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DE  
VANUATU**

**JOURNAL OFFICIEL**



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**DETERMINATION 1 of 2016 - DETERMINATION ON CLASSIFICATION STANDARD AND SALARY  
STRUCTURE FOR THE JUDGES AND THE MAGISTRATES OF THE JUDICIAL SERVICE.**

**Notice No.100 of 2016**

This Determination sets out the classification standard and the salary structure for the Judicial Officers of the Judicial Service.

**PART 1. GENERAL**

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

The Determination applies to those persons appointed to positions as a Judge or a Magistrate of the Judicial Service.

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

**PART 2. CLASSIFICATION STANDARDS, SALARY STRUCTURE AND RELATED MATTERS**

1. **Classification standards:** The classification standard for the Judges and the Magistrates is as set out on Table A1 to this Determination.
2. **Salary Structure:** The salary structure for the position of a Judge or a Magistrate is as set out on Table A2 to this Determination.
3. **Related matters**
  - 3.1 **Setting the Salary**
    - 3.1.1 The Employing Body shall determine the value for a Judge or a Magistrate 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 value of a Judge or a Magistrate, subject to Part 2(1) and Part 2(2), the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.

3.2 Adjustment to Salary: Subject to Part 2(1) and Part 2(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.

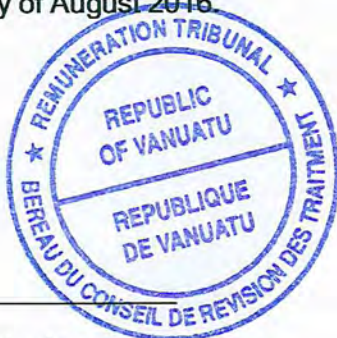
3.3 Application to other officer of the Judicial Service: This Determination shall apply to the Master or Deputy Master of the Supreme Courts and the Chief Registrar of the Supreme Courts.

### PART 3. EFFECTIVE DATE

The Determination shall take effect on and from 1 October 2016.

The Determination supersedes and revokes any determination or decision relating to any form of salary payable to a Judge, a Magistrate or any officer mentioned on this Determination.

Signed this 8<sup>th</sup> day of August 2016



Hilda Taleo, Chairperson

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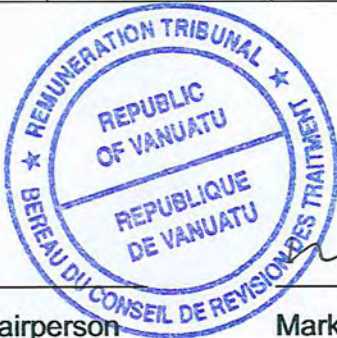
**Determination 1 of 2016: Table A1 - Judges and Magistrates Classification Standard**

Judges and Magistrates						
Grade	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Legal Analysis	Decision Making	Planning Level
Js. 1. E	Magistrate.	Recognized authority in a field of law and more than five (5) years experience as a legal practitioner.	Contributes to planning, coordination and monitoring of the Courts performance.	Recognized as Outstanding legal analyst.	Presides in Magistrate Courts. Recommends significant or serious policy direction for the State.	Leads development and execution of Agency plans.
Js. 2. D	Senior to Peak position in the Magistrate Court, or Peak position in Court Registry or as a Court Judge.	Promotes professional development for colleagues.	Assists planning, coordination and monitoring of the Courts performance.	Provides quality control for legal processes.	Conducts case in complex trials. Leads development and implementation of significant and serious policy direction for the State.	Develops strategic directions in support of the priorities of the State for the law.
Js. 3. C	Provides high level legal advice and drafting for the State, or as a Master of the Courts, or as a	Recognized national authority on governance or legal matters.	Controls processes for planning, coordination and monitoring of Courts	Provides leadership in the rule of law.	High level legal advice, or drafting for the State. Conducts case in highly complex trials.	Develops strategic directions in support of the priorities

	Court Judge.		performance.			of the State for legal reform.
Js. 4. B	Court Judge.	Recognized as national authority on constitutional and legal matters.	Manages performance of public lawyers.	Makes judicial decisions. Monitors quality control for legal processes.	Provides rulings in Supreme Court or Court of Appeal.	Leads strategic direction in support of the priorities of the State for legal reform.
Js. 5. A	Peak position in Judiciary.	Recognized as national authority of judicial matters.	Manages performance of judiciary.	Makes highest level judicial decisions.	Judicial determination and judiciary leadership and coordination.	Leads application for rule of law.



Hilda Taleo, Chairperson



Mark Bebe, Member



Chris Kernot, Member

Effective as of 1 October 2016

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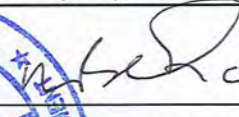


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**Determination 1 of 2016: Table A2 – Salary Structure for Judges and Magistrates**

<b>GOVERNMENT REMUNERATION TRIBUNAL</b>		
<b>Performance Based Salary Structure</b>		
<b>Judges and Magistrates</b>		
<b>Level</b>	<b>Grade</b>	<b>Salary</b>
Js 1	Js 1.1	3,029,600
E	Js 1.2	3,135,600
	Js 1.3	3,272,000
	Js 1.4	3,408,300
	Js 1.5	3,527,600
Js 2	Js 2.1	3,739,300
D	Js 2.2	3,968,600
	Js 2.3	4,206,700
	Js 2.4	4,444,800
Js 3	Js 3.1	5,000,400
C	Js 3.2	5,324,100
	Js 3.3	5,650,500
	Js 3.4	5,989,600
Js 4	Js 4.1	6,738,300
B	Js 4.2	7,151,500
	Js 4.3	7,580,600
	Js 4.4	8,009,600
Js 5	Js 5.1	9,010,800
A	Js 5.2	9,493,600
	Js 5.3	9,976,300
	Js 5.4	10,459,000

  
Hilda Taleo, Chairperson

  
Mark Bebe, Member

  
Chris Kernot, Member

*Effective as of 1 October 2016*



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**DETERMINATION 2 of 2016 - DETERMINATION ON CLASSIFICATION STANDARD AND SALARY  
STRUCTURE FOR THE ATTORNEY GENERAL OR A LEGAL OFFICER OF THE STATE LAW  
OFFICE, THE PUBLIC PROSECUTOR OR A PROSECUTOR OF THE OFFICE OF THE PUBLIC  
PROSECUTOR, AND THE PUBLIC SOLICITOR OR A LEGAL OFFICER ASSISTING THE PUBLIC  
SOLICITOR.**

**Notice No. 101 of 2016**

This Determination sets out the classification standard and the salary structure for the Attorney General and Legal officers of the State Law Office, the Public Prosecutor and the Prosecutors of the Office of the Public Prosecutor and Public Solicitor and the Legal officers assisting the Public Solicitor.

**PART 1. GENERAL**

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

The Determination applies to the person appointed to the position of:

- (i) Attorney General,
- (ii) Public Prosecutor,
- (iii) Public Solicitor,
- (iv) Legal officer of the State Law Office,
- (v) Prosecutor of the Office of the Public Prosecutor, or
- (vi) Legal officer assisting the Public Solicitor.

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

**PART 2. CLASSIFICATION STANDARDS, SALARY STRUCTURE AND RELATED MATTERS**

1. **Classification standards:** The classification standard for the positions stated on Part 1, paragraph 2 is as set out on Table A1 to this Determination.



2. **Salary Structure:** The salary structure for the positions stated on Part 1, paragraph 2 is as set out on Table A2 to this Determination.

3. **Related matters**

3.1 **Setting the Salary**

3.1.1 The Employing Body shall determine the value for a position stated on Part 1 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 value of a position, subject to Part 2(1) and Part 2(2), the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.

3.2 **Adjustment to Salary:** Subject to Part 2(1) and Part 2(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 **Application to other Legal Practitioner:** This Determination shall apply to any legal practitioner appointed to assist the State Law Office, the Office of the Public Prosecutor, or the Public Solicitor.

**PART 3. EFFECTIVE DATE**

The Determination shall take effect on and from 1 October 2016.

The Determination supersedes and revokes any determination or decision relating to any form of salary payable to officers mentioned on this Determination.

Signed this 8<sup>th</sup> day of August 2016.


Hilda Taleo, Chairperson

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**Determination 2 of 2016: Table A1 - Public Sector Lawyer Classification Standards**

Public Lawyers						
Grade	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Legal Analysis	Decision Making	Planning Level
PL 1	Under probation and close supervision.	Recent law graduate.	Punctual and Well presented.	Basic problems solved.	Case files reviewed under supervision.	Comply with legal professional obligations.
PL 2	Conditional Registration as a Legal Practitioner and Admission to Supreme Court.	Routine knowledge of law.	Responsible for efficient work.	Routine problems solved.	Case files assessed.	Individual work plan develops legal professional competencies.
PL 3	Court work in accordance with case plan or as an Assistant Public Prosecutor in OPP, or as an Assistant Solicitor in PSO.	Comprehensive knowledge of law.	Responsible for efficient and effective Court work representing a client or the State.	Standard problems solved.	Case files managed and advice provided.	Individual Work plan supports Agency Business Plan.
PL 4	Responsible for litigation or legislative drafting, or as a State Counsel in SLO, or as a Senior Assistant Prosecutor in OPP or as a State	Expert knowledge of law.	Expert in Court Advocacy.	Non-standard problems solved through advocacy or analysis.	Assist Junior Lawyers in decisions.	Contributes to development and execution of Agency plans.

	Solicitor in PSO.					
PL 5	Leads a team of experts, or as a Senior State Counsel in SLO, or as a State Prosecutor in OPP, or as a Senior Solicitor in PSO.	Recognized authority in a specialized area of law or legal drafting and advice.	Supervises Junior Lawyers and mentors their development.	Complex legal problem solved through advocacy or analysis.	Conducts assessments for complex policies.	Assists development and execution of Agency plans.
PL 6	Provides high level legal advice on Sensitive matters, or as a Principal State Counsel in SLO, or as a Senior State Prosecutor in OPP, or as a Principal Solicitor in PSO.	Recognized authority in a field of law.	Contributes to planning, coordination and monitoring of financial and employee performance.	Recognized as Outstanding legal analyst.	Recommends significant or serious policy direction for the State.	Leads development and execution of Agency plans.

**Senior Public Lawyers**

Grade	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Legal Analysis	Decision Making	Planning Level
SPL 1	Provides high level legal advice and drafting for the State or Head of a Division responsible for litigation or legal advisory services in SLO, or OPP, or PSO or as Deputy to Peak position in OPP or PSO.	Promotes professional development for colleagues.	Assists planning, coordination and monitoring of financial and employee performance.	Provides quality control for legal processes.	Leads development and implementation of significant and serious policy direction for the State.	Develops strategic directions in support of government priorities for the law.
SPL 2	SG or CPC, or peak position in SLO, OPP, or PSO.	Leading expert on criminal or civil matters.	Manages performance of public lawyers and monitors their development.	Monitors quality control for legal processes or Serves as Principal legal adviser to Government.	High level legal advice, or drafting for the State or for clients of SLO, or OPP, or PSO.	Develops & Coordinates strategic directions in support of the priorities of the State for legal reform.
SPL 3	Position of similar or higher status to AG, or PP, or PS.	Recognized as national authority on governance, constitutional	Controls processes for planning, coordination and	Provides leadership in the rule of law.	Advises Head of State or Advises the clients of SLO, OPP or PSO	Leads strategic direction in support of the priorities of

		and legal matters	monitoring of financial and employee performance.		on governance, constitutional and legal matters.	the State for legal reform.
SPL 4	Senior consultant to AG, or PP, or PS as approved by the JSC.	Recognized as a leading expert in a field of law.	Mentors Senior Public lawyers.	Provides highest level advice of national concern to AG, or PP, or PS.	High level advice on regulatory determination and regulatory consultation.	Execute the JSC approved consultancy program.

Abbreviations: AG - Attorney General, CPC - Chief Parliamentary Counsel, JSC – Judicial Service Commission; OPP – Office of the Public Prosecutor; PP – Public Prosecutor; PS - Public Solicitor; PSO – Public Solicitor’s Office; SG – Solicitor General; and SLO – State Law Office.

Hilda Taleo, Chairperson



Mark Bebe, Member

Chris Kernot, Member

Effective as of 1 October 2016

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Determination 2 of 2016: Table A2 – Salary structure for Public Lawyers

GOVERNMENT REMUNERATION TRIBUNAL		
Performance Based Salary Structure		
Public Lawyers		
Level	Grade	Salary
PL 1	PL 1.1	1,001,300
	PL 1.2	1,029,600
	PL 1.3	1,058,000
	PL 1.4	1,094,600
	PL 1.5	1,126,500
PL 2	PL 2.1	1,195,500
	PL 2.2	1,243,400
	PL 2.3	1,291,200
	PL 2.4	1,345,000
	PL 2.5	1,386,800
	PL 2.6	1,434,600
PL 3	PL 3.1	1,513,100
	PL 3.2	1,560,200
	PL 3.3	1,614,000
	PL 3.4	1,667,800
	PL 3.5	1,755,200
	PL 3.6	1,815,700
PL 4	PL 4.1	1,915,000
	PL 4.2	1,974,600
	PL 4.3	2,042,700
	PL 4.4	2,106,500

	PL 4.5	2,202,300
	PL 4.6	2,262,100
PL 5	PL 5.1	2,393,800
	PL 5.2	2,477,500
	PL 5.3	2,544,900
	PL 5.4	2,666,100
	PL 5.5	2,787,200
	PL 5.6	2,863,000
PL 6	PL 6.1	3,029,600
	PL 6.2	3,135,600
	PL 6.3	3,272,000
	PL 6.4	3,408,300
	PL 6.5	3,527,600

VANUATU GOVERNMENT - REMUNERATION TRIBUNAL		
Performance Based Salary Structure		
Senior Public Lawyers		
Level	Grade	Salary
SPL 1	SPL 1.1	3,739,300
	SPL 1.2	3,968,600
	SPL 1.3	4,206,700
	SPL 1.4	4,444,800
SPL 2	SPL 2.1	5,000,400
	SPL 2.2	5,324,100
	SPL 2.3	5,650,500
	SPL 2.4	5,989,600
SPL 3	SPL 3.1	6,738,300
	SPL 3.2	7,151,500
	SPL 3.3	7,580,600
	SPL 3.4	8,009,600
SPL 4	SPL 4.1	9,010,800
	SPL 4.2	9,493,600
	SPL 4.3	9,976,300
	SPL 4.4	10,459,000

Hilda Taleo, Chairperson



Mark Bebe, Member

Chris Kernot, Member

*Effective as of 1 October 2016*



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**DETERMINATION 3 of 2016 - DETERMINATION ON CLASSIFICATION STANDARD AND SALARY  
STRUCTURE FOR THE COURT PERSONNEL OF THE JUDICIAL SERVICE, SUPPORT STAFF OF  
THE STATE LAW OFFICE, SUPPORT STAFF OF THE OFFICE OF THE PUBLIC PROSECUTOR,  
AND SUPPORT STAFF OF THE PUBLIC SOLICITOR'S OFFICE.**

**Notice No. 102 of 2016**

This Determination sets out the classification standard and the salary structure for the Court Personnel of the Judicial Service, Support staff of the State Law Office, Support staff of the Office of the Public Prosecutor and Support staff of the Public Solicitor's Office.

**PART 1. GENERAL**

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

The Determination applies to those persons appointed as a Court Personnel of the Judicial Service, as a Support staff of the State Law Office, as a Support staff of the Office of the Public Prosecutor, or as a Support staff of the Public Solicitor's Office.

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

**PART 2. CLASSIFICATION STANDARDS, SALARY STRUCTURE AND RELATED MATTERS**

1. **Classification standards:** The classification standard for the officers stated on Part 1, paragraph 2 is as set out on Table A1 to this Determination.
2. **Salary Structure:** The salary structure for the officers stated on Part 1, paragraph 2 is as set out on Table A2 to this Determination.
3. **Related matters**
  - 3.1 **Setting the Salary**
    - 3.1.1 The Employing Body shall determine the value for the position stated on Part 1, paragraph 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 value of a position, subject to Part 2(1) and Part 2(2), the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.

3.2 **Adjustment to Salary:** Subject to Part 2(1) and Part 2(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 **Application to other Officer:** This Determination shall apply to a clerk of the Island Courts, an Officer of the Financial Services Unit and any officer appointed to assist in the general administration or support service of the Judicial Service, the State Law Office, the Office of the Public Prosecutor, or the Public Solicitor's office.

### PART 3. EFFECTIVE DATE

The Determination shall take effect on and from 1 October 2016.

The Determination supersedes and revokes any determination or decision relating to any form of salary payable to officers mentioned on this Determination.

Signed this 8<sup>th</sup> day of August 2016.

Hilda Taleo, Chairperson

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**Determination 3 of 2016: Table A1 - Court Personnel of the Judicial service and  
Support Staff of the SLO, OPP & PSO\_Classification Standard.**

Court Personnel of the Judicial service and Support Staff of the SLO, OPP and PSO						
Grade	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Problem Analysis and Problem Solving	Decision Making	Planning Level
Gs. 1.	Very close Supervision.	Competence attained through repetition of work and on-the-job training. <i>Able to exchange basic information verbally.</i> 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.
Gs. 2.	Close supervision.	<i>Able to exchange basic information verbally and if required, in writing.</i> Completed competency	Limits of work are prescribed or Step by Step course of action.	Basic problems solved or Relatively simple problems solved with a set	Makes basic decisions.	Perform within well established guidelines. Nature of planning is essentially about timing

		level equivalent to VQF Level 2 or higher,		procedure.		and sequencing of assigned tasks.
Gs. 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 uncomplicated data or quick reactions in the initiation of expected efforts.	Makes routine decisions by selecting from a number of pre-set courses of action or makes decision in collaboration with superior.	Individual planning and personal management. Discretion on which equipment or tools to use.
Gs. 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.

Gs. 5.	Professional work done in accordance with Work plan with some supervision but clear guidance and responsible for specific deliverables and outcomes.	Comprehensive knowledge of work discipline and Clear understanding of the implication of change on work processes. Completed competency level equivalent to VQF Level 5 or higher.	Responsible for efficient and effective operations, with responsibility to devise and recommend new routines within system(s).	Standard problems solved or Problems encountered require analysis and interpretation of substantial degree and diversity of data in area(s) of expertise.	Work outputs assessed. Interpretative decisions coordinated.	Comply with professional obligations or Individual Work plan supports Agency Business Plan.
Gs. 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.	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.

Gs. 7.	Exhibit leadership with reporting and monitoring expectations.	Expert knowledge of procedures and sound knowledge of field of work discipline with significant experience.	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.
Gs. 8.	Provides high level advice on sensitive or highly complex matters.	Recognized authority in the field of knowledge.	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.	Leads development and execution of Agency plans.

Abbreviations: OPP – Office of the Public Prosecutor; PSO – Public Solicitor’s Office; and SLO – State Law Office, VQF – Vanuatu Qualification framework.



Hilda Taleo, Chairperson

Mark Bebe, Member

Chris Kernot, Member

Effective as of 1 October 2016

**GOVERNMENT OF THE  
REPUBLIC OF VANUATU**

OFFICE OF THE GOVERNMENT  
REMUNERATION TRIBUNAL  
PMB 9094 Port Vila, Vanuatu  
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GOVERNEMENT DE LA  
RÉPUBLIQUE DE VANUATU  
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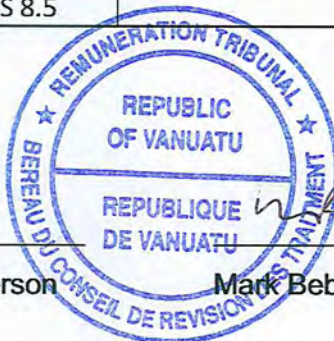
Determination 3 of 2016: Table A2 – Salary Structure for General and Support Staff of  
Judiciary, SLO, OPP, & PSO.

<b>GOVERNMENT REMUNERATION TRIBUNAL</b>		
<b>Performance Based Salary Structure</b>		
<b>General Staff of Judiciary, SLO, OPP, &amp; PSO</b>		
<b>Level</b>	<b>Grade</b>	<b>Salary</b>
Gs 1	GS 1.1	466,000
<b>L</b>	GS 1.2	479,900
	GS 1.3	493,900
	GS 1.4	507,900
	GS 1.5	524,200
	GS 1.6	539,900
	GS 1.7	555,600
Gs 2	GS 2.1	625,100
<b>K</b>	GS 2.2	642,800
	GS 2.3	663,400
	GS 2.4	683,300
	GS 2.5	703,200
	GS 2.6	723,100
	GS 2.7	746,400
	GS 2.8	768,800
	Gs 3	GS 3.1
<b>J</b>	GS 3.2	1,029,600
	GS 3.3	1,058,000
	GS 3.4	1,094,600
	GS 3.5	1,126,500
	Gs 4	GS 4.1
<b>I</b>	GS 4.2	1,243,400
	GS 4.3	1,291,200
	GS 4.4	1,345,000
	GS 4.5	1,386,800
	GS 4.6	1,434,600
	Gs 5	GS 5.1
<b>H</b>	GS 5.2	1,560,200


	GS 5.3	1,614,000
	GS 5.4	1,667,800
	GS 5.5	1,755,200
	GS 5.6	1,815,700
Gs 6	GS 6.1	1,915,000
G	GS 6.2	1,974,600
	GS 6.3	2,042,700
	GS 6.4	2,106,500
	GS 6.5	2,202,300
	GS 6.6	2,262,100
Gs 7	GS 7.1	2,393,800
F	GS 7.2	2,477,500
	GS 7.3	2,544,900
	GS 7.4	2,666,100
	GS 7.5	2,787,200
	GS 7.6	2,863,000
Gs 8	GS 8.1	3,029,600
E	GS 8.2	3,135,600
	GS 8.3	3,272,000
	GS 8.4	3,408,300
	GS 8.5	3,527,600



Hilda Taleo, Chairperson



Mark Bebe, Member




Chris Kernot, Member

Effective as of 1 October 2016



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**DETERMINATION 4 of 2016 - DETERMINATION ON CHILD OR FAMILY ALLOWANCE, COST OF  
LIVING ALLOWANCE, ENTERTAINMENT ALLOWANCE, FUEL ALLOWANCE, HOUSING  
ALLOWANCE, AND TELEPHONE ALLOWANCE.**

**Notice No. 103 of 2016**

This Determination sets out the decision of the Tribunal in relation to the following allowances: (i) Child or Family allowance, (ii) Cost of Living allowance, (iii) Entertainment allowance, (iv) Fuel allowance, (v) Housing allowance, and (vi) Telephone allowance.

**PART 1. GENERAL**

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

The Determination applies to (i) a Judge or Magistrate of the Judicial service, (ii) a Court Personnel of the Judicial service, (iii) any officer of the Judicial Service, (vi) the Attorney General, (v) a Legal officer of the State Law Office, (vi) the Public Prosecutor, (vii) a Prosecutor, (viii) the Public Solicitor, (ix) a Legal officer assisting the Public Solicitor, and (x) a Support staff of the State Law Office, or a Support staff of the Office of the Public Prosecutor or a Support staff of the Public Solicitor's Office.

**PART 2. ALLOWANCES.**

**1. Discontinuation of allowances**

The officers mentioned on Part 1, paragraph 2 of this Determination shall not be entitled to: (i) Child or Family allowance, (ii) Cost of Living allowance, (iii) Entertainment allowance, (vi) Fuel allowance, (v) Housing allowance, and (vi) Telephone allowance.

**2. Related matters**

**2.1** No other form of allowances similar to those stated on Part 2(1) of this Determination shall be paid to the officers mentioned on Part 1, paragraph 2 of this Determination without the approval of the Tribunal, if not already approved by the Tribunal.

2.2 This Determination shall apply to, a clerk of the Island Courts, an Officer of the Financial Services Unit, and any officer appointed as a legal practitioner for or any officer appointed to assist in the general administration or support service of, the State Law Office, the Office of the Public Prosecutor, or the Public Solicitor's office.

**PART 3. EFFECTIVE DATE**

The Determination shall take effect on and from 1 October 2016.

The Determination supersedes and revokes any determination or decision relating to allowances stated on Part 2(1) of this determination for officers mentioned on this Determination.

Signed this 8<sup>th</sup> day of August 2016.



Hilda Taleo, Chairperson

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**DETERMINATION 5 of 2016 - DETERMINATION ON CHILD OR FAMILY ALLOWANCE, COST OF  
LIVING ALLOWANCE, ENTERTAINMENT ALLOWANCE, FUEL ALLOWANCE, HOUSING  
ALLOWANCE, AND TELEPHONE ALLOWANCE.**

**Notice No. 04 of 2016**

This Determination sets out the decision of the Tribunal in relation to the following allowances: (i) Child or Family allowance, (ii) Cost of Living allowance, (iii) Entertainment allowance, (iv) Fuel allowance, (v) Housing allowance, and (vi) Telephone allowance.

**PART 1. GENERAL**

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

The Determination applies to persons employed by or appointed to positions by the Government or an Agency of the Government on or from 1 October 2016.

**PART 2. ALLOWANCES.**

**1. Discontinuation of allowances**

The officers mentioned on Part 1, paragraph 2 of this Determination shall not be entitled to: (i) Child or Family allowance, (ii) Cost of Living allowance, (iii) Entertainment allowance, (vi) Fuel allowance, (v) Housing allowance, and (vi) Telephone allowance.



**2. Related matter**

No other form of allowances similar to those stated on Part 2(1) of this Determination shall be paid to the officers mentioned on Part 1, paragraph 2 of this Determination without the approval of the Tribunal.

PART 3. EFFECTIVE DATE

The Determination shall take effect on or from 1 October 2016.

Signed this 8<sup>th</sup> day of August 2016.

Hilda Taleo, Chairperson

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**DETERMINATION 6 of 2016 – DETERMINATION ON ANNUAL LEAVE.  
Notice No. 105 of 2016**

This Determination sets out the decision of the Tribunal with respect to annual leave.

**PART 1. GENERAL**

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

The Determination applies to (i) a Judge or Magistrate of the Judicial service, (ii) a Court Personnel of the Judicial service, (iii) any officer of the Judicial Service, (vi) the Attorney General, (v) a Legal officer of the State Law Office, (vi) the Public Prosecutor, (vii) a Prosecutor, (viii) the Public Solicitor, (ix) a Legal officer assisting the Public Solicitor, and (x) a Support staff of the State Law Office, or a Support staff of the Office of the Public Prosecutor or the Support staff of the Public Solicitor's Office.

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

**PART 2. ANNUAL LEAVE**

**1. Annual Leave**

The officers mentioned on Part 1, Paragraph 2 of this Determination shall be entitled to a minimum of annual leave of 15 days for every year of service.

**2. Benefit to extra annual leave**

Additional leave shall be granted on the basis of the level of salary. The salary range from which additional annual leave days is being granted is set out below:

<u>Salary range(VT)</u>	<u>Extra leave days</u>	<u>Annual leave entitlement</u>
466,000 to 1,434,600	0	15
1,513,100 to 2,863,000	3	18
3,029,600 to 4,444,800	6	21
5,000,400 to 10,459,000	9	24

### 3. LEAVE GRANTED ON THE BASIS OF TENURE OF SERVICE

3.1 As and when this Determination takes effect, no officer of the Judicial Service, the State Law Office, the Office of the Public Prosecutor, or the Public Solicitor shall be entitled to leave granted on the basis of his or her tenure of service.

3.2 Long service leave or Any form of leave that is being granted according to the number of years the officer serves the Government or an Agency of the Government shall be considered as leave granted on the basis of tenure of service. Such form of leave shall cease to be granted to any person employed by or appointed to a position by the Judicial Service Commission, the Judicial Service, the State Law Office, the Office of the Public Prosecutor or the Public Solicitor's Office.

### 4. Related matters

4.1 The Head of the Agency (or his or her delegate) and his or her officer will agree to the manner in which the leave is to be taken.

Head of the Agency means:

- The Chief Justice as Head of the Judicial Service;
- The Attorney General as Head of the State Law Office;
- The Public Prosecutor as Head of the Office of the Public Prosecutor, and
- The Public Solicitor as Head of the Public Solicitor's office.

4.2 No other condition shall be made on annual leave without the approval of the Tribunal.

4.3 This Determination shall apply to, a clerk of the Island Courts, an Officer of the Financial Services Unit, and any officer appointed as a legal practitioner for, or any officer appointed to assist in the general administration or support service of, the State Law Office, the Office of the Public Prosecutor, or the Public Solicitor's office.

### PART 3. EFFECTIVE DATE

The Determination shall take effect on and from 1 October 2016.

Signed this 8<sup>th</sup> day of August 2016.



Hilda Taleo, Chairperson