



**DETERMINATION 22 of 2017 - DETERMINATION ON CLASSIFICATION STANDARD AND
SALARY STRUCTURE FOR PERSONS APPOINTED TO POSITIONS IN A PROVINCIAL
GOVERNMENT COUNCIL OR A MUNICIPAL COUNCIL.**

This Determination sets out the classification standard and the salary structure for persons appointed to positions in a Provincial Government Council or a Municipal Council. It comprises:

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PART 1 GENERAL

1.1 Authority:

1.1.1 This Determination is issued pursuant to section 13(1) of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].

1.1.2 The Tribunal may issue guidance notes from time to time to assist employing bodies in the administration of this Determination.

1.2 Application:

1.2.1 The Determination applies to those persons appointed under section 18 of the Decentralization Act [CAP 230].

1.2.2 The Determination applies to those persons appointed under section 19, 20 and 22 of the Municipal Act [CAP 126].

1.3 Effective Date:

1.3.1 This Determination shall take effect on and from 1st January 2019.

1.3.2 As and when this Determination takes effect, it shall supersede and revoke any determination or decision made on the salary of persons appointed under section 18 of the Decentralization Act [CAP. 230].

1.3.3 As and when this Determination takes effect, it shall supersede and revoke any determination or decision made on the salary of persons appointed under section 19, 20 and 22 of the Municipal Act [CAP 126].

PART 2 CLASSIFICATION STANDARDS AND SALARY STRUCTURE

2.1 **Classification standards:** The classification standard for the officers stated on section 1.2 of this Determination is as set out on Table A1 to this Determination.

2.2 **Salary Structure:** The salary structure for the officers stated on section 1.2 of this Determination is as set out on Table A2 to this Determination.

PART 3 RELATED MATTERS

3.1 Setting the Salary:

3.1.1 The Employing Body shall determine the work value for the position of the Officer stated on section 1.2 of this Determination in accordance with the Classification standards set out on Table A1 and the salary structure set out on Table A2 to this Determination.

3.1.2 In determining the work value of the position, subject to Part 2 of this Determination, the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.

3.1.3 The minimum level of salary for an undergraduate degree holder or a person whose qualification is equivalent to Vanuatu Qualification Framework (VQF) Level 7 shall be

Grade PS 4.4 – Vt. 1,345,000. The Graduate Officer may remain in the salary for two (2) years but not more than four (4) years.

3.2 **Adjustment to Salary:** Subject to Part 2 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Employing body to retain the person with the necessary qualification and skills.

3.3 Maximum salary for specified category of positions established of a Provincial Government Council or a Municipality is as set out below:

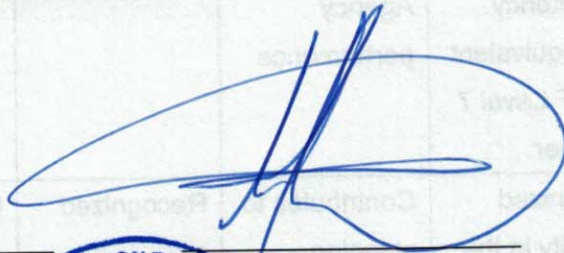
<u>Position</u>	<u>Maximum Salary (VT.)</u>
Managers	3,220,900
Principal Officer	2,863,000
Senior Officer	2,489,500

3.4 **Take home pay entitlements:** On and from 1st January 2019, the officer stated on section 1.2 of this Determination will no longer be paid the following Take home pay entitlements: Child, Family or Spouse allowance, Cost of Living allowance, Entertainment allowance, Fuel allowance, Housing allowance, and Telephone allowance.

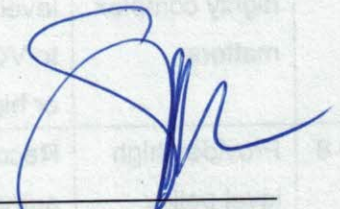
Signed this 17th day of November, 2017.



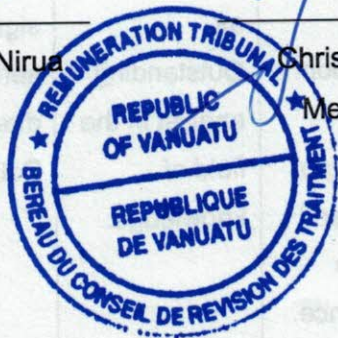
Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

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Determination 22 of 2017: Table A1 Classification Standard for persons appointed positions in a Provincial Government Council or a Municipal Council.

1. Table A1 – Classification Standard for Staff of a Provincial Government Council & a Municipal Council.

Provincial Government Officer or Municipality Officer						
Grade	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Problem Analysis & Problem Solving	Decision Making	Planning Level
PGO 9	Coordinate and assist implement policy advice. Resolve sensitive and highly complex matters.	Promotes professional development for colleagues. Completed competency level equivalent to VQF Level 7 or higher.	Assists in planning, in coordination and in monitoring Agency performance	Recognized as Lead analyst in the field of knowledge.	Makes decisions on performance improvement initiatives and options.	Leads development and execution of Agency plans.
PGO 8	Provides high level policy advice on sensitive or highly complex matters.	Recognized authority in the field of knowledge. Completed competency level equivalent to VQF Level 7 or higher.	Contributes to planning, coordination and monitoring of financial and employee performance.	Recognized as Outstanding analyst in the field of knowledge.	Recommends significant or serious policy direction for Policy decisions.	Assist Lead development and execution of Agency plans.

PGO 7	Exhibit leadership with reporting and monitoring expectations.	Expert knowledge of procedures and sound knowledge of field of work discipline with significant experience. Completed competency level equivalent to VQF Level 7 or higher.	Supervises team of experts and mentors their development	Complex problem resolved through advocacy or analysis.	Conducts assessments for complex policies or Decides on unique and complex situations.	Assists development and execution of Agency plans.
PGO 6	Under limited supervision or Initiative and judgment made independently and/or through a support team.	Expert knowledge of a work discipline and trusted contributor to operational, strategic and policy initiatives. Completed competency level equivalent to VQF Level 5 or higher.	Ability, to lead strategically, to professionally manage others, and to monitor financial and employee performance.	Non-standard problems solved through advocacy or analysis.	Operational unit monitored and advice provided. Assist Junior Staffs in decisions. Decision making governed by agency plan and involved optimum use of available resources.	Contributes to development and execution of Agency plans.
PGO 5	Professional work done in accordance with Work plan with some supervision but clear guidance and responsible for specific	Comprehensive knowledge of work discipline and clear understanding of the implication of change on work processes. Completed	Responsible for efficient and effective operations, with responsibility to devise and recommend new routines within	Standard problems solved or Problems encountered require analysis and interpretation of substantial degree and	Work outputs assessed. Interpretative decisions coordinated.	Comply with professional obligations or Individual Work plan supports Agency Business Plan.

	deliverables and outcomes.	competency level equivalent to VQF Level 5 or higher.	system(s).	diversity of data in area (s) of expertise.		
PGO 4	Supervised to achieve results in the work discipline, not routines. Work discipline includes, Information management, Human Resource, Finance, etc.	Good theoretical knowledge of a work discipline, Completed competency level equivalent to VQF Level 4 or higher.	Assists ensure efficient and effective operations.	Assists rectify standard problems.	Work outputs reviewed under supervision or undertake interpretative decisions within set limits.	Individual work plan develops professional competencies.
PGO 3	Under supervision but capable of working on their own and lots of peer leadership.	Base level theoretical knowledge and skills acquired through a learning period and developed by constant application and correction. Completed competency level equivalent to VQF Level 3 or higher.	Punctual, Well presented and Awareness with work priorities and those of colleagues by the work section.	Routine problems solved. Some analysis of uncomplacated data or quick reactions in the initiation of expected efforts.	Makes routine decisions by selecting from a number of pre-set course of action or makes decision in collaboration with superior.	Individual planning and personal management. Discretion on which equipment or tools to use.
PGO 2	Close supervision	Able to exchange basic information verbally and if required, in writing. Completed	Limits of work are prescribed or Step by Step course of action.	Basic problems solved or Relatively simple problems solved with a	Makes basic decisions.	Perform within well established guidelines. Nature of planning is essentially

		competency level equivalent to VQF Level 2 or higher.		set procedure.		about timing and sequencing of assigned tasks.
PGO 1	Very Close supervision	Competence attained through repetition of work and on-the-job training. Able to exchange basic information verbally. Completed competency level equivalent to VQF Level 1 or higher.	Tasks of a simple and repetitive nature. High level of manual dexterity performed without knowledge of other jobs.	Repetitive physical or manual tasks Completed or a problem is solved based upon recall rather than analysis.	Prescribed decisions are common.	Pre-determined tasks and operational expectations and /or equipment or tool(s) specified.

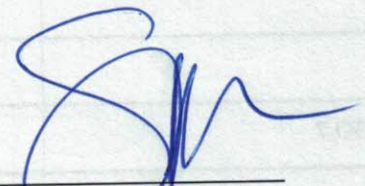
Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Rean Lester
Member

Effective as of 1st January 2019.





Determination 22 of 2017: Table A2 – Salary Structure for persons employed by the Public Service Commission, the Provincial Government Council or the Municipal Council.

1. Table A2 – Salary Structure for Staff of a Provincial Government Council and a Municipal Council.

VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL		
PROVINCIAL GOVERNMENT COUNCIL – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
PROVINCIAL GOVERNMENT OFFICER OR MUNICIPALITY OFFICER		
Level	Grade	Salary
PGO 9	PGO 9.3	3,220,900
	PGO 9.2	3,135,600
	PGO 9.1	3,029,600
PGO 8	PGO 8.3	2,863,000
	PGO 8.2	2,787,200
	PGO 8.1	2,693,000
PGO 7	PGO 7.4	2,489,500
	PGO 7.3	2,393,800
	PGO 7.2	2,298,000
	PGO 7.1	2,202,300
PGO 6	PGO 6.4	2,106,500
	PGO 6.3	2,042,700
	PGO 6.2	1,974,600

	PGO 6.1	1,906,500
PGO 5	PGO 5.6	1,815,700
	PGO 5.5	1,755,200
	PGO 5.4	1,694,700
	PGO 5.3	1,634,100
	PGO 5.2	1,573,600
	PGO 5.1	1,513,100
PGO 4	PGO 4.6	1,434,600
	PGO 4.5	1,386,800
	PGO 4.4	1,345,000
	PGO 4.3	1,291,200
	PGO 4.2	1,243,400
	PGO 4.1	1,195,500
PGO 3	PGO 3.4	1,094,600
	PGO 3.3	1,058,000
	PGO 3.2	1,029,600
	PGO 3.1	1,001,300
PGO 2	PGO 2.6	944,600
	PGO 2.5	890,000
	PGO 2.4	839,700
	PGO 2.3	813,500
	PGO 2.2	791,100
	PGO2.1	768,800

PGO 1	PGO 1.6	723,100
	PGO 1.5	703,200
	PGO 1.4	683,300
	PGO 1.3	663,400
	PGO 1.2	642,800
	PGO 1.1	625,100

Signed this 17th day of November, 2017.






Marie Antoinette Nindiga
 Chairperson

Chris Kernot
 Member

Roan Lester
 Member

Effective as of 1st January 2019.