
	Production of motor vehicles, other transportation means	1.20
	Manufacturing of jewellery and musical instruments	1.25
	Other industrial activities; recovery of waste and recyclable materials remnants	1.05
5	Power and heating, gas and water supply:	
	production and distribution of power and heating, gas and hot water	1.35
	water collection, treatment and distribution	1.30
6	Construction	1.30
7	Wholesale and retail trade, repair of motor vehicles, motorcycles, household and personal appliances	1.00
8	Hotels and restaurants	1.00
9	Transportation and communication:	
	railway transportation	1.50
	trolleybus transportation	1.30
	other urban and road transport	1.10
	pipeline transportation	1.20
	water transportation	1.20
	air transportation	1.50
	ancillary and additional transportation activities; activities of travel agencies	1.00
	Postal service	1.10
	Telecommunication	1.30
10	Financial activities; insurance activities; ancillary activities of financial and insurance institutions	1.00
11	Real estate transactions:	
	Research and development	1.50
	computer hardware and related activities	1.25
	geodesy research services	1.30
	architecture and civil construction activities	1.20
	real estate transactions, rental and other services provided to enterprises	1.00
12	Other collective, social or individual services:	
	cinema and video, radio and TV activities; theatre performances, musical performances and other types of arts	1.20
	other recreation, cultural and sports activities	1.10
	waste rehabilitation waste disposal; sanitation and similar activities	1.10

	associative activities	1.00
	individual services delivery	1.00
13	Self-supporting entities in public sectors (education, health care and social assistance, public administration)	1.00

Notes:

1. 1. Economic entities shall be assigned to specific subdivisions of economic branches in line with the National Classification of Economic Activities approved by Moldovastandard by Resolution No. 694-ST of February 9, 2000.

2. The complexity factors shall not be mandatory and shall be used as guidelines for negotiations on setting the tariff wage for the first skill level at the level of economic branch or economic entity.

[Annex3 amended byGD#5896 of 07.08.06, OM#126-130/11.08.06 , Art.938]

Annex4

to the Government Decision
of the Republic of Moldova
No. 743 of 11 June 2002

Multipliers recommended to establish official salaries of the staff employed in that do not apply pay systems based on the Unified Tariff Scale for Remuneration (UTSR)

Categories of employees	Range of multipliers in the multiple amount of the tariff wage for skill level I set by the enterprise
Administrative employees	1.15-2.00
Short-term specialists with higher education:	
category I	1.70-3.00
category II	1.60-2.70
without category	1.50-2.40
Specialists with higher education:	
Coordinators:	2.50-4.50
category I	2.20-4.00
category II	2.00-3.50
category III	1.90-3.20
without category	1.80-3.00
Scientific staff	2.5-8.0
Leaders (managers, heads) of internal subdivisions (sectors, bureaus, sections, workshops, services, etc.), specialist heads	2.00-6.00
Specialist heads (who have staff under their subordination), heads of subdivisions and branches, deputy-heads of entities	3.00-7.00
Head of Entity	4.00-8.00

Notes:

1. Assignment of categories to the staff shall be done according to the Classification of Occupations in Moldova (CRM 006-97).

2. Differentiation of the official salaries for specialists according to the set skill levels, as well as those of managers, according to the hierarchy shall be done by the entities themselves, within the range set for the corresponding category of staff. At the same time, specific official salaries shall not be set in amounts smaller than those calculated for the respective categories of employees, based on the minimal multiplier and the minimal guaranteed wage in the real sector.

[Annex4 amended byGD#51105 of 06.12.10, OM#241-246/10.12.10 , Art.1225]

[Annex4 amended byGD#5435 of 14.04.03, OM#76/22.04.03 , Art.468]

[Annex4 amended byGD#5896 of 07.08.06, OM#126-130/11.08.06 , Art.938]

Annex 5

to the Government Decision

of the Republic of Moldova No. 743

of 11 June, 2002

Skill levels and remuneration conditions for road transport workers of self-supporting entities

	Skill level
1. Drivers of general purpose lorries and vans, with maximal load (tonnes):	
up to 3	3
from 3 to 10	4
from 10 to 40	5
over 40	6
2. Drivers of cars, including special and sanitary cars (except emergency cars)	4
3. Drivers of emergency cars and operative cars with special sound signal, as well as special and emergency busses	5
4. Drivers of busses, including special and sanitary busses (except emergency busses), with the size (in meters):	
up to 7	4
from 7 to 12	5
from 12 to 15	6
over 15	7
5. Drivers of motorcycles and scooters	3

Notes:

1. Depending on the type of transportation means driven, when determining the amount of the tariff wage per time unit or the monthly wages for drivers, the following tariff level factors shall be applied, based on the complexity of the works conducted:

general purpose lorries and vans;

cars (including special cars) 1,15

specialized and special cars: dumpers; tanks; vans; refrigerators; cars for transporting containers; firefighting cars; cars for street technical assistance, snow cleaning, washing, spraying, and sweeping;

cranes, tractors, loaders, etc.;

sanitary cars (except emergency cars) 1,20

busses, including special busses 1,25

emergency cars and operative cars with special sound signal (as well as special and emergency

busses),

with the cylinder capacity of the engine:

up to 3.5 liters 1,25
over 3.5 liters 1,30

lorries for transportation of cement, toxic chemicals, corpses,
anhydrous ammonia liquor, decayed waste, manure 1,30

2. The tariff wage for the drivers of cars with trailers, remunerated by time unit, shall be increased up to 20%.

[Annex 5 inserted by GD#5435 of 14.04.03, OM#76/22.04.03, Art.468; Annexes 5-6 become Annexes 6-7]

Annex 6

to the Government Decision
of the Republic of Moldova
No. 743 of 11 June, 2002

List

of compensatory salary supplements and increments provided to employees and their minimum size

Name of compensatory salary supplements and increments	Minimal size of base salary supplements and increments
1	2
For intensive work at conveyors, flow lines and automated lines	30 percent of the tariff wage
For work provided within the work schedule, with division of the work days in parts and breaks of at least 2 hours between them	30 percent of the tariff wage
For work in different shifts:	
for work in the 2 nd shift	20 percent of the tariff wage
for work in the 3 rd shift	40 percent of the tariff wage
For cumulating professions (positions)	Depending on the volume of work performed, the entire amount of the savings on wages as a result of staff redundancy may be used
For expansion of the service areas or increase of the volume of works performed	Depending on the volume of work performed, the entire amount of the savings on wages as a result of staff redundancy may be used
For fulfilling the job duties of the temporarily missing workers	Depending on the volume of work performed, the entire amount of the savings on wages as a result of staff redundancy may be used
To workers who perform works designed for staff with lower skill level	The difference between the tariff wage of the worker according to the tariff category assigned, and the tariff wage for the work actually performed
For work performed at some construction sites and in areas where exceptional	30 percent of the tariff wage

circumstances might arise	
To foremen from among the workers, who are not exempted of their basic work, and who lead the work crew (team)	Up to 15% of the base wage, for leading a crew of up to 10 employees, and up to 25% – for leading a crew of more than 10 employees. For the team leaders – 50% of the increment percentage set for the foreman.
To lorry, car and bus drivers – for the skill levels	10% of the tariff wage for the 2 nd category drivers, and 25% - for the 1 st category drivers, for the time worked as a driver
To drivers of company cars – for labour intensity	Up to 25% of the tariff wage
To workers transferred to a less paid job, upon initiative of the administration, for production needs	The difference between the actual remuneration for the time worked, and the average remuneration at the previous workplace.

Note:

The heads of entities, their alternates and assistants, the chief engineer, the chief accountant, other chief specialists, the heads of sections and the managers of specialised structural subdivisions shall not be allowed to cumulate positions during the working hours, while other persons with a leading position shall not be allowed to cumulate two leading/management positions.

[Annex6 amended by GD#51148 of 18.10.04, OM#189-192/22.10.04 , Art.1322]

Annex7

to the Government Decision
of the Republic of Moldova
No. 743 of 11 June, 2002

Regulation

on remuneration of apprentices during training, and remuneration of skilled workers and specialists involved in the training process

1. For the purpose of training, self-supported entities shall hire apprentices and shall organize for them one-on-one sessions in brigade, within courses, and other forms of on-the-job training funded by the entities concerned.

2. The theoretical course and on-the-job training of apprentices shall be conducted within the timeframe stipulated in the Labour Law for the workers of the specific age, professions and production; the maximal training period shall not exceed six months.

3. The work off apprentices during the professional training and that of workers during the refresher courses or the courses for learning a new profession on-the-job shall be remunerated per time unit, regardless of the form of training (one-on-one or in brigade). At the same time, the guaranteed salary in all cases shall be calculated based on the amount of the tariff wage per hour for the skill level I of the employees in the respective branch, legalised in the collective labour agreement (branch level) (hereinafter referred to as "tariff wage for the skill level I").

4. Remuneration of apprentices in case of one-to-one training in the professions workers remunerated based on the piece wage system shall be done as follows:

- for the first month of training – 75% of the tariff wage for the skill level I;
- for the second month - 60 % of the tariff wage for the skill level I;
- for the third month - 40 % of the tariff wage for the skill level I;

- for the fourth and the following training months – 20% of the tariff wage for the skill level I;
Apart from this, for the useful production manufactured by the apprentices, they shall receive a wage calculated according to the rules and tariffs existing at the enterprise.

5. Remuneration of apprentices in case of on-on-one training in the professions of workers remunerated per time unit shall be done as follows:

- for the first and the second month of training - 75 % of the tariff wage for the skill level I;
- for the third and the fourth months - 80 % of the tariff wage for the skill level I;
- for the following months before expiry of the training term planned – 90% of the tariff wage for the skill level I.

Apprentices occupied with the works remunerated based on the piece wage system shall be remunerated in the same way, if the on-the-job training shall be conducted at the equipment occupied by the workers in charge with the training.

6. Remuneration of apprentices in case of training within the brigade shall be done in the way and the size indicated in Section 4 of this Regulation.

Aside from this, starting with the second month of training, apprentices shall be paid additionally the difference to 100% from the tariff wage for the skill level I, from the piece wage of the brigade. Where the apprentices shall be included in brigades the members of which are paid per time unit, their work shall be paid in the way and the amounts set in Section 5 of this Regulation.

7. Skilled workers and specialists involved in the training, refresher courses, learning of some related professions and increasing the level of qualification of workers on-the-job shall be provided a monthly pay supplement of 5 % of the tariff or job function pay, set for each trained apprentice or worker, from the means planned for labour remuneration. At the same time, to ensure higher quality of the on-the-job training, it is recommended for a skilled worker or a specialist to train maximum 2 to 3 persons (apprentices) at a time.

Depending on the complexity of the profession, the number of people trained at the same time, the labour conditions, the level of qualification of the staff conducting the on-the-job training, the enterprises may increase the amount of the said pay supplement, within the limits of the means available for labour remuneration.

Annex 8
to the Government Decision
No. 743 of 11 June, 2002

LIST

of self-supporting regulatory, certification, supervision and control public authorities and institutions

1. Ministry of Economy:

National Accreditation Centre of Moldova (MOLDAC);

State Energy Inspectorate.

2. Ministry of Agriculture and Food Industry:

State Inspectorate for Technical Supervision „Intehagro”;

S.E. „Centre for Standardization and Testing of Quality of Canned Products”;

S.E. „State Centre for Certification and Approval of Plant Protection Products and Fertilizers”;

S.E. „Centre of Economic and Industrial Developments”;

S.E. „National Centre for Testing the Quality of Alcoholic Beverages”;

S.E. „National Centre for Testing and Certification of Plant Products and Soil”;

3. Ministry of Regional Development and Construction

S.E. „State Service for Verification and Review of Projects and Constructions”.

4. Ministry of Transport and Road Infrastructure

National Agency for Road Transport.

5. Ministry of Justice:

S.E. „State Registration Chamber”.

6. Civil Aviation Authority.

7. Agency for Land Relations and Cadastre:

S.E. „Cadastru”.

8. National Agency for Quality Assurance in Vocational Education.

9. Ministry of Health:

National Committee for Ethical Review of Clinical Studies.

[Annex8 amended byGD#55 of 18.01.16, OM#13-19/22.01.16, Art.17]

[Annex8 amended byGD#5711 of 12.10.15, OM#291-295/23.10.15, Art.806]

[Annex8 amended byGD#5191 of 22.04.15, M98-101/24.04.05, Art.217]

[Annex8 inserted byGD#5463 of 16.06.14, OM#160-166/20.06.14, Art.495]