

**REPUBLIQUE
DE
VANUATU**
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**REPUBLIC
OF
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NOTIFICATION OF PUBLICATION

ORDER

PASSPORTS ACT NO. 20 OF 2009

- SCHEDULE 1 - PERSONS ENTITLED TO HOLD DIPLOMATIC PASSPORTS (AMENDMENT) ORDER NO. 127 OF 2024

LEGAL NOTICE

GOVERNMENT REMUNERATION TRIBUNAL ACT [CAP 250]

- DETERMINATION 1 OF 2024 – DETERMINATION ON CLASSIFICATION STANDARD AND SALARY STRUCTURE FOR CHAIRPERSONS APPOINTED BY THE GOVERNMENT, TO A COMMISSION, GOVERNMENT STATUTORY BODY AND STATE-OWNED ENTITY NOTICE NO. 85 OF 2024



REPUBLIC OF VANUATU

PASSPORTS ACT NO. 20 OF 2009

Schedule 1

Persons entitled to hold Diplomatic Passports (Amendment) Order No. 127 of 2024

In exercise of the powers conferred on me by subsection 28(2) of the Passports Act No. 20 of 2009, I, the Honourable ANDREW SOLOMON NAPUAT, Minister of Internal Affairs, with the prior approval of the Council of Ministers, make the following Order.

1 Amendments

Schedule 1 of the Passports Act No. 20 of 2009 is amended as set out in the Schedule.

2 Commencement

This Order is taken to have commenced on 10 July 2024.

Made at Port Vila this 23 day of AUGUST, 2024.

Honourable ANDREW SOLOMON NAPUAT
Minister of Internal Affairs



SCHEDULE

AMENDMENTS OF SCHEDULE 1 OF THE PASSPORTS ACT NO. 20 OF 2009

SCHEDULE

**AMENDMENTS OF SCHEDULE 1 OF THE PASSPORTS
ACT NO. 20 OF 2009**

1 At the end of Schedule 1

Add

- "Trade Commissioners (as defined in the Foreign Service Act No. 20 of 2013)"



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

DETERMINATION 1 of 2024

Notice No...**85**.... of 2024

**COMMISSIONS, STATUTORY BODIES & STATE-OWNED ENTITY APPOINTED TO
POSITIONS BY THE GOVERNMENT OF THE REPUBLIC OF VANUATU**

DETERMINATION ON CLASSIFICATION STANDARD AND SALARY STRUCTURE FOR
CHAIRPERSONS APPOINTED BY THE GOVERNMENT, TO A COMMISSION,
GOVERNMENT STATUTORY BODY AND STATE-OWNED ENTITY

This Determination sets out the classification standard and the salary structure for person appointed
as Chairpersons of an agency of the Government within the Public Sector, and in compliance with
section s.13 And it shall be structured as follows:

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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 directives subject to Section 17 from time to time to assist a government minister or an employing authority in the administration of this Determination.

1.2 Application:

1.2.1 The Determination applies to persons appointed as Chairperson, under section 13(1) of the Government Remuneration Tribunal Act [CAP 250], by the Minister concerned.

1.2.2 This Determination shall apply to Public Sector officials nominated by a Minister to, a Commission, a Statutory Entity, Statutory Corporation or a wholly owned Subsidiary Company of the Government and will not apply to ministerial nomination of an ex officio Chairperson or an Acting Chairperson.

1.3 Effective date:

1.3.1 The Determination shall take effect on and from 1st April 2024.

1.3.2 Subject to part 1.2.2 and section (24) of the Government Remuneration Tribunal Act [CAP 250], as and when this Determination takes effect, it shall supersede and revoke any determination or decision made on and after the effective date of the determination relating to any contract or form of remuneration payable to a Public Sector Chairperson appointed to a position by the Minister responsible.

PART 2. CLASSIFICATION STANDARDS AND SALARY STRUCTURE

2.1 Classification standards: The classification standard for Chairpersons is set out on Table A1 of this Determination.

2.2 Salary Structure: The salary structure for the position of Chairpersons is as set out on Table A2 to this Determination.

PART 3. RELATED MATTERS

3.1 Setting the Salary

3.1.1 Prior to approving a salary of a chairperson by a Minister or an Employing Agency, the Act or Legislation governing that type of institution in question must specifically allow for a chairperson to receive remuneration.

3.1.2 All salary settings must be made at level 1 of each salary band, classified under table 1A Classification Standard for Chairperson.

3.1.3 In determining the work value of a chairperson, subject to Part 2 of this Determination, the Minister is expected to exercise fairness and prudent business judgement proportionate with the responsibilities and accountabilities of the recommended nominee.

3.1.4 In determining the job value for a position commensurate with Table A 1, Classification standards for Chairpersons, the Minister shall seek the Tribunal's directive for a Job evaluation prior to any appointment of a chairperson.

3.2 Adjustment to Salary:

3.2.1 Subject to Part 2 of this Determination, adjustment to salary shall be made in accordance with established annual performance review by the Authority responsible. This recommendation will inform the Minister concern and within the ability of the Ministry's budget, the adjustment by the Minister takes effect.

3.2.2 No salary adjustments shall be made less than 1 year.

3.3 Other Officers

- 3.3.1** In appointing other offices under a Government Institutions that is wholly or partly owned by the state, the person must have merit and experience within the public sector and business management.
- 3.3.2** Subject to Part 3.3.1, any person may be appointed to manage a Government Agency.
- 3.3.3** The maximum for other officers appointed under this Determination for
- Chairperson of a Constitutional Commission is Grade CP 3.4 2,693,000
 - Statutory Bodies Chairperson is Grade CP 2.4– Vt. 2,489,500 and
 - Statutory Enterprise or Corporation Chairperson is CP 1.3 – Vt 3,029,600, but subject to table A2 and C. below.

3.4 Classes of entitlements:

List of maximum allowances and benefits determined by the Tribunal for Commissions Chairperson.

TABLE 1B- Commission - Class of Allowances and Benefits

Level	Take home Pay Allowance	Maximum Cash Amount per month	Maximum in kind Benefits
CP 3	Housing Allowance	35,000VT	Government House
	Cost of Living Allowance	15,000 VT	Office space & equipment's
	Child Allowance	2,400 VT/ Child under 18 years of age for only 2 children	1 x Official Vehicle

List of maximum allowances and benefits determined by the Tribunal for Statutory Bodies and Statutory Enterprise & Corporations Chairpersons.

TABLE 1C- Statutory Bodies- class of Allowances and Benefits

Level	Take home Pay Allowance	Maximum Amount per month in cash	Maximum Benefits in kind
CP 2	Housing Allowance	35,000VT	Government House
	Cost of Living Allowance	15,000 VT	Office space & equipment's
	Child Allowance	2,400 VT/ Child under 18 years of age for only 2 children	1 x Official Vehicle

TABLE 1D- State owned Enterprise & Corporations - class of Allowances and Benefits


CP 1	Housing Allowance	35,000VT	Government House
	Cost of Living Allowance	15,000 VT	Office space & equipment's
	Child Allowance	2,400 VT/Child under 18 years of age for only 2 children	1 x Official Vehicle


- 3.4.1** A Chairperson that is entitled to a Take home pay allowance under Table 1B,1C & 1D -Class of entitlements, must not be eligible for the benefit corresponding or vice versa. That is if a chairperson opted for cash, they will not receive a maximum benefit in kind and vice versa.

- 3.4.2** For the use of Government Vehicle that is allotted to any Chairperson, a contract must be signed with the Public Service Fleet Unit to disclose that vehicle is free of defects and for others by a reputable authorised insurance company, fit for use and has cleared all road worthy checks.
- 3.4.3** Contract must also disclose, for costs associated with fuel and maintenance of the vehicle parts damage, it shall be the responsibility of the chairperson to meet the cost.
- 3.4.4** A Chairperson whom is entitled to a Government Vehicle that is involved in a collision resulting in damage to the vehicle under his or her responsibility confirmed by a Police abstract report, is liable to all associated cost.

Signed this 18th day of April, 2024.


Saby Natonga
Chairperson


Nigel Maloso
Member


Rosemary Leona
Member

REPUBLIC OF VANUATU
REPUBLICQUE DE VANUATU
REVENUE TRIBUTARY
CONSEIL DE REVISION DES

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Determination 1 of 2024: Table A1 -

Classification Standard for Chairpersons appointed by Minister and or Head of Agency.

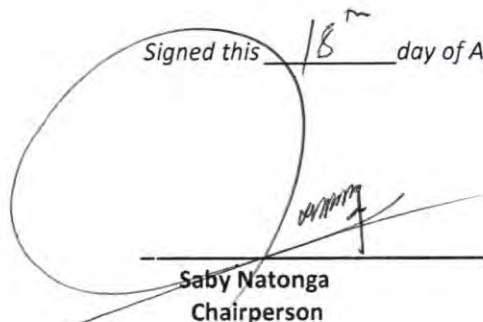
1. Table A1 – Classification Standard for Chairpersons.

Chairperson						
Level	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Problem Analysis and Problem Solving	Decision Making	Planning Level
3	Principal and Authoritative source of advice upon which the Government and Ministers depend, contributing immensely to GDP, spanning multiple agency outcomes or on issues of very high national risk and complexity. <ul style="list-style-type: none"> - Public Service Commission - Citizenship Office - Electoral Office - Police Service Commission - Reserve Bank of Vanuatu 	Integrate diverse activities or multiple functions, with key impacts on whole of agency strategy and planning. Possess highly advanced professional/executive management experience. Completed competency level equivalent to VQF Level 9 or higher.	Monitor and Regulate government policy. Substantial contribution to agency governance and culture.	Monitors quality control for Agency processes. Resolves broader and more complex issues of external context with national or international influence.	Provides ruling on policy or Regulatory matter. Decisions made impact on whole of government or whole of agency performance.	Leads strategic direction in support of the priorities of the state for Policy reform. Decides corporate strategies within policy parameters, with a long-term focus.
2	Principal and authoritative source of advice related to specific area of knowledge or practice upon which the Agency and Ministers depend. <ul style="list-style-type: none"> - Judicial Service Commission - Teaching Service 	Integrate diverse activities or multiple functions at agency level. Possess extensive professional/administrative management experience. Completed competency level equivalent to VQF	Controls processes for planning, coordination and monitoring of Agency performance. Contributes to agency leadership and to overall governance	Provides leadership in resolving complex issues of internal context with a national or international influence.	High level advice, or policy drafting for the state. Recommends decisions on significant strategic alternatives to the Minister or Director General.	Develops strategic directions in support of the priorities of the state for Policy reform. Contributes to shaping and implementing overall corporate strategy.

	Commission - Tribunals - All Statutory Bodies	Level 7 or higher.	processes			
1	Influential source of advice related to specific area of knowledge or practice, which form a key input to agency decision making processes. - State owned enterprise - Statutory Corporations - Vanuatu Financial Service Commission	Promotes professional development for colleagues. Takes responsibility for performance outcomes for a specific program, initiative, or for quality of advice provided. Completed competency level equivalent to VQF Level 8 or higher.	Plan coordinate and monitor Agency performance. Contributes to one or more elements of agency governance.	Provides quality control for Agency processes.	Development and implementation of significant and serious policy direction for the state.	Primary planning focus assumes an immediate current year but with an understanding of future implications.

Abbreviation: VQF – Vanuatu Qualifications Framework

Signed this 18th day of April, 2024.


 Saby Natonga
 Chairperson




 Rosemary Leona
 Member

Effective as of 1st April 2024

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Determination 1 of 2024, Table A2 -

Salary structure for Chairpersons appointed to a Commission and or a Statutory agency of Government.

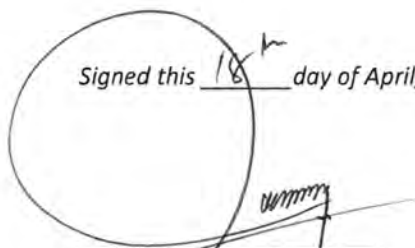
A. Table A2 – Salary Structure for chairpersons.

VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL		
CHAIRPERSONS ANNUAL SALARY		
COMMISSION – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
Level	Grade	Salary
3	CP 3.4	2,693,000
	CP 3.3	2,600,928
	CP 3.2	2,520,000
	CP 3.1	2,393,800
STATUTORY BODIES – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
2	CP 2.4	2,489,500
	CP 2.3	2,393,800
	CP 2.2	2,298,000
	CP 2.1	2,202,300
STATUTORY ENTERPRISE & CORPORATIONS – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
1	CP 1.3	3,029,600
	CP 1.2	2,693,000
	CP 1.1	2,600,928

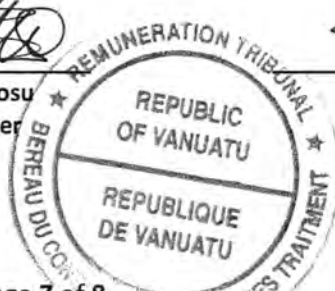
B. An Acting Chairperson, shall not be paid the salary of a Chairperson.

C. Any Statutory Enterprise & Corporations not earning profit shall be paid a salary level of CP 2.

Signed this 18 day of April, 2024.


Saby Natonga
Chairperson


Nigel Malosu
Member




Rosemary Leona
Member

Effective as of 1st April