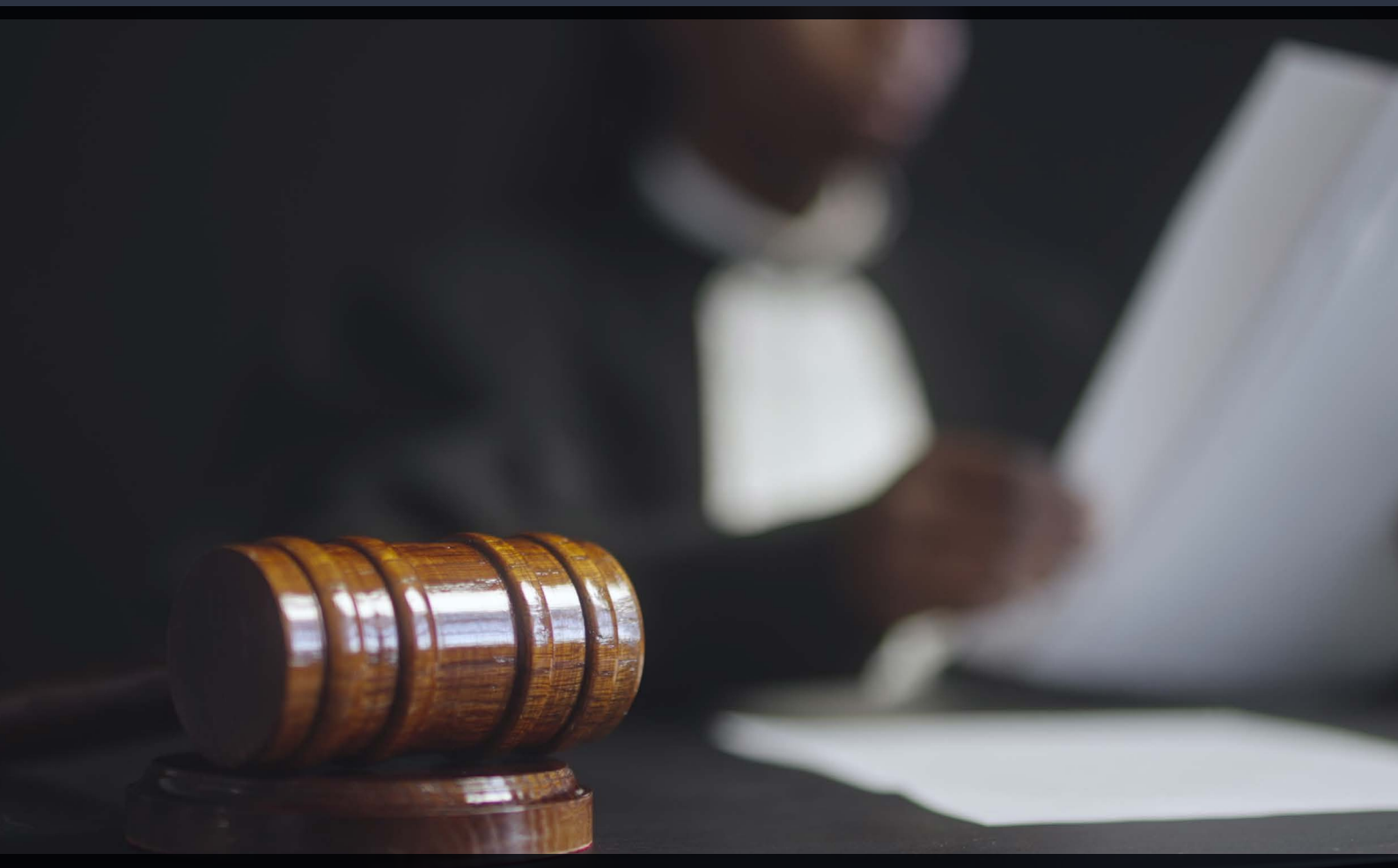
GOVERNMENT OF THE
REPUBLIC OF VANUATU

GOVERNMENT REMUNERATION TRIBUNAL
REVIEW REPORT 2024



JUDICIAL SERVICE COMMISSION

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17th December 2024

Dear Chairman, Judicial Service Commission

GRT 2024 REVIEW REPORT FOR JUDICIAL SERVICE COMMISSION

I am pleased to advise that the 2024 review of remuneration for officers under the judicial service is complete. Attached to this letter is the review report for Judicial Service Commission.

The GRT Board is grateful for the cooperation shown during the consultations with the Judicial Service Commission. The Tribunal was able to carry out the review using the important information it collects and those that were provided by the staff of all the Commissions, the Government Ministries, and agencies. The extensive consultations that were undertaken assisted the Tribunal to complete the review successfully.

We are delighted to announce that the 2024 new GRT Determinations were undertaken based on SP10 JobWise@ Methodology, a robust internationally recognized approach with 10 factors point matrix contextualised to Vanuatu setting. Guided by a comprehensive and entrenched Job Classification Standards and market data, the salary structures for all jobs in the Judicial Service are determined by placing each job into relevant level of four (4) main career pathways including, Customer & Business Support, Operations, Technical, and Leadership.

We request that you consider the review report and if there are queries that require our clarification, please do advise your staff to take it up with the Department of GRT.

We thank you once again for the assistance provided till the completion of this review.

Yours faithfully

Saby Natonga, Chairman

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REPUBLIC OF VANUATU
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BEREAU DU CONSEIL DE REVISION DES TRAITEMENT

Cc:
- Hon.Vincent Lunabek, Chief Justice
- Mr Kiel Arnold Loughman, Attorney General
- Ombudsman
- Chrono

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GRT 2024 REVIEW REPORT ON REMUNERATION FOR THE JOB POSITIONS UNDER THE JUDICIAL SERVICE COMMISSION

Saby Natonga
Chairman

REMUNERATION TRIBUNAL
REPUBLIC OF VANUATU
REPUBLIQUE DE VANUATU
BEREAU DU CONSEIL DE REVISION DES TRAITEMENT

Nigel T. Malosu
Member

Rosemary Leona
Member

Acknowledgement

Firstly, we acknowledge God for His divine guidance and blessings experienced throughout the 2024 GRT Determinations review.

This report is the end-product of the 2024 New GRT Determination Review process conducted by the GRT Department pursuant to a decision made by the Council of Ministers (COM Decision 068/2023) in response to changes in Consumer Price Index following the Covid-19 pandemic. The GRT Board notes that it took an immense amount of work and it would not exist without the invaluable contributions of a number of incredibly thoughtful, dedicated, supportive people, government partners, and agencies, including:

- GRT Board
- Strategic Pay New Zealand
- New Zealand High Commission
- National Bank of Vanuatu
- Government Ministries, Departments, and Agencies
- Teaching Service Commission
- Police Service Commission
- Public Service Commission
- Judicial Service Commission
- Parliament
- Ombudsman Office
- Office of Attorney General
- Office of Public Prosecutor
- Office of Public Solicitor
- National Audit Office
- GRT Department staff
- HRMs, HROs, Technical officers of Government Ministries

A very special thank you to the Heads of the agencies who agreed to release their technical staff to form the Secondment Officers team that led this landmark review. The GRT Department is eternally grateful to the members of the review team:

- Clement Nasse, Team Leader, Principal Remuneration Analyst, Government Remuneration Tribunal
- George Shem, Principal Job Analyst, Public Service Commission
- Wendy W. Raptigh, Judicial Development and Training Officer, Supreme Court of Vanuatu
- Ben Tokal, Principal Economic Statistician, Vanuatu Bureau of Statistics
- Eric I. Malessas, Principal Policy Analyst, Department of Strategic Policy Planning and Aid Coordination

Finally, we acknowledge all Government employees who are the ultimate beneficiaries of the 2024 new determinations for their patience and understanding throughout the long review period.

Table of Contents

Acronyms

COM	Council of Ministers
COLA	Cost of Living Adjustment
CPI	Consumer Price Index
GDP	Gross Domestic Product
GRT	Government Remuneration Tribunal
HRM	Human Resource Management
IMF	International Monitory Fund
JCS	Job Classification Standards
JSC	Judicial Service Commission
OAG	Office of Attorney General
OPP	Office of Public Prosecutor
PL	Public Lawyers
PMS	Performance Management System
PSC	Public Service Commission
PSO	Public Solicitor Office
SPL	Senior Public Lawyers
SP	Strategic Pay
TSC	Teaching Service Commission
VBoS	Vanuatu Bureau of Statistics

1 INTRODUCTION

This report documents all the works undertaken to produce the 2024 new GRT Determinations for all persons employed by government employing agencies and, in this case, for the job positions of persons employed by the Judicial Service Commission and related agencies.

The GRT is responsible for determining the remuneration of government employees in Vanuatu in accordance with the Government Remuneration Tribunal Act. The purpose of the Act is *"to establish a government remuneration tribunal to consider and determine the maximum remuneration payable to those persons employed by or appointed to positions by the Government or by an agency of Government."* The object of this Act is *"to adopt principles of consistency, economy of resources, and disciplines in determining the remuneration of those persons employed by, or appointed to positions by, the Government or by an agency of Government."*

Under the GRT Act, the Government Remuneration Tribunal is established, among other things, to *"review and determine the maximum remuneration payable, … and to make a determination that adjusts, either upwards or downwards, the remuneration of any person listed in subparagraphs (i) to (viii) of section 13(1)* and in carrying out such functions may *"fix scales of remuneration and prescribe rules governing the application of scales of remuneration…"*

Those persons listed in Section 13 (1)(a) of the Act are the employees of all the Government 'employing bodies' comprising four public service commissions – Public Service, Teaching Service, Police Service and Judicial Service - and other Government entities in the wider public sector.

In other words, the GRT is responsible for setting the pay structure and determining pay rates for all Government employees, and prescribing rules for the implementation of the pay structure and pay determinations.

The Act defines 'remuneration' as *"a reward for services and includes salaries, wages, allowances, fees, expenses and every other form of income or recompense whatsoever,"* and 'determination' as *"a decision of the Tribunal fixing the maximum amount of remuneration payable to persons subject to this Act."*

Further, according to GRT Act, in determining any remuneration section 16(a - e) expressly states that the Tribunal must have particular regard to the following criteria:

(a) the need to achieve and maintain relativity with the private sector;
(b) to ensure that the best persons are employed through a recruitment and retention of personnel policy that takes into account the special responsibilities and duties required of persons employed in Government.
(c) the adequacy of the current remuneration;
(d) the aim for consistency and uniformity in remuneration rates;
(e) the budget and resources available to Government for remuneration when making determinations.

By implementing GRT Act, the present determinations take into account relevant applicable legislation and policies:

- Employment Act
- Minimum Wages Act
- Public Service Act
- Judicial Services & Courts Act
- Police Service Act
- Members Expenses and Allowance Act
- Official Salaries Act
- Education Act
- ILO Convention
- Ombudsman Act

2 BACKGROUND

2.1 Problem Statement

From 1980 to the mid-1990s, Vanuatu's public services were severely affected by static unattractive pay packages which resulted in high turnover and costs. During mid-1988 and 1989, the GRT Act [Cap 250] attempted to address the issue. However, it was not until the 2017 GRT Determinations (subsidiary legislation to the Principal Act) that pay structures were established and used by all of government and its agencies, raising all/most pay rates.

The Tribunal last reviewed remuneration in 2018. That review resulted in 22 pay determinations which were implemented by the relevant employing bodies between 1st January 2018 and 1st January 2019. A recent evaluation of the implementation of those 2018 determinations discovered serious issues with existing determination implementation practices that have resulted in several anomalies and ultimately incurring high costs to Government.

A market survey of pay rates in Vanuatu in 2023 revealed that Government pay was lagging behind the market by some measures since the last GRT determination in 2018. Apparently, this lag underlies Government's recent policy decision to increase the minimum wage from VT 220 to VT 300.

The pay structure applied to Government jobs deserves special attention because pay rates have an effect on the quality of employees hired, their motivation, their performance, and their satisfaction. This is particularly so at the present time considering evidence of an ever-widening gap between the pay rates being offered by Government employers and employers in the private sector.

The problem facing the Government, with regard to remuneration, is that the Government current pay structure does not offer opportunities or incentives for career progression, pay levels are not always competitive compared to those offered in the private sector, and especially those at lower levels such as drivers, cleaners, secretaries and administration officers, are tempted to seek greener pastures in New Zealand and Australia. Anecdotal evidence indicate the morale is low amongst employees with 90% percent complaining of financial hardships, increased debt issues, health issues, limited opportunities and economic inequalities.

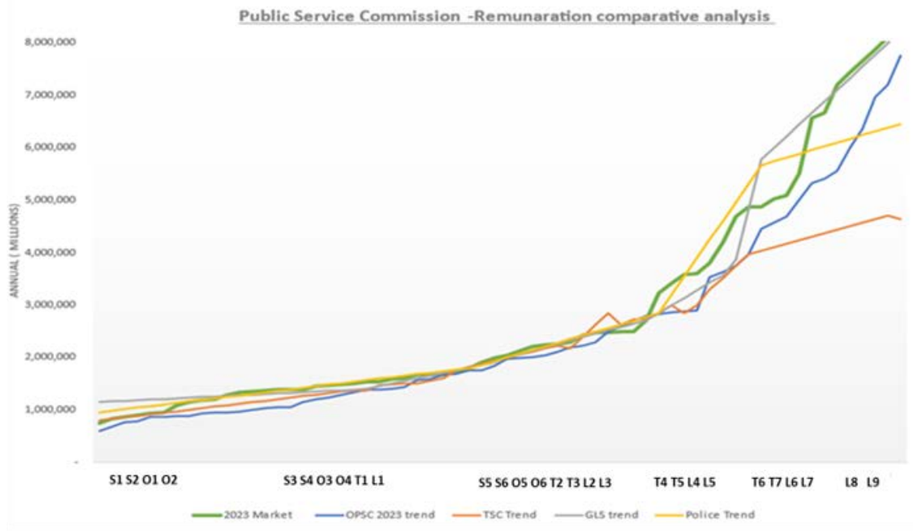
There are also problems with remuneration inconsistencies and internal relativities across the different Government employing bodies, and with implementation of remuneration determinations.

2.2 2023 Market Survey Analysis and Remuneration Relativities

In 2023, an independent survey of Vanuatu employers in the public and private sectors was conducted by Strategic Pay - New Zealand. The survey gathered data relating to 10,640 jobs across 22 employers (77% government sector and 23% private sector). The survey methodology was based on Strategic Pay's SP10 job evaluation methodology and JobWise® job mapping methodology.

Independent analysis of the survey data compared pay rates for benchmark jobs in the government and private sectors. Figure 1 presents a comparative analysis of the Survey data on the pay rates of different levels of jobs under the four Commission or Employing bodies, relative to the benchmark jobs in the market. The Y-axis shows the annual pay while the X-axis shows the career pathways from lower-level jobs (business support and operations), to higher level jobs (Technical and Leadership).

Figure 1 – Comparative Analysis of 2023 Survey data



This analysis reveals notable similarities and differences in Government pay relative to the market. It shows that Government tends to pay employees at different levels on the career pathways, close to the market rate, with some variation. Generally, as the market rate rises, so does Government pay rate of jobs under the commissions. However, compared to low and mid-level jobs, high level technical and leadership jobs tend to lag behind the market.

The analysis revealed a different pattern that is somewhat intriguing. It appears that top level commissioned officer jobs under the Police Service Commission and OAG senior public lawyer jobs under the Judicial Service Commission, have exceeded the market for technical and leadership jobs. Under the Public Service and Teaching Service commissions, S1-S6 and O1-O6 jobs generally have pay rates on par with or below the market.

The analysis also shows that technical and leadership jobs in all the Commissions, with exception of those under the Judicial Service Commission, are being paid below the market. Interestingly, technical and leadership jobs under the Judicial Service Commission, specifically OAG senior lawyers, have pay significantly higher than the market average relative to high level jobs in other commissions.

Overall, while the pay rates for technical and leadership jobs in the Public Service and Judicial Service commissions approach those of the market, the pay rates for comparable jobs in Teaching Service and Police Service commissions are obviously lagging the market. It seems that the Judicial Service Commission believed that pay rates for their technical jobs (OAG senior public lawyers) were lagging far behind the market, so they quickly raised pay rates. Consequently, technical and leadership jobs under the Judicial Services Commission (OAG Senior Public Lawyers) and the Police Services Commission rose above the market while job in other commissions remained below the market.

While the pay of low-level and mid-level jobs tend to follow the market, the opposite situation is observed for high-level jobs. These inconsistencies suggest that employing bodies are not applying GRT determination principles of consistency and uniformity.

2.3 Review of 2018 Determinations

In preparation for 2024 new GRT Determination, the GRT Office conducted a compliance review of the implementation of the 2018 Determination within those employing bodies affected by that determination. The objective of the review was to determine whether the employing bodies complied consistently with 2018 determinations and associated implementation rules and guidelines. The review identified several institutional challenges and related anomalies, in addition to issues highlighted in the problem statement earlier.

There are general observations made regarding inconsistencies, and the pace and basis upon which the employing bodies implemented the 2018 Determination. Some employing bodies promoted employees faster and with significantly higher pay increment than did others. In contrast, under some employing bodies, employee increments are not applied consistently and regularly. In general, employing bodies failed to comply with the prescribed determination guidelines and rules which constitute a legally binding document. There are indications that employing bodies fall short of the standard practice of appointing people to jobs with right level of qualifications and experiences.

There are inconsistencies within and between employing bodies. For example, contrary to other commissions where people are paid based on overall job responsibilities, the Teaching Service Commission differentiates pay based mainly on education qualification. For instance, a person who possesses a bachelor degree in primary teaching is paid higher than someone with a diploma of teaching who teaches in primary schools. Also, it was found that under the Judicial Services Commission, judges were wrongly assigned to the same annual pay band as OAG senior public lawyers, whereas ideally, they should be placed within higher band, reflecting a clear career path in the legal sector.

In relation to the implementation methodology used, the report noted weighting differences in criteria for pay determination between the Teaching Service Commission and Public Service Commission. For example, *"The TSC Determinations has specified and allotted unequivocally the positions of teachers with remunerations criteria such as qualifications, teaching or industry experiences, number of students enrolled, etc. In contrast, PSC Determinations presumably does not prescribe positions and remunerations criteria, but diverts such notion to be integrated within the contents of positions job descriptions. This presumption effectively affirms PSC's general perspective to consider that qualifications are merely inferior to experience."*

Noting the weaknesses of the past Determinations, the report also stressed, *"It is extremely vital that PSC and GRT should continue to jointly liaise and collaborate in addressing employments issues such as prolonged implementations of GRT anomalies, approved structures, increments, alignments, regrading, etc, effectively and efficiently subject to PMS."* By implication, GRT should also collaborate with other employing bodies and ensure there is consistency and uniformity in practice across all of them.

The interactive process of validation of Job Classification Standards also exposed several issues which may be attributed to a lack of proper system of checks or because of malpractices embedded in the systems. Table 1 presents a summary of the key issues observed that need serious consideration by all employing bodies.

Table 1: Key Issues Exposed at Consultations

Components	Issues
Organization Structure	Not properly designed, superfluous positions created, misalignment between function and position, discrepancies in hierarchy of positions labelling, lack of standardization.
Job Descriptions	Outdated or irrelevant JDs, vague job specifications, ambiguous job purpose statement, inappropriate job position labelling, weak standardization.
Salary Grades	Presence of overpaid and underpaid positions, poor job evaluation, improper pay grades granted to certain positions, positions are perceived to be unfairly paid same grade regardless of whether it is a business support, operation, technical, or leadership job.
Performance Management System	Tendency to pay people high salary without proper performance appraisal; Some people move up faster in the salary structure than others; performance appraisal is susceptible to bias judgement; some people not receive salary increment for relatively long time.
Qualifications and Experience	Many outliers: some people are paid far higher or lower than they should, contrary to their current qualifications and experience, and contrary to their nature of work relative to other jobs;
Market relativity	Some positions are paid at the market rate while others lag behind or exceed the market for certain career pathways;

If left unaddressed, these issues can adversely impact organizations effectiveness, HRM functions, employee outcomes, and will eventually weaken the effectiveness of current and future GRT Determinations. These issues can also undermine overall government performance and undue spending. Determination history records show that errors in determination implementation have been costly to Government.

The M&E Report included recommendations for improvement which suggested the need for mutual understanding of the legal framework, greater collaboration between GRT and all the employing bodies. But, most importantly, the findings and recommendations attested of the need for GRT to adopt a new methodology for its 2024 determination. In other words, a robust methodology was needed to prevent anomalies, address inconsistencies, misalignment, and establish clear rules and standards for effective implementation.

2.4 Economic environment

The 2024 New GRT Determinations act as a buffer against domestic economic challenges arising from shifts in global politics and economic trends. The IMF projects a decline in global growth from 3.5 percent in 2022 to 3.0 percent in 2023 and 2.9 percent in 2024, largely due to slowdowns in advanced economies[1]. Despite weaknesses in the manufacturing sector, the services industry remains robust, helping to mitigate these downturns. Additionally, headline inflation is expected to steadily decrease from 8.7 percent in 2022 to 6.9 percent in 2023 and 5.8 percent in 2024.

In Vanuatu, the first Macroeconomic Committee approved in 2023, forecast a downward revision of 1.7 percentage points in real economic growth compared to the fourth quarter of 2022 resulting in a growth of 3.6 percent. However, a robust recovery is anticipated in 2024, with Real GDP

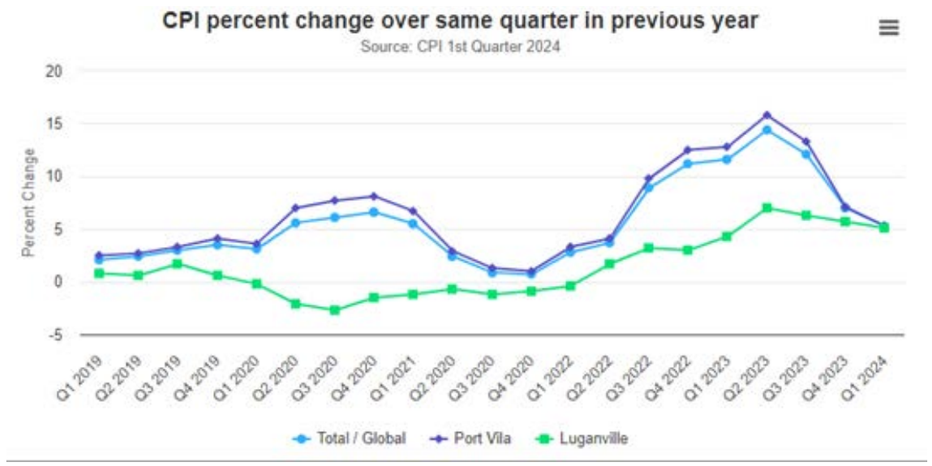
1 Reserve Bank of Vanuatu Quarterly Economic Review September 2023

projected to surge impressively by 4.8 percent, driven by strong performance in the industry sector and sustained government support for Agriculture, Forestry, and Fisheries. Over the medium term (2025-2027), Real GDP is expected to maintain an average annual growth of 3.0 percent, despite ongoing global economic challenges, such as the emergence of new COVID-19 variants.

While economic projections seem encouraging, the Consumer Price Index indicates that inflation will continue to challenge consumer purchasing power for the foreseeable future. According to the Vanuatu Bureau of Statistics, the CPI increased by 5.3% in the first quarter of 2024. In relative terms, the CPI has risen by 33.2% since 2018, the year when the last determination was implemented. Figure 2 illustrates the CPI annual movement.

Thus, if someone's pay stays the same as the prices of goods and services increase, they have less purchasing power because they are getting paid less relative to the cost of living. This is the situation that prompted 2024 new determinations as a cost-of-living adjustment or COLA policy decision by the national Government. Fundamentally, the pay raises meaningfully put into effect public service pay philosophy.

Figure 2 – CPI Annual Movement



2.5 Pay Philosophy

The philosophy underpinning this Determination is to promote and motivate the public sector staff with equitable and competitive compensation that adequately shows the value placed in public employees and appreciation for the work they perform in terms of service delivery. Government's intention is to always offer payment standards that reflect organizational values, considering market trends and standards comparison. GRT also consider hiring, retention, budget, and respect to the rules under applicable legal framework. Thus, by applying COLA Government hopes to achieve increased employee loyalty, better morale, and greater productivity. Employee loyalty is necessary to curb potential labour shortages that may arise from overseas migration of skilled and unskilled labour. By offering pay raise, the Employing Bodies hope to attract and retain the best possible employees to public sector and communicate Government's appreciation to those working for the public. Government, through GRT, pledges to keep compensation non-discriminatory and to always offer public employees as comprehensive a salary as Government's financial ability can allow.

3 GRT OBJECTIVES AND STRATEGY

After considering the findings of the 2023 Market Survey, the compliance report on the implementation of the GRT's 2018 Determination, and the economic context, it was clear to the GRT that the existing pay structure was not working to attract, motivate or reflect the full potential of employees, or to retain them.

It was also clear that to design a better pay structure, address the shortcomings in existing methodologies and practices used to implement GRT determinations, and avoid the persistent issues such as those identified in the review of the implementation of the 2018 determinations, new methods were needed for evaluating jobs, classifying them, and positioning them within a framework that facilitates career progression and underpins a logical pay structure.

GRT's objectives were therefore:

a. To review determinations and apply cost-of-living adjustments by establishing a new internationally-recognized determination process that is reliable, consistent, and replicable
b. To standardize job sizing methods by establishing new Job Classification Standards with clear career pathways as a framework for new pay structure
c. To reset and establish new market-based pay structure that would meet the needs and context of all the employing bodies
d. To arrive at a fair, equitable, and affordable Determinations for all jobs, job categories, and job levels in government

To achieve its objectives, the GRT:

1. Evaluated and classified all jobs using new methodology
2. Consulted with employing bodies and relevant staff on job placement into career pathways
3. Positioned all jobs within a new job class/career pathway framework which is linked to a new pay structure
4. Developed a new pay structure based on market-based structure
5. Translated existing pay structure to the new pay structure
6. Proposed pay increases taking account internal and market relativities, the economic context, pay philosophy, affordability, and sustainability
7. Consulted with Ministry of Finance on the proposed new pay structure and pay increases
8. Developed rules and standards for implementing determinations
9. Made a 2024 Determination

Critical to the success of this strategy has been the decision to engage with Strategic Pay, a New Zealand company with extensive experience working with governments of Pacific Island countries and to actively consult with the employing bodies. With Strategic Pay's methodologies, tools, training, advice, and support, and inputs from the employing bodies, the GRT has been able to design a government pay structure that is more valid, reliable, equitable and robust than previous structures have been. All these works were carried out and customized to arrive at the new salary determinations for each employing body and the Judicial Service Commission.

4 EVALUATION AND CLASSIFICATION OF JOBS

Job evaluation is the systematic process of establishing the relative sizes of jobs by comparing jobs or job content on the basis of common criteria. Effective job evaluation is:

- A comparative process
- A structured and analytical process, applied to data collected for the purpose
- A systematic approach to assessing the relative worth of each job through the application of judgement
- Job-centred, not person-centred

The GRT Office has evaluated all Government jobs using the Strategic Pay's SP10 evaluation methodology, job classification standards, and JobWise job mapping framework. These tools were tailored to the Vanuatu context and carefully calibrated for compatibility with existing systems and approaches. How to use the tools is captured in a manual. The SP10 methodology uses a '10 point-factor' approach (see Table 2) drawing on a framework of job classification standards, descriptors of factors, against which each job is evaluated to gauge the relative size of jobs on the basis of common criteria. The methodologies focus on jobs not the people doing the jobs.

Table 2: 10 Factors

Factors	Description
1. Education	The minimum level of education required to perform the functions of the position competently. This combines formal as well as informal levels of training and education.
2. Experience	The level of experience typically required to perform the role competently. This experience is in addition to formal education, and assesses both the nature and breadth of general, technical and managerial experience.
3. Complexity	The level of predictability in the role and the innovative or conceptual thinking required to respond to external influences impacting on the organization and the position.
4. Scope	The breadth or scope of the position (i.e., the level of influence in the organization). This factor assesses the level of management, working relationships and influence the position is required to exercise in the organization.
5. Problem Solving	The nature and complexity of problem solving expected of the jobholder. This includes the judgement exercised, availability of rules and guidelines to assist in problem solving, the degree of analysis and research required, and the originality, ingenuity and initiative required to arrive at a solution.
6. Freedom to Act	The extent of supervision, direction or guidance imposed on the jobholder and the freedom the jobholder has to take action.
7. Impact / Results of Decisions	The impact of the discretionary judgement a jobholder has when making competent decisions within their control. The evaluator must consider the direct vatu impact of a typical, repeatable (and competent) decision that would be made without reference to a supervisor. This factor measures the discretionary or marginal impact the jobholder's decisions have and not the consequence of error.
8. Interpersonal Skills	The level of interpersonal skills required for dealing with employees within the organization, as well as external clients or customers and / or the public in general.
9. Authorities	The formal authority levels exercised in the position, including financial, staffing and contractual authorities. This includes routine and capital expenditure, the authority to employ and dismiss staff, and also the authority to enter into contracts on behalf of the organization.
10. People Management	The responsibility for the supervision and management of staff within the organization, including project team management and indirect supervision.

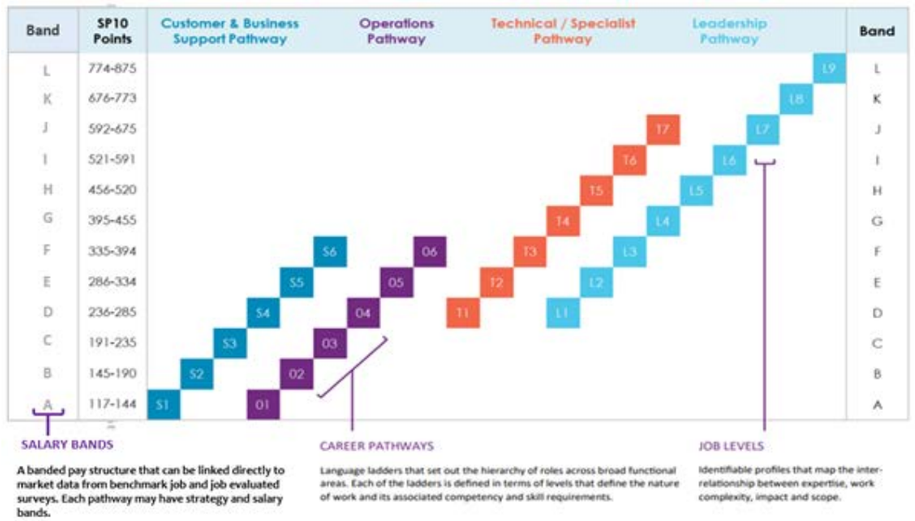
On the basis of job classification, the JobWise® job mapping framework methodology assigns jobs firstly to generic career pathways, and then to job levels that best match job content and skill requirements. The outcome is a career pathway and level for every job. (Career pathways and job class refer to the same thing and the terms are used interchangeably.)

The JobWise® job mapping methodology streams work into four functional streams:

- Leadership
- Technical
- Operations
- Customer and Business Support

The functional streams are laid out to demonstrate the hierarchy of jobs levels within Career Pathways relative to each other as depicted in Figure 3.

Figure 3 – The JobWise Framework



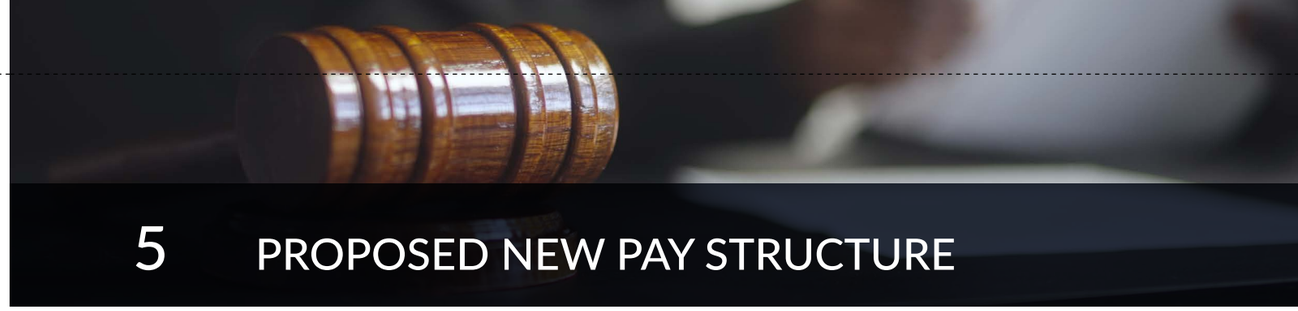
This framework integrates bands, career pathways, and job levels. Each stream has a number of well-described complementary levels, with examples of roles at each level. The requirements relating to all jobs are presented in Job Classifications Standards Tables (refer to Appendices).

The design of job classification systems is complex undertaking[2]. They must combine flexibility and coherence. Experts assert that a job classification needs to be flexible to fit to the evolving needs of the organization and the competences available on the job market. However, the classification also needs to be coherent and stable over time. This is because it is a tool for the government to manage promotions, training needs, and implement strategic planning. Moreover, it provides employees with transparency and predictability regarding their pay and career, hence is an important component of attractiveness.

An effective job classification system must find the right level of precision and specification in positions and grades. When too precise, it makes it difficult for managers to adapt a job to changing circumstances, such as the introduction of new tasks, technology or working methods. On the other hand, if too broad, it may not give enough room to differentiate pay according to job characteristics, which may affect employer attractiveness. It may also make it harder to manage career paths.

An effective job classification is related to the purpose of use. Hence, the needs of recruiters have to match the job classification system and standards. A one-to-one correspondence between demand and classification has the advantage of precision, transparency, and efficiency in the matching process. However, if the job classification is too narrow, frequent revisions will be needed. This is because a public servant is hired under a particular job classification but expects that the role or the working conditions will evolve as changes in working conditions or the work environment within those boundaries are possible in broader dynamic environment.

2 OECD (2021), The Public Sector Pay System in Israel, OECD Publishing, Paris.



5 PROPOSED NEW PAY STRUCTURE

The pay structure is a survey-based pay structure. Under the survey structure, the data for benchmark jobs were provided in terms of low quartile, median, and upper quartile. This information is applied to the new salary structure grades of minimum, midpoint, and maximum, respectively.

The pay structure for each job class/career pathway and associated levels for all persons appointed by the Public Service Commission is presented in Appendices, together with related JCS. The pay structure provides a uniform framework to consistently determine how employees are paid. As a scale, it is made up of pay grades for different levels of jobs. Except for higher level jobs, for most jobs and job classes/career pathways, each Band has a range spread ranging from Grade 1 (minimum) to Grade 9 (maximum) with a midpoint Grade 5.

The career pathways and levels within pathways in the JobWise framework correspond to the pay bands that underpin the pay structure. The new pay structure commonly applies to all jobs regardless of the employing body, unless stated otherwise by the GRT. This is a change from the previous practice whereby each employing body applied different principles.

It must be noted that the salary structure also designed as a performance-based structure. A performance-based structure implies that an officer appointed to a position has the opportunity to receive a minimum salary and move up each salary grade subject to improvement in job performance. Thus, this salary structure design is adopted to provide that an employee salary is not permanently constant or fixed. The design allows and an employer to grant an employee an upward adjustment where applicable; for example, if the officer shows consistent improvement at the job.

While a performance-based structure gives an advantage for employees, a performance-based structure can be misapplied or abused by an employer. For instance, without applying a reliable Performance Management System and applying the relevant rules of application provided in the Determinations, an employing agency, with legitimate authority they possess, might promote an employee to a higher salary grade subjectively and/or within short period of time. Under the new 2024 Determination rule, an employer may administer an increment if and only if the employee performs his/her job successfully during two years in a row. Experience attests of the fact that some employing bodies, deviate from this rule, by moving staff up faster than others.

Below is a set of design features that the employing bodies should take into consideration when applying the new pay structure. The GRT will establish compliance mechanisms to ensure these features are understood and adhered to in practice.

5.1 Design Features

i. Pay structure is based on the job classes/career pathways and levels established under the new methodology
ii. The job classes/career pathways and levels within each job class/career pathway correspond to pay bands in the Job Classification Standards framework
iii. Consider all 10 factors when designing and evaluating positions, instead of focusing on education and experience

iv. Jobs are evaluated on the basis of the job, not the person occupying the job
v. The pay grid is designed in accordance with the Job Classification Standards framework, used to place all jobs in the appropriate band and grades.
vi. Jobs that have similar job evaluation scores are grouped under the same band with standard specifications or factor descriptors.
vii. Job holders may move from jobs in the support or operation career pathways to jobs in the technical or leadership pathways on condition that they upgrade to meet the prescribed JCS factor descriptors.
viii. The maximum and minimum pay for each job class/career pathway job level reflect the pay ranges in the Vanuatu job market, based on the 2023 market survey
ix. The grades system is designed in way that allow pay-for-performance policies and application of pay philosophy
x. Grades are designed with extended range spread in order to allow 'headroom' to reward high performers
xi. Increments are administered every two (2) years for all job positions; increment applied below the mid-point are administered by the Head of agency while increment applied above the mid-point require Commission's or Board's formal approval, denoting performance excellence.
xii. Increments are administered only to job holders who consistently demonstrate highest level performance during two (2) consecutive years in the same position.
xiii. Increments will vary in size using a percentage formular rather than an absolute amount and the rate may vary depending on whether it is applied to grades above or below a midpoint.
xiv. Reward and monitor staff performance by having a higher incremental growth formula for higher level staff than for lower levels.
xv. All employing bodies are obliged to apply GRT established Job Classification Standards and associated guidelines when carrying out HRM design practices (e.g., JD reformulation, Training, Performance Appraisal, Recruitment & Selection) and organizational design (restructure).
xvi. Inappropriate job design or job grading practice and arbitrary decisions relating to appointments of people by employing bodies, contrary to established JCS undermine and bridges GRT principles of pay relativities, internal and external alignments, and criteria of consistency and uniformity.

6 2024 DETERMINATION PROCESS

To determine the appropriate pay for each job, several factors were taken into account including:

1. Market relativities (2023 survey analysis)
2. Minimum wage rate
3. Consumer Price Index
4. Affordability and sustainability of potential pay increases
5. Government pay policy

Following consultations with the employing bodies, jobs were linked to pay grades on the pay grid. The final stage, was to apply standard percentage increases, where applicable, to the pay for each job. This process achieves fairness, internal relativity and alignment. Working with the Department of Finance, the Team compared the existing costs for each employing body with the costs if the proposed new rates were applied.

6.1 Pay Adjustments rates and assumptions

The SP10 and related survey findings have provided for a new salary structure according to all four career pathways with an average increase of 8% from one grade to the next. The new salary structure for the bottom level jobs, S1 and O1, was automatically adjusted at 4% increase to follow the market starting salary in accordance with the new minimum wage. The new adjustment parameter is consistent with the Bred Bank 2016 survey findings. This 2016 survey revealed that employers in private sector usually increase salaries of their staff by paying between 2% to 10% range on top of base salary in response to CPI change. Assuming that this private sector range remained applicable against present CPI, GRT ensures the 2024 new GRT Determination decisions keeps the Government policy in sync with the private sector parameter.

However, in most cases, pay adjustments for jobs in this instance were determined considering the status of the current annual pay, position, and career pathway, and relative to other jobs in the organization. For jobs that were reset to new base pay in the new pay structure, it is anticipated that the employing bodies will incrementally raise the pay to higher grade based on good performance. Similarly, the challenge of adjusting pay increases also took into account other factors, the most common of which are endogenous discrepancies and GRT governing principles, including fairness, internal relativities, consistency, acceptability, resource and discipline. Ultimately, market-derived parameters are applied in salary adjustments decisions in order to minimize variance; and also, adjustments are made in such a manner to maintain homogeneity and interdependency between jobs, career pathways, and organizations as a whole.

6.2 Proposed new guidelines/rules for applying the pay structure and implementing GRT determinations

The GRT submits to employing bodies the following recommendations for new rules for applying the pay structure and implementing GRT determinations. These guidelines should be applied in order to maintain consistency and uniformity and also uphold fairness and equity in practice. The GRT will establish compliance mechanisms to monitor implementation of these guidelines and rules.

1. Maintain collaboration with GRT Office by consulting and seeking guidance when designing new jobs (JDs) and Job Specifications, even restructuring.
2. Develop and implement Performance Management System (PMS) and other relevant HRM practices in line with 4 Career Pathways and related Job Classification Standards
3. Always make appointment of people to positions on merit and in accordance with the principle of “Right Person in the Right Position” at all times taking into account the GRT pay framework.
4. Ensure job and organizational designs or job-related reforms are undertaken with expert input from or by competent or technical personnel in order to maintain best practice and integrity of the institutional processes.
5. Consider revision of Job Description and templates to incorporate features that bring JD into alignment with Job Classification Standards and Pay Structure
6. Maintain that incremental pay increases from one pay grade to the next is based on reliable PMS process and objective criteria.
7. Establish a committee of competent individuals to review, adapt, and monitor the implementation of the organization’s structures and Job Descriptions with related templates.
8. Realign organizational change processes, procedure, and adapt existing human resource management practices to the new GRT methodology and technology.

7 TOTAL TOP-UP COST OF 2024 DETERMINATIONS

Judicial Service Commission	Staff	Top up Cost
Judiciary	70	27,661,192
Public Prosecutor	29	10,298,032
Public Solicitor	27	6,531,304
State Law office	55	9,510,280
TOTAL	181	54,000,808

APPENDICES

8 APPENDICES

Appendix 8A. GRT Determination 26 of 2024 – Determination on Classification Standard and Salary Structure for the positions of judges and the magistrates of the Judicial Service.

GOVERNMENT OF THE REPUPLIC OF VANUATU
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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 26 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION

GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURE FOR THE POSITIONS OF JUDGES AND THE MAGISTRATES OF THE JUDICIAL SERVICE.

This Determination sets out the Job Classification Standards and the Salary Structure for the judges and magistrates pursuant to subsection 13(1) of the Government Renumeration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

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PART 1. GENERAL

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

1.2 The Determination applies to those persons appointed to positions as a Judges, or a Magistrates of the Judicial Service.

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

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

1. Classification standards: The classification standards for the judges and the magistrates are as set out in Tables A1 to this Determination.

2. Salary Structure: The salary structure for the position of a Judge or a Magistrate is as set out in Table A2 to this Determination.

PART 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

3.2.1 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 qualifications and skills.

PART 4. APPLICATION TO OTHER OFFICERS OF JUDICIAL SERVICE

4.1 This Determination shall apply to the Master and/ or Deputy Master of the Supreme Court and the Chief Registrar and/ or Deputy Registrar of the Supreme Court.

4.2 Maximum salary for Specific Band of Positions established under Courts.

Position	Maximum Salary (VT)
Chief Justice	11,100,000
Judge	10,089,000
Court Master	6,676,000
Chief Registrar &Chief magistrate	5,905,000
Deputy Registrar & Deputy Master	5,137,000
Senior Magistrate	4,682,000
Magistrate	3,773,000

PART 5. EFFECTIVE DATE

This Determination takes effect as of 1st December 2024.

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 in this Determination.

Signed this 17th day of December 2024

Saby Natonga
Chairman

REMUNERATION TRIBUNAL REPUBLIC OF VANUATU REPUBLIQUE DE VANUATU BUREAU DU CONSEIL DE REVISION DES TRAITEMENTS

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

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GRT Determination 26 of 2024: Tables A1 – Job Classification Standards for positions of Judges and Magistrates

Table M. Js L10		**The Job Classification Standards Table for the position of a judicial officer assigned to Band M and the Leadership pathway Level L10**			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L10 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example job**
M	**L10**	**Senior Manager:** Leadership of a single function or aspect of a large function where the impact on overall organization end results (Political, strategic, and financial) is major and direct	**Education**	**K. TERTIARY / ADVANCED PROFESSIONAL** Requires multiple degrees in diverse disciplines, e.g., Medical Specialist / LLB extending beyond PhD level, applying advanced theoretical and applied knowledge at the national and international forefront of the discipline or enterprise.	• Chief Justice • Judge
			Experience	**K. EXECUTIVE DIRECTION** Extensive experience in managing, leading and directing a major division/ function of a single or large organisation.	
			Complexity	**E. COMPLEX** High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonize, and motivate all or major sections of a large and diverse organization, within continuously changing environment, both locally and internationally.	
			Scope	**F. GENERAL MANAGEMENT** Coordination and direction of multiple divisions and functions or departments in an organization.	
			Problem Solving	**F. EVALUATIVE** Little routine is involved. Problems are primarily of a strategic nature requiring analysis and evaluation of several alternative solutions. Guidelines may provide a general framework, but considerable judgement and initiative are required to find the best possible solution.	
			Freedom to Act	**G. BROAD GUIDANCE** Determines own strategies to meet the overall objectives of the organization. Little guidance is available on the range of business activities that can be undertaken. Expected to resolve all but major corporate-wide problems independently.	
			Impact of Decisions	**E. IMPACT** Direct impact of a single discretionary decision causes critical impact, which can be expressed in vatu terms of hundreds of thousands of vatu.	
			Interpersonal Skills	**F. LEAD/ DIRECT (LARGE ORGANISATION)** Coordinating and direction of senior management from all areas of the organization	
			Authority	**D. FINANCIAL AUTHORITY.** Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
			People Management	**D 3.** Has full supervisory / managerial responsibility for staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance (may also apply to medium and larger staff numbers)	

Table K. Js L8		**The Job Classification Standard Table for the position of the judicial officer assigned to Band K and the Leadership pathway Level L8**			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L8 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
K	**L8** 676-773	**Function Manager:** Leadership of a single function or aspect of a large function where the impact on overall organisation end results is significant. Typically managing managers or team leaders with staff in technical/ specialist roles requiring high levels of expertise.	**Education**	**J. TERTIARY / PROFESSIONAL** Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. One or more academic degrees in a specific discipline is essential to perform complex assignments and formulate appropriate responses to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. **VQF 8-10**	• Court Master • Chief Registrar • Chief Magistrate
			Experience	**J. DIVERSE EXPERIENCE** The job requires experience in managing and administering a major function or a small / medium organisation, or a major department / brand of a large organisation.	
			Complexity	**D. INVOLVED** While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing o conflicting demands from diverse sources is required and a high level of unpredictability and variability is encountered.	
			Scope	**E. CORPORATE** Functional responsibility at a corporate level, involving central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures in all operating areas of a large organisation.	
			Problem solving	**E. COMPLEX** Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research ay be required, possibly extending up to 9-12months. Corporate policies and in-house expertise will not provide a complete answer to the problem.	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organisation's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally	
			Impact of Decisions	**D. IMPACT** Direct impact of a single discretionary decision causes major impact, which can be expressed in vatu terms of tens of thousands of vatu.(managers of larger teams and more resources)	
			Interpersonal Skills	**E RESOLVE/SHAPE** Extensive contact at a senior level requiring high level of communication skills (e.g. mediating, advocating, counselling, negotiating) on sensitive, difficult, and complex issues; and / or the skills required for leading a very small organisation.	
			Authority	**D. FINANCIAL AUTHORITY.** Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
			People Management	**D 1 - 2. STAFF RESPONSIBILITY** Has full supervisory / managerial responsibility for 30-99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. OR Project Coordinator (Managing Project Manager) of projects long than 4 years who have oversight of Project Managers, project teams of over 100 people.	

Table H. Js T5		The Job Classification Standard Table for the position of the judicial officer assigned to Band H and the Technical pathway Level T5			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway Level T5 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)**		**Example Job**
H	T5 335-394	**Senior Level Specialist:** Jobs at this level provide a specialised technical service, developing solutions to varied and complex problems. Analytical and creative reasoning required to explore alternative options and formulate solutions. Requires sound understanding of practise, techniques, concepts and theoretical principals from relevant discipline	**Education**	**J. TERTIARY / PROFESSIONAL -VQF levels 8 & 9** Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management.	• Deputy Master • Deputy Registrar • Senior Magistrate
			Experience	**G ADVANCED** The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (5 – 10 years' relevant experience)	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency	
			Scope	**C INFLUENCING / SUPERVISORY** Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes.	
			Problem Solving	**D. VARIED** Problems are varied and the solution requires research through diverse and perhaps contradictory cases. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organisation's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**D. INFLUENCE / PERSUADE** Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**B.** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance	

Table G. Js T4		The Job Classification Standard Table for the position of the judicial officer assigned to Band G and the Technical pathway Level T4			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway Level T4 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
G	T4 395-455	**Mid-Level Specialist:** Jobs at this level are likely to provide independent specialised technical service requiring general application of practices, techniques, concepts and theoretical principals from the relevant discipline. They will develop solutions to variety of problems of moderate scope and complexity	**Education**	**I. TERTIARY / SPECIALIST VQF Level 8** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret	• Magistrate
			Experience	**G ADVANCED** The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (5 – 10 years' relevant experience)	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			Scope	**B. RELATED** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions	
			Freedom to act	**D. GENERAL INSTRUCTIONS** Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal skills	**C. ADVISE / SUPERVISE** Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Signed this 17th day of December 2024

Saby Natonga	Rosemary Leona	Nigel T. Malosu
Chairman	Member	Member

Effective as of 1 December 2024

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GRT Determination 26 of 2024: Table A2 - Salary Structure for Judges and Magistrates

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure			
Judges and Magistrates			
BAND	**Grade / Level**	**Annual Salary**	**Range**
M	Js L 10.10	11,100,000	Maximum
	Js L 10.9	10,916,000	
	Js L 10.8	10,732,000	
	Js L 10.7	10,548,000	Minimum
M	Js L 10.3	10,089,000	Maximum
	Js L 10.2	9,945,000	
	Js L 10. 1	9,800,000	Minimum
K	Js L 8.6	6,676,000	Maximum
	Js L 8.5	6,419,000	
	Js L 8.4	6,162,000	Minimum
K	Js L 8.3	5,905,000	Maximum
	Js L 8.2	5,648,000	
	Js L 8.1	5,390,000	Minimum
H	Js T 5.9	5,137,000	Maximum
	Js T 5.8	4,985,000	
	Js T 5.7	4,834,000	Minimum
H	Js T 5.6	4,682,000	Maximum
	Js T 5.5	4,530,000	
	Js T 5.4	4,379,000	Midpoint
	Js T 5.3	4,227,000	
	Js T 5.2	4,076,000	
	Js T 5.1	3,924,000	Minimum
G	Js T 4.9	3,773,000	Maximum
	Js T 4.8	3,621,000	
	Js T 4.7	3,470,000	Midpoint
	Js T 4.6	3,318,000	
	Js T 4.5	3,167,000	Minimum

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

Appendix 8B. GRT Determination 27 of 2024 – Determination on Classification Standard and Salary Structure for the positions of Attorney General or a legal officer for the office of the Attorney General, the Public Prosecutor or a Prosecutor for the office of the Public Prosecutor, and the Public Solicitor or a legal officer assisting the Public Solicitor.

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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 27 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION AND PUBLIC SECTOR LAWYERS

GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURE FOR THE POSITIONS OF ATTORNEY GENERAL OR A LEGAL OFFICER FOR THE OFFICE OF THE ATTORNEY GENERAL, THE PUBLIC PROSECUTOR OR A PROSECUTOR FOR THE OFFICE OF THE PUBLIC PROSECUTOR, AND THE PUBLIC SOLICITOR OR A LEGAL OFFICER ASSISTING THE PUBLIC SOLICITOR

This Determination sets out the Job Classification Standards and the Salary Structure for the positions of Attorney General and legal officers of the office of the Attorney General, the Public Prosecutor and the Prosecutors of the office of the Public Prosecutor, the Public Solicitor and the legal officers assisting the Public Solicitor, pursuant to subsection 13(1) of the Government Renumeration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

PART 1. GENERAL

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

1.2 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

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

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

1. Job Classification standards: The Job Classification Standards for the positions stated in Part 1.2 is as set out in Table A1 to this Determination.

2. Salary Structure: The salary structure for the positions stated in Part 1.2 is as set out in 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 in Part 1.2 of this Determination in accordance with the Classification standards set out in Table A1 and the Salary structure set out in 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 judgment commensurate with the responsibilities and accountabilities of the office.

3.2 Adjustment to Salary

3.2.1 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 Practitioners

3.3.1 This Determination shall apply to any other legal practitioner appointed to assist the office of the Attorney General, the office of the Public Prosecutor, the office of the Public Solicitor.

3.4 Maximum Salary levels payable based on classification standard for Public Lawyers

Position	Maximum Salary payable
Peak Position – OAG, OPP & PSO	9,760,000
Deputy to Peak Position	7,447,000
Principal Public Lawyer	6,162,000
Senior Public Lawyer	5,390,000
Public Lawyer	3,773,000
Public Lawyer entry	1,521,000

PART 3. EFFECTIVE DATE

This Determination takes effect as of 1st December 2024.

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

Signed this 17th day of December 2024

GOVERNMENT REMUNERATION TRIBUNAL
REPUBLIC OF VANUATU
REPUBLIQUE DE VANUATU
CONSEIL DE REVISION DES TRAITEMENTS

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

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GRT Determination 27 of 2024

PART 4 – JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURES

Table 4.1A – Job Classification Standards for the positions of Public Lawyers

Table L. SPL L9		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band L and the Leadership pathway Level L9			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L9 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Jobs**
L	L9 774-875	**Senior Manager:** Leadership of a single function or aspect of a large function where the impact on overall organization end results (Political, strategic, and financial) is major and direct	**Education**	**K. TERTIARY / ADVANCED PROFESSIONAL** Requires multiple degrees in diverse disciplines, e.g., Medical Specialist / LLB extending beyond PhD level, applying advanced theoretical and applied knowledge at the international forefront of the discipline or enterprise.	Attorney General Public Prosecutor Public Solicitor (Peak Positions)
			Experience	**K. EXECUTIVE DIRECTION** Extensive experience in managing, leading and directing a major division/ function of a large organisation, or the CEO / Director General of a small organisation.	
			Complexity	**E. COMPLEX** High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonies, and motivate all or major sections of a large and diverse organization, within continuously changing environment, both locally and internationally.	
			Scope	**F. GENERAL MANAGEMENT** Coordination and direction of multiple divisions and functions or departments in an organization.	
			Problem Solving	**F. EVALUATIVE** Little routine is involved. Problems are primarily of a strategic nature requiring analysis and evaluation of several alternative solutions. Guidelines may provide a general framework, but considerable judgment and initiative are required to find the best possible solution.	
			Freedom to Act	**G. BROAD GUIDANCE** Determines own strategies to meet the overall objectives of the organization. Little guidance is available on the range of business activities that can be undertaken. Expected to resolve all but major corporate-wide problems independently.	
			Impact of Decisions	**E. IMPACT** Direct impact of a single discretionary decision causes critical impact, which can be expressed in vatu terms of hundreds of thousands of vatu.	
			Interpersonal Skills	**F. LEAD/ DIRECT (LARGE ORGANISATION)** Coordinating and direction of senior management from all areas of the organization	
			Authority	**D. FINANCIAL AUTHORITY.** Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
			People Management	**D 3.** Has full supervisory / managerial responsibility for 30 –99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. (may also apply to medium and larger staff numbers)	

Table K. SPL L8		The Job Classification Standard Table for the positions of Public Lawyers assigned to Band K and the Leadership pathway Level L8			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L8 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Jobs**
K	L8	**Function Manager:** Leadership of a single function or aspect of a large function where the impact on overall organization end results is significant. Typically managing managers or team leaders with staff in technical/ specialist roles requiring high levels of expertise.	**Education**	**J. TERTIARY / PROFESSIONAL** Requires applied knowledge and understanding of the theoretical knowledge base in a specialized field or equivalent level of management. One or more academic degrees in a specific discipline is essential to perform complex assignments and formulate appropriate responses to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. -VQF 8-10	Parliamentary Counsel Solicitor General General Counsel (Deputy to Peak Positions)
			Experience	**J. DIVERSE EXPERIENCE** The job requires experience in managing and administering a major function or a small / medium organization, or a major department / brand of a large organization.	
			Complexity	**D. INVOLVED** While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing o conflicting demands from diverse sources is required and a high level of unpredictability and variability is encountered.	
			Scope	**E. CORPORATE** Functional responsibility at a corporate level, involving central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures in all operating areas of a large organization.	
			Problem Solving	**E. COMPLEX** Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research ay be required, possibly extending up to 9-12months. Corporate policies and in-house expertise will not provide a complete answer to the problem.	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally	
			Impact of Decisions	**D. IMPACT** Direct impact of a single discretionary decision causes major impact, which can be expressed in vatu terms of tens of thousands of vatu.(managers of larger teams and more resources)	
			Interpersonal Skills	**E RESOLVE/SHAPE** Extensive contact at a senior level requiring high level of communication skills (e.g. mediating, advocating, counselling, and negotiating) on sensitive, difficult, and complex issues; and / or the skills required for leading a very small organization.	
			Authority	**D. FINANCIAL AUTHORITY.** Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
			People Management	**D 1 - 2. STAFF RESPONSIBILITY** Has full supervisory / managerial responsibility for 30-99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. OR Project Coordinator (Managing Project Manager) of projects long than 4 years who have oversight of Project Managers, project teams of over 100 people.	

Table I. SPL T6		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band I and the Technical pathway Level T6			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T6 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
I	T6 521-591	**Advanced Specialist:** Jobs at this level are likely to provide a specialised technical service at expert level, developing solutions to highly complex problems requiring a complete understanding of practices, techniques, concepts and theoretical principles from the relevant discipline	**Education**	**J. TERTIARY / PROFESSIONAL** Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. -VQF 9	Principal Public Lawyer
			Experience	**H. SPECIALISED** The job requires extensive specialised experience in a technical, scientific or professional field, normally gained through relevant professional qualifications together with significant post qualification practical experience; 10-11 Years	
			Complexity	**E. COMPLEX** High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonies and motivate all or major sections of a large and diverse organization.	
			Scope	**C INFLUENCING / SUPERVISORY** Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes.	
			Problem Solving	**D. VARIED** Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**D. INFLUENCE / PERSUADE** Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**B.** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance	

Table H. SPL T5		The Job Classification Standards Table for the positions of public lawyers assigned to Band H and the Technical pathway Level T5			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T5 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
H	T5 335-394	**Senior Level Specialist:** Jobs at this level provide a specialised technical service, developing solutions to varied and complex problems. Analytical and creative reasoning required to explore alternative options and formulate solutions. Requires sound understanding of practise, techniques, concepts and theoretical principles from relevant discipline	**Education**	**J. TERTIARY / PROFESSIONAL** Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. --VQF Level 8 & 9	Senior Public Lawyer
			Experience	**G ADVANCED** The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. (5 – 10 years' relevant experience)	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency	
			Scope	**C INFLUENCING / SUPERVISORY** Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes.	
			Problem Solving	**D. VARIED** Problems are varied and the solution requires research through diverse and perhaps contradictory cases. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**D. INFLUENCE / PERSUADE** Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**B.** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance	

Table G. PL T3		The Job Classification Standard Table for the positions of Public Lawyers assigned to Band G and the Technical pathway Level T3			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T3 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
F	T3 335-394	**First level Specialist:** First level of Technicians specialization. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgment. Jobs at this level assess, investigate, analyses and interpret information.	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret. -VQF LEVEL 8	Public Lawyers
			Experience	**F SKILLED** The job requires highly relevant experience in a specific area of work, often involving specialized training in order to achieve competence. (2 – 5 years' relevant experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgment.	
			Scope	**B. RELATED** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions	
			Freedom to Act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)** Discusses work with employee and communicates information to other people.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table E. PL T2		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band E and the Technical pathway Level T2			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T2 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
E	T2 286-334	**Technical / Entry Level Specialist:** Jobs at this level are accountable for results of and processes within portions of work or projects or for providing specialized technical service in their own right. Varied problems requiring judgment and interpretation and perhaps analysis.	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Specialised knowledge with depth in more than one area. -VQF LEVEL 8	Public Lawyers
			Experience	**E. Proficient** The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire. (typically, 1 – 2 years' related experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgment.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions	
			Freedom to Act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)** Discusses work with employee and communicates information to other people	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table D. PL T1		The Job Classification Standards Table for the positions of public lawyers assigned to Band D and the Technical pathway Level T1			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T1 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
D	T1 236-285	**Technical Support:** Entry level technician or technical support roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognised patterns,	**Education**	**H. TERTIARY/ DIPLOMA** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field; -VQF Level 7-8	Public Lawyers (Entry)
			Experience	**F. SKILLED** The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. Acquiring the job skills. (2 – 5 years' relevant experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C. REPETITIVE/ROUTINE** Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt. Some individual judgement is required to interpret rules and instructions	
			Freedom to act	**C. PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)** Discusses work with employee and communicates information to other people	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

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Table 4.1B – Salary Structures for the positions of Senior Public Lawyers

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure			
Senior Public Lawyers			
BAND	**Grade / Level**	**Annual Salary**	**Range**
L Peak Position	SPL L 9.9	9,760,000	Maximum
	SPL L 9.8	9,503,000	
	SPL L 9.7	9,246,000	Midpoint
	SPL L 9.6	8,989,000	
	SPL L 9.5	8,732,000	Minimum
K Deputy to Peak Position	SPL L 8.9	7,700,000	Maximum
	SPL L 8.8	7,190,000	
	SPL L 8.7	6,676,000	Midpoint
	SPL L 8.6	6,419,000	
	SPL L 8.5	6,250,000	Minimum
I Principal	SPL T 6.6	6,162,000	Maximum
	SPL T 6.5	6,046,000	
	SPL T 6.4	5,894,000	
	SPL T 6.3	5,743,000	Midpoint
	SPL T 6.2	5,591,000	
	SPL T 6.1	5,440,000	Minimum
H Senior	SPL T 5.9	5,390,000	Maximum
	SPL T 5.8	5,137,000	
	SPL T 5.7	4,985,000	
	SPL T 5.6	4,834,000	
	SPL T 5.5	4,682,000	Midpoint
	SPL T 5.4	4,530,000	
	SPL T 5.3	4,379,000	
	SPL T 5.2	4,227,000	
	SPL T 5.1	4,076,000	Minimum

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel Malosu
Member

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Table 4.1C – Salary Structures for the positions of Public Lawyers

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure			
Public Lawyers			
Band	**Grade / Level**	**Salary**	**Range**
F	PL T 3.9	3,773,000	Maximum
	PL T 3.8	3,621,000	
	PL T 3.7	3,470,000	
	PL T 3.6	3,318,000	
	PL T 3.5	3,167,000	Midpoint
	PL T 3.4	3,015,000	
	PL T 3.3	2,864,000	
	PL T 3.2	2,712,000	
	PL T 3.1	2,560,000	Minimum
E	PL T 2.9	2,411,000	Maximum
	PL T 2.8	2,312,000	
	PL T 2.7	2,213,000	
	PL T 2.6	2,114,000	
	PL T 2.5	2,015,000	Midpoint
	PL T 2.4	1,917,000	
	PL T 2.3	1,818,000	
	PL T 2.2	1,719,000	
	PL T 2.1	1,620,000	Minimum
D	PL T 1.9	1,521,000	Maximum
	PL T 1.8	1,422,000	Midpoint
	PL T 1.7	1,324,000	Minimum

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

Appendix 8C. GRT Determination 28 of 2024 – Determination on Classification Standard and Salary Structure for the positions of court personnel of the Judicial Service & support staff for the office of the Attorney General, office of the Public Prosecutor and office of the Public Solicitor.

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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 28 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION

GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURES FOR THE COURT PERSONNEL OF THE JUDICIAL SERVICE, SUPPORT STAFF FOR THE OFFICE OF THE ATTORNEY GENERAL, OFFICE OF THE PUBLIC PROSECUTOR, AND OFFICE OF THE PUBLIC SOLICITOR

This Determination sets out the Job Classification Standard and the Salary Structures for the Court Personnel of the Judicial Service, Support staff in the office of the Attorney General, Support staff in the office of the Public Prosecutor, and Support staff of the office of the Public Solicitor pursuant to subsection 13(1) of the Government Renumeration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

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PART 1. GENERAL

1.1 Authority

1.1.1 This Determination is issued pursuant to subsection 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 as a Court Personnel of the Judicial Service, staff of the Office of the Attorney General, staff for the Office of the Public Prosecutor, and as staff for the office of the Public Solicitor.

1.2.2 This Determination applies to all jobs placed under Leadership (Levels L2-L6), Technical (Levels T1-T3), Operation (Levels O1-O6), and Customer and Business Support (Levels S1-S6) career pathways of SP10 JobWise® Framework.

PART 2. CLASSIFICATION STANDARDS AND SALARY STRUCTURES

2.1 Classification Standards: The Job Classification Standard for the positions of officers stated in Application 1.2.1 is as set out in series of Tables A1 to this Determination.

2.2 Salary Structures: The Salary Structures for the officers stated in Application 1.2.1 is as set out in series of Tables A2 to this Determination

PART 3 RULES FOR APPLICATION AND RELATED MATTERS

3.1 Setting the Salary

3.1.1 The Employing Body shall determine the value for the positions stated in Application 1.2.1 of this Determination in accordance with the Job 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, specified in Application 1.2.1, the Employing Body is expected to exercise prudent business judgment commensurate with the responsibilities and accountabilities of the office as depicted by the Job Classification Standards set out in series of Tables A1 to this Determination.

3.1.3 An officer other than the officer serving her or his probation, when acting in a position higher than her or his substantive position should be paid the salary for that position until such time she or he is no longer acting.

3.1.4 A new person appointed to a vacant or new position shall be paid the minimum annual salary (or base salary) belonging to the Band and pathway Level to which the position has been formally assigned.

3.1.5 A Cadet and an Intern shall be paid an hourly rate as determined below

	VQF	Grade	Hourly Rate
Intern	Level 7	Gs S 3.9 Maximum	670VT
		Gs S 3.1 Minimum	580VT
Cadet	Level 1 or Level 2	Gs S 1.9 Maximum	480VT
		Gs S 1.1 Minimum	320VT

3.2 Adjustment to Salary:

3.2.1 Subject to Part 2(2.1) and Part 2(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 qualifications and skills.

3.2.2 A salary increment shall apply only to a person who has demonstrated, based on established performance standards, an outstanding performance consistently for two (2) consecutive years or more.

3.2.3 An increment to be applied to salary grades below the salary midpoint range within a Band shall be administered upon approval of the Head of the agency.

3.2.4 An increment to be applied to salary grades lying above the mid-point range within a Band shall be subject to a recommendation made by the Head of agency to the Employing Body for approval and a note of commendation for excellence to the officer.

3.2.5 The Employing Body may promote a person specified in Application 1.2.1 to a position assigned to the Band higher than the officer's current post, if that officer has met the job requirements contained in the relevant Job Classification Standards, as set out in PART 2 (Table A1), which specify the factor descriptors related to that Band.

3.3 Application to other officers:

This Determination shall apply to a clerk of the Island Court, an officer of the Financial Services Unit, an officer appointed to assist in the general administration or support of the Judicial Service, the Office of the Attorney General, the Office of the Public Prosecutor, or the Office of Public Solicitor.

PART 4. EFFECTIVE DATE

This Determination takes effect as of 1st December 2024.

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

Signed this 17th day of December 2024

Saby Natonga Chairman	Rosemary Leona Member	Nigel T. Malosu Member

REMUNERATION TRIBUNAL REPUBLIC OF VANUATU REPUBLIQUE DE VANUATU BUREAU DU CONSEIL DE REVISION DES TRAITEMENTS

Effective as of 1 December 2024

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GRT Determination 28 of 2024: Tables A1 (Leadership) – The Job Classification Standards Table for the Court Leadership personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table I. Gs L6		**The Job Classification Standards Table for the positions of personnel assigned to Band I and the Leadership pathway Level L6 (Gs L6)**			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L6 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
I	L6 521-591 (Gs L6)	**Team Manager:** Manages staff assigned to specified administrative, operational, or technical roles who work independently as technical specialists. Ensures decisions of management are articulated and implemented. Manages and monitors work and associated budgets.	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. VQF 6-7	Corporate Manager Manager
			Experience	**H. SPECIALISED EXPERIENCE** The job requires extensive specialised experience in a technical, scientific, or professional field, normally gained through relevant professional qualifications together with significant post qualification practical experience; OR Experience of a more general	
			Complexity	**B. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**D. MANAGERIAL** Management or control of a significant operational or functional unit / division, including the planning, directing and controlling of all activities within the unit, or a CEO / Director General of very small organisation.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C. PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**B. 1 IMPACT** Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			Interpersonal Skills	**C. ADVISE / SUPERVISE** Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	**B** Financial Authority. Authorises minor expenditure from another person's budget.	
			People Management	**B.** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance	

Table H. Gs L5		The Job Classification Standards Table for the positions of personnel assigned to Band H and the Leadership pathway Level L5 (Gs L5)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L5 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
H	L5 456-520 (Gs L5)	**Team Leader:** Team leaders at this level tend to fall into one of the two types: either technical specialists with one or more assigned technical staff, or lower-level specialist with a team of business or technical support staff. Planning, scheduling, and monitoring work and associated budgets.	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. VQF 6-7	Principal Officer Head of Section Coordinator Trainer
			Experience	**H. SPECIALISED EXPERIENCE** The job requires extensive specialised experience in a technical, scientific, or professional field, normally gained through relevant professional qualifications together with significant post qualification practical experience; OR Experience of a more general	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			Scope	**D.** MANAGERIAL Management or control of a significant operational or functional unit / division, including the planning, directing and controlling of all activities within the unit, or a CEO / Director General of very small organisation.	
			Problem Solving	**D. VARIED** Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, level needs research, required extending between 1 – 3 months.	
			Freedom to Act	**D. GENERAL INSTRUCTIONS** Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.	
			Impact of Decisions	**B. IMPACT** Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			Interpersonal Skills	**D. INFLUENCE / PERSUADE** Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.	
			Authority	**B. FINANCIAL AUTHORITY (LOW)** Authorises minor expenditure from another person's budget	
			People Management	**C.** Has full supervisory / managerial responsibility for 11–29 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance.	

Table G. Gs L4		The Job Classification Standards Table for the positions of personnel assigned to Band G and the Leadership pathway Level L4 (Gs L4)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L4 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
G	L4 395-455 (Gs L4)	**Supervisor 2:** Supervisors at this level tend to be responsible for staff in process- focused or technical support roles. May be responsible for budgets. Emphasis on scheduling, work allocation and monitoring. Responsible for performance reviews and staff training.	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret a wide range of information and resolve both concrete and sometimes abstract problems and issues. Specialised knowledge with depth in more than one area. VQF 6-7	Project Coordinator Principal Finance Officer Human Resource Manager Trainer
			Experience	**G. ADVANCED** The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. Thus, it may be necessary to work in harmony with conflicting and diverse activities and usually involves control of resources and people. (5 – 10 years' relevant experience)	
			Complexity	**B. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**C. INFLUENCING/SUPERVISORY** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C. PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**B.** Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu. (supervise small team or provides advice)	
			Interpersonal Skills	**C. ADVICE/ SUPERVISE (MEDIUM)** Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	**B. FINANCIAL AUTHORITY (LOW)** Authorises minor expenditure from another person's budget	
			People Management	**B. STAFF RESPONSIBILITY (LOW)** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality, etc, and appraisal of their performance	

Table F. Gs L3		The Job Classification Standards Table for the positions of personnel assigned to Band F and the Leadership pathway Level L3 (Gs L3)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L3 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
F	**L3** 335-394 **(Gs L3)**	**Supervisor 1:** Supervisors at this level tend to be responsible for staff in task focused roles. Likely to be responsible for budget. Emphasis on scheduling, work allocation and monitoring. Responsible for performance reviews and staff training.	**Education**	**H. TERTIARY/ DIPLOMA VQF Level 4-6** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field, VQF 6	Upper Supervisor
			Experience	**F. SKILLED EXPERIENCE** The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. This is not short-term experience, but significant, long-term experience, predominantly focused on acquiring the job skills. (2-5 years' experience)	
			Complexity	**PRACTICAL (LOW)** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement	
			Scope	**C. INFLUENCING/SUPERVISORY** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**C. ROUTINE/VARIED (MEDIUM)** Much of the work is routine but problems require reference to precedent and / or extensive interpretation of detailed instructions	
			Freedom to Act	**C. PROCEDUES (MEDIUM)** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are	
			Impact of Decisions	**B. IMPACT** Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			Interpersonal Skills	**C. ADVICE/ SUPERVISE (MEDIUM)** Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	**A.** No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	**B. STAFF RESPONSIBILITY (LOW)** Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality, etc, and appraisal of their performance	

Table H. Gs L2		The Job Classification Standards Table for the positions of personnel assigned to Band H and the Leadership pathway Level L2 (Gs L2)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Leadership Career Pathway Level L2 Factor Descriptors** (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		**Example Job**
H	**L2** 286-334 **(Gs L2)**	**Working Supervisor:** First level supervisory roles undertaking some of the same duties as those supervised in a working supervisor capacity. Ensures decisions of management are articulated and implemented. Responsible for scheduling, rosters, work allocation and monitor, and performance reviews	**Education**	**H. TERTIARY/ DIPLOMA VQF Level 4-6** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field;	Lower Supervisor
			Experience	**E. PROFICIENT EXPERIENCE** The requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short-term.	
			Complexity	**PRACTICAL (LOW)** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement	
			Scope	**C. INFLUENCING/SUPERVISORY** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**B. ROUTINE** Problems are minor. Some individual judgement is required to interpret rules and instructions	
			Freedom to act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	**B. IMPACT** Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			Interpersonal Skills	**C. ADVICE/ SUPERVISE (MEDIUM)** Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	**B. FINANCIAL AUTHORITY (LOW)** Authorises minor expenditure from another person's budget	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of December 2024

REMUNERATION TRIBUNAL ★ REPUBLIC OF VANUATU ★ TRIBUNAL DU CONSEIL DE REVISION DES TRAITEMENTS REPUBLIQUE DE VANUATU

Saby Natonga	Rosemary Leona	Nigel T. Malosu
Chairman	Member	Member

Effective as of 1 December 2024

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GRT **Determination 28 of 2024: Table A2 (Leadership) – The Salary structure for the Court leadership personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.**

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure – Determination for the Leadership Pathway			
Leadership Personnel			
Band	**Grade**	**Salary**	**Range**
I	Gs L 6.9	4,347,000	Maximum
	Gs L 6.8	4,291,000	
	Gs L 6.7	4,235,000	
	Gs L 6.6	4,180,000	
	Gs L 6.5	4,124,000	Midpoint
	Gs L 6.4	4,068,000	
	Gs L 6.3	4,012,000	
	Gs L 6.2	3,956,000	
	Gs L 6.1	3,900,000	Minimum
H	Gs L 5.9	3,844,000	Maximum
	Gs L 5.8	3,788,000	
	Gs L 5.7	3,732,000	
	Gs L 5.6	3,676,000	
	Gs L 5.5	3,620,000	Midpoint
	Gs L 5.4	3,564,000	
	Gs L 5.3	3,509,000	
	Gs L 5.2	3,453,000	
	Gs L 5.1	3,397,000	Minimum
G	Gs L 4.9	3,341,000	Maximum
	Gs L 4.8	3,285,000	
	Gs L 4.7	3,229,000	
	Gs L 4.6	3,173,000	
	Gs L 4.5	3,117,000	Midpoint
	Gs L 4.4	3,061,000	
	Gs L 4.3	3,005,000	
	Gs L 4.2	2,949,000	
	Gs L 4.1	2,893,000	Minimum
F	Gs L 3.9	2,838,000	Maximum
	Gs L 3.8	2,782,000	
	Gs L 3.7	2,726,000	
	Gs L 3.6	2,670,000	
	Gs L 3.5	2,614,000	Midpoint
	Gs L 3.4	2,558,000	
	Gs L 3.3	2,502,000	
	Gs L 3.2	2,446,000	
	Gs L 3.1	2,390,000	Minimum
E	Gs L 2.9	2,334,000	Maximum
	Gs L 2.8	2,278,000	
	Gs L 2.7	2,222,000	
	Gs L 2.6	2,167,000	
	Gs L 2.5	2,111,000	Midpoint
	Gs L 2.4	2,055,000	
	Gs L 2.3	1,999,000	
	Gs L 2.2	1,943,000	
	Gs L 2.1	1,887,000	Minimum

Signed this 17th day of December 2024

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GRT Determination 28 of 2024: Tables A1 (Technical) – The Job Classification Standards Table for the positions of Court Technical personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table F. Gs T3		The Job Classification Standard Table for the positions of the personnel assigned to Band F and the Technical pathway Level T3 (Gs T3)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T3 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
F	**T3** 335-394 **(Gs T3)**	**First level Specialist:** First level of Technicians specialization. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgement. Jobs at this level assess, investigate, analyse and interpret information.	**Education**	**I. TERTIARY / SPECIALIST VQF LEVEL 7** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret.	Senior Officer (FIU)
			Experience	**F SKILLED** The job requires highly relevant experience in a specific area of work, often involving specialized training in order to achieve competence. (2 – 5 years' relevant experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	**C. ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)**	

				Discusses work with employee and communicates information to other people.	
			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table E. Gs T2		The Job Classification Standard Table for the positions of the personnel assigned to Band E and the Technical pathway Level T2 (Gs T2)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T2 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
E	**T2** 286-334 **(Gs T2)**	**Technical / Entry level Specialist:** Jobs at this level are accountable for results of and processes within portions of work or projects or for providing specialised technical service in their own right. Varied problems requiring judgement and interpretation and perhaps analysis.	**Education**	**I. TERTIARY / SPECIALIST VQF LEVEL 7** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Specialised knowledge with depth in more than one area.	FIU officer
			Experience	**E. Proficient** The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire. (typically, 1 – 2 years' related experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C.** **ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions	
			Freedom to Act	**B.** **INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)** Discusses work with employee and communicates information to other people	

			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table D. Gs T1		**The Job Classification Standard Table for the positions of personnel assigned to Band D and the Technical pathway Level T1 (Gs T1)**			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Technical Career Pathway T1 Factor Descriptors** (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		**Example Job**
D	**T1** 236-285 **(Gs T1)**	**Technical Support:** Entry level technician or technical support roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognised patterns,	**Education**	**H. TERTIARY/ DIPLOMA VQF Level 4-6** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field;	FIU officer
			Experience	**F. SKILLED** The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. acquiring the job skills. (2 – 5 years' relevant experience)	
			Complexity	**B. PRACTICAL** The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C. REPETITIVE/ROUTINE** Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt. Some individual judgement is required to interpret rules and instructions	
			Freedom to Act	**C. PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE (HIGH)** Discusses work with employee and communicates information to other people	

			Authority	**A0. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A 1. 0. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
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Nigel T. Malosu
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GRT Determination 28 of 2024: Table A2 (Technical) – The Salary Structure for the positions of Court technical personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure – Determination for the Technical Pathway			
Technical Personnel			
Band	**Grade**	**Salary**	**Range**
F	Gs T 3.9	3,300,000	Maximum
	Gs T 3.8	3,202,000	
	Gs T 3.7	3,103,000	
	Gs T 3.6	3,004,000	
	Gs T 3.5	2,905,000	Midpoint
	Gs T 3.4	2,806,000	
	Gs T 3.3	2,707,000	
	Gs T 3.2	2,609,000	
	Gs T 3.1	2,510,000	Minimum
E	Gs T2.9	2,411,000	Maximum
	Gs T 2.8	2,312,000	
	Gs T 2.7	2,213,000	
	Gs T 2.6	2,114,000	
	Gs T 2.5	2,015,000	Midpoint
	Gs T 2.4	1,917,000	
	Gs T 2.3	1,818,000	
	Gs T 2.2	1,719,000	
	Gs T 2.1	1,620,000	Minimum
D	Gs T 1.9	1,521,000	Maximum
	Gs T 1.8	1,422,000	
	Gs T 1.7	1,324,000	
	Gs T 1.6	1,225,000	
	Gs T 1.5	1,126,000	Midpoint
	Gs T 1.4	1,027,000	
	Gs T 1.3	928,000	
	Gs T 1.2	929,000	
	Gs T 1.1	730,000	Minimum

Signed this 17th day of December 2024

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GRT Determination 28 of 2024: Tables A1 (Operations) – The Job Classification Standards Tables for the positions of Court Operations personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table F. Gs O6		The Job Classification Standards Table for the positions of staff assigned to Band F and the Operations pathway Level O6 (Gs O6)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O6 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
F	O6 335-394 (Gs O6)	**Technician 2:** Specialised Technical roles accountable for complex tasks requiring analytical and creativity input, judgement, element of research. As senior technicians, jobs at this level access, investigate, analyse and interpret information	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialized technical or scholastic skills to analyse, evaluate and interpret a wide range of information and resolve both concrete and sometimes abstract problems and issues. Specialized knowledge with depth in more than one area. -VQF 6 & 7	Enforcement Sr. Intel Sr. Supervisor (Banking/CTSP)
			Experience	**F. SKILLED** The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. This is not short-term experience, but significant, longer-term experience, predominantly focused on acquiring the job skills. (2 – 5 years' relevant experience)	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			Scope	**B. Related** Supervision of others not required but close liaison with others is necessary in coordinating specific activities.	
			Problem Solving	**C. Routine/Varied** Much of the work is routine but problems require reference to precedents and /or extensive interpretation of detailed instruction.	
			Freedom to Act	**C PROCEDURES** Work conforms to specific procedures and the results are clearly defined. Work is subject to in progress review and guidance and assistance are readily available.	
			Impact of Decisions	**A. Impact** Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.	
			Interpersonal Skills	**B-Relate** Discuss work with employees and communicates information to others.	
			Authority	**A**. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	**A.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table E. Gs O5		The Job Classification Standards Table for the positions of staff assigned to Band E and the Operations pathway Level O5 (Gs O5)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O5 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
E	O5 286-334 (Gs O5)	**Technician 1:** Specialised technical roles at advanced trades or certificate level accountable for moderately complex tasks with some impact on the work unit or wider organisation. Jobs at this level tend to involve more complex problem-solving, requiring judgment, interpretation and perhaps analysis and research	**Education**	**H. TERTIARY / DIPLOMA** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field; or significant and regular part-time courses of study extending over 5 or more years. -VQF 4-6	Analyst Sanction officer
			Experience	**E. PROFICIENT** The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short term. (typically, 1 – 2 years' related experience)	
			Complexity	**B. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C.ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C. PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**A. Impact** Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.	
			Interpersonal Skills	**B-Relate** Discuss work with employees and communicates information to others.	
			Authority	**A.** No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table D. Gs O4		The Job Classification Standards Table for the positions of staff as assigned to Band D and the Operations pathway Level O4 (Gs O4)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O4 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
D	**O4** 236-285 (Gs O4)	**Trades 2:** Skilled trades or technical roles with accountability for results of and processes within portions of work or projects. Work under limited supervision performing moderately complex and Varied problems requiring judgement and interpretation.	**Education**	**H. TERTIARY / DIPLOMA** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialized field; or significant and regular part-time courses of study extending over 5 or more years. Requires a wide range of specialized technical or scholastic skills to determine solutions. -VQF 4-6	Deputy Sheriff Assistant Sheriff
			Experience	**D. SEMI ROUTINE** Routine work practices, but experience in dealing with exceptions and special circumstances required. Experience may be related to the specific task or involve wider issues affecting the organization's operations. Able to be mastered relatively quickly, within a year. (6 – 12 months' experience)	
			Complexity	**B. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C.ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C.PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**IMPACT** A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE** Discusses work with employees and communicates information to other people.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. Gs O3		The Job Classification Standards Table for the positions of staff assigned to Band C and the Operations pathway Level O3 (Gs O3)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O3 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
C	**O3** 191-235 **(Gs O3)**	**Trades 1:** Skilled or semi-skilled roles working more independent on varied range of well-defined tasks requiring a broader understanding of processes, procedures and work routines. May be required to operate machinery requiring proficiency	**Education**	**G. SECONDARY / VOCATIONAL** Requires 4 – 5 years' secondary schooling through to achievement of school leaving qualification and / or extended on-the-job training. Requires a range of well-developed skills and some relevant theoretical knowledge to deliver assigned job outcomes with some autonomy, discretion and judgement. -VQF 2-4	Entry level data Officer (surveyors) Qualified Auto Technician/ Electrician/Welder
			Experience	**C. ROUTINE** Experience familiarity with standardized work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)	
			Complexity	**B. Practical** The application of practical skills or acquired knowledge to undertake define activities.	
			Scope	**B. Related** Supervision of others not required but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**C.ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**B. Instructions** Detailed instruction are given on a range of tasks but the jobholder has some freedom to determine the order of task to be commenced. work is closely monitored and checked.	
			Impact of Decisions	**IMPACT** A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE** Discusses work with employees and communicates information to other people.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table B. Gs O2		The Job Classification Standards Table for the positions of staff as assigned to Band B and the Operations pathway Level O2 (Gs O2)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O2 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
B	O2 145-190 (Gs O2)	**Manual Labour 2:** Unskilled or semi-skilled roles where accountability is limited to achievement of, straight forward day to day tasks under close supervision in routine situations.	**Education**	**B. ELEMENTARY (PRIMARY)** Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.	Porter Groundsman
			Experience	**B. SIMPLE TASKS** Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures maybe provided.	
			Complexity	**B. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	**A. ROUTINE** Problems are minor. Some individual judgement is required to interpret rules and instructions.	
			Freedom to Act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	**A 1. IMPACT**. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**A. COURTESY** Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table A. Gs O1		The Job Classification Standards Table for the positions of staff as assigned to Band A and the Operations pathway Level O1 (Gs O1)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Operations Career Pathway O1 Factor Descriptors** (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		**Example Jobs**
A	O1 177-144 (Gs O1)	**Manual Labour 1:** Task focused manual roles where the work is limited to clearly defined and straight forward tasks governed by simple rules and clear or detailed instructions	**Education**	**A. Basic** No schooling required, and no clear requirement for reading / writing skills. Limited training in simple manual activities may be required to carry out simple tasks under close direction.	Back-office support Gardener
			Experience	**A. BASIC** Basic tasks requiring no prior experience. Any training can be given on the job in a matter of hours.	
			Complexity	**A -Basic** Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder.	
			Scope	**A. HIGHLY SPECIFIC** Performance of specific tasks and activities that do not involve supervision or close liaison with others.	
			Problem Solving	**A. REPETITIVE** Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.	
			Freedom to Act	**A. CLOSE** Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.	
			Impact of Decisions	**A. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**A COURTESY** Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of December 2024

REMUNERATION TRIBUNAL REPUBLIC OF VANUATU REPUBLIQUE DE VANUATU BUREAU DU CONSEIL DE REVISION DES TRAITEMENTS

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel Malosu Taribete
Member

Effective as of 1 December 2024

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GRT Determination 28 of 2024: Table A2 (Operations) – The Salary Structure for the positions of Court Operations personnel of the Judicial Services, Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure Determination for the Operation Pathway			
Operations Personnel			
Band	**Grade**	**Salary**	**Range**
F	Gs O 6.9	3,160,000	Maximum
	Gs O 6.8	2,914,000	
	Gs O 6.7	2,827,000	
	Gs O 6.6	2,741,000	
	Gs O 6.5	2,654,000	Midpoint
	Gs O 6.4	2,568,000	
	Gs O 6.3	2,481,000	
	Gs O 6.2	2,392,000	
	Gs O 6.1	2,308,000	Minimum
E	Gs O 5.9	2,221,000	Maximum
	Gs O 5.8	2,135,000	
	Gs O 5.7	2,048,000	
	Gs O 5.6	1,961,000	
	Gs O 5.5	1,875,000	Midpoint
	Gs O 5.4	1,788,000	
	Gs O 5.3	1,702,000	
	Gs O 5.2	1,615,000	
	Gs O 5.1	1,528,000	Minimum
D	Gs O 4.9	1,435,000	Maximum
	Gs O 4.8	1,421,000	
	Gs O 4.7	1,407,000	
	Gs O 4.6	1,393,000	
	Gs O 4.5	1,378,000	Midpoint
	Gs O 4.4	1,364,000	
	Gs O 4.3	1,350,000	
	Gs O 4.2	1,336,000	
	Gs O 4.1	1,321,000	Minimum
	Gs O 3.9	1,307,000	Maximum

C	Gs O 3.8	1,293,000	
	Gs O 3.7	1,279,000	
	Gs O 3.6	1,265,000	
	Gs O 3.5	1,250,000	Midpoint
	Gs O 3.4	1,236,000	
	Gs O 3.3	1,222,000	
	Gs O 3.2	1,208,000	
	Gs O 3.1	1,193,000	Minimum
B	Gs O 2.9	1,179,000	Maximum
	Gs O 2.8	1,165,000	
	Gs O 2.7	1,151,000	
	Gs O 2.6	1,137,000	
	Gs O 2.5	1,122,000	Midpoint
	Gs O 2.4	1,108,000	
	Gs O 2.3	1,094,000	
	Gs O 2.2	1,080,000	
	Gs O 2.1	1,065,000	Minimum
A	Gs O 1.9	1,059,000	Maximum
	Gs O 1.8	1,008,000	
	Gs O 1.7	957,000	
	Gs O 1.6	906,000	
	Gs O 1.5	855,000	Midpoint
	Gs O 1.4	805,000	
	Gs O 1.3	754,000	
	Gs O 1.2	703,000	
	Gs O 1.1	652,000	Minimum

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

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GRT Determination 28 of 2024: Tables A1(Customer Support) – The Job Classification Standard Tables for the positions of Court Support personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table F. Gs S6		The Job Classification Standards Table for the position of the support staff assigned to Band F and the Support pathway Level S6 (Gs S6)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S6 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
F	S6 335-394 (Gs S6)	**Senior Specialized Business Support:** Accountability for a specialized area of admin or customer support, involving conflicting and diverse activities requiring high level of individual judgement. Problems of moderate scope and complexity requiring analytical and creative input, Initiative and judgement.	**Education**	**J. TERTIARY / PROFESSIONAL** Requires applied knowledge and understanding of the theoretical knowledge base in a specialized field or equivalent level of management. One or more academic degrees in a specific discipline is essential to perform complex assignments and formulate appropriate responses to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. **VQF 8-9**	Coordinator Principal Officer Principal M&E HRM Corporate Manager Finance & HRO Executive Manager Technology & System Finance Manager
			Experience	**G. ADVANCED** The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. Thus, it may be necessary to work in harmony with conflicting and diverse activities and usually involves control of resources and people. (5 – 10 years' relevant experience)	
			Complexity	**D. INVOLVED** While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing of conflicting demands from diverse sources is required and a high level of unpredictability and variability	
			Scope	**C. INFLUENCING / SUPERVISORY** Supervision of others required and / or coordination of resources and processes (human /physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.	
			Problem Solving	**E. COMPLEX** Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research may be required, possibly extending up to 9 – 12 months. Corporate policies and in-house expertise will not provide a complete answer to the problem.	
			Freedom to Act	**E. GUIDANCE** The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.	
			Impact of Decisions	**IMPACT** B. Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu. (supervise small team or provides advice)	
			Interpersonal Skills	**D. INFLUENCE / PERSUADE** Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills	
			Authority	**A.** No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	**A.** Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management	

Table E. Gs S5		The Job Classification Standards Table for the position of the support officer assigned to Band E and the Support pathway Level S5 (Gs S5)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S5 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
E	**S5** 286-334 **(Gs S5)**	**Specialized Admin/Customer Focus** Jobs at this level tend to be more self-directed. Accountability for a specialized area of administration for the organization with measurable impact. Varied problems of moderate complexity, requiring judgement and interpretation and perhaps analysis and research	**Education**	**I. TERTIARY / SPECIALIST** Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialized technical or scholastic skills to analyze, evaluate and interpret. **VQF 6 & 7**	Managers Compliance Assistant Legal Executive Finance officer Assistant drafting Librarian Para – legal Victim support Case Analyst Consolidator
			Experience	**E. PROFICIENT** The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short term. (typically, 1 – 2 years' related experience)	
			Complexity	**C. DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency.	
			Scope	**C. INFLUENCING / SUPERVISORY** Supervision of others required and / or coordination of resources and processes (human /physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.	
			Problem Solving	**D. VARIED** Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months.	
			Freedom to act	**D. GENERAL INSTRUCTIONS** Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.	
			Impact of Decisions	**IMPACT** B. Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu. (supervise small team or provides advice)	
			Interpersonal Skills	**C. ADVISE / SUPERVISE** Discusses and seeks cooperation from people in other areas of the organization, and / or has some supervisory responsibility.	
			Authority	**Financial Authority** **B**. Authorizes minor expenditure from another person's budget. (i.e. not accountable for an expenditure budget)	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table D. Gs S4		The Job Classification Standards Table for the position of the support officer assigned to Band D and the Support pathway Level S4 (Gs S4)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S4 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
D	**S4** 236-285 **(Gs S4)**	**Technical Admin/Customer Focus** Technical administrative roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognized patterns	**Education**	**H. TERTIARY / DIPLOMA** Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialized field; or significant and regular part-time courses of study extending over 5 or more years. Requires a wide range of specialized technical or scholastic skills to determine solutions **VQF 4-6**	Snr Finance Para-legal Finance Administration Officer Island Court Clerk State clerk Assistant Registrar Filling Procurement Secretary to the Judge Executive Secretary Executive Assistant Secretary to Peak Position IT support
			Experience	**E. PROFICIENT** The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short term. (typically, 1 – 2 years' related experience)	
			Complexity	**C.DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	**C.ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C.PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**IMPACT** A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE** Discusses work with employees and communicates information to other people.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. Gs S3		The Job Classification Standards Table for the position of the support officer assigned to Band C and the Support pathway Level S3 (Gs S3)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S3 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
C	S3 191-235 (Gs S3)	**Administration/Customer Support:** Process focused administrative or support roles with accountability for own day to day tasks requiring knowledge of procedures and processes within a work area. This level may also include customer facing roles with varied transactions, explaining, resolving enquiries.	**Education**	**G. SECONDARY / VOCATIONAL** Requires 4 – 5 years' secondary schooling through to achievement of school leaving qualification and / or extended on-the-job training. Requires a range of well-developed skills and some relevant theoretical knowledge to deliver assigned job outcomes with some autonomy, discretion and judgement **VQF 2-4**	Assistant Officer Filling clerk Secretary to the Magistrate Secretary / Administrator Finance officer Entry Level IT support Court Orderly
			Experience	**A. ROUTINE** Familiarity with standardized work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)	
			Complexity	**C.DEFINED** The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	**C.ROUTINE / VARIED** Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	**C.PROCEDURES** Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	**IMPACT** A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE** Discusses work with employees and communicates information to other people.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table B. Gs S2		The Job Classification Standards Table for the position of the support officer assigned to Band B and the Support pathway Level S2 (Gs S2)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S2 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
B	S2 145-190 (Gs S2)	**Office Support:** These are likely to be clerical or semi-skilled positions in support roles where accountability is limited to achievement of own day – to – day tasks, set and monitored by others. May also include customer facing roles, routine tasks.	**Education**	**E. BASIC OCCUPATIONAL** Requires 2 – 3 years' secondary schooling plus a course of basic occupational skills, mostly learnt on the job. Utilizes a narrow range of knowledge and cognitive skills, such as the basic use of computers, to perform a range of repetitive and familiar tasks under supervision. **VQF 1**	Clerical support Driver / Messenger Driver to peak position Filling Assistant Clerical/ Receptionist Receptionist Data input Cleaner
			Experience	**C. ROUTINE** Familiarity with standardized work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)	
			Complexity	**A. PRACTICAL** The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	**B. RELATED** Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	**B. ROUTINE** Problems are minor. Some individual judgement is required to interpret rules and instructions.	
			Freedom to Act	**B. INSTRUCTIONS** Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	**IMPACT** A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**B. RELATE** Discusses work with employees and communicates information to other people.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table A. Gs S1		The Job Classification Standards Table for the position of the support officer assigned to Band A and the Support pathway Level S1 (Gs S1)			
Band	**Grade & Score**	**Jobwise Pathway Descriptor**	**Customer & Business Support Career Pathway Level S1 Factor Descriptors** (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		**Example Jobs**
A	S1 177-144 (Gs S1)	**Task Support:** Task focused support roles where the work is limited to clearly defined tasks governed by simple rules and clear or detailed instructions	**Education**	**B. ELEMENTARY (PRIMARY)** Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.	Back-office support Support officer Driver Cleaner Security Gardener
			Experience	**B. SIMPLE TASKS** Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures may be provided.	
			Complexity	**B. BASIC** Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder	
			Scope	**A. HIGHLY SPECIFIC** Performance of specific tasks and activities that do not involve supervision or close liaison with others.	
			Problem Solving	**A. REPETITIVE** Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.	
			Freedom to Act	**A. CLOSE** Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.	
			Impact of Decisions	**C. IMPACT** Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	**A. COURTESY** Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	**A. FINANCIAL AUTHORITY** No authority to commit routine expenditure or capital expenditure.	
			People Management	**A. STAFF RESPONSIBILITY** There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

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GRT Determination 28 of 2024: Table A2 (Customer Support) – The Salary Structure for the Court Support personnel of the Judicial Services, Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure Determination for the Customer Support Pathway			
Support Staff			
Band	**Grade / Level**	**Salary**	**Range**
F	Gs S 6.9	3,100,000	Maximum
	Gs S 6.8	3,035,000	
	Gs S 6.7	2,970,000	
	Gs S 6.6	2,904,000	
	Gs S 6.5	2,839,000	Midpoint
	Gs S 6.4	2,774,000	
	Gs S 6.3	2,708,000	
	Gs S 6.2	2,643,000	
	Gs S 6.1	2,577,000	Minimum
E	Gs S 5.9	2,512,000	Maximum
	Gs S 5.8	2,447,000	
	Gs S 5.7	2,381,000	
	Gs S 5.6	2,316,000	
	Gs S 5.5	2,250,000	Midpoint
	Gs S 5.4	2,185,000	
	Gs S 5.3	2,120,000	
	Gs S 5.2	2,054,000	
	Gs S 5.1	1,989,000	Minimum
D	Gs S 4.9	1,924,000	Maximum
	Gs S 4.8	1,858,000	
	Gs S 4.7	1,793,000	
	Gs S 4.6	1,727,000	
	Gs S 4.5	1,662,000	Midpoint
	Gs S 4.4	1,597,000	
	Gs S 4.3	1,531,000	
	Gs S 4.2	1,466,000	
	Gs S 4.1	1,400,000	Minimum
	Gs S 3.9	1,380,000	Maximum

C	Gs S 3.8	1,359,000	
	Gs S 3.7	1,378,000	
	Gs S 3.6	1,316,000	
	Gs S 3.5	1,295,000	Midpoint
	Gs S 3.4	1,273,000	
	Gs S 3.3	1,252,000	
	Gs S 3.2	1,230,000	
	Gs S 3.1	1,209,000	Minimum
B	Gs S 2.9	1,187,000	Maximum
	Gs S 2.8	1,166,000	
	Gs S 2.7	1,144,000	
	Gs S 2.6	1,123,000	
	Gs S 2.5	1,101,000	Midpoint
	Gs S 2.4	1,080,000	
	Gs S 2.3	1,058,000	
	Gs S 2.2	1,037,000	
	Gs S 2.1	1,015,000	Minimum
A	Gs S 1.9	1,002,000	Maximum
	Gs S 1.8	958,000	
	Gs S 1.7	914,000	
	Gs S 1.6	871,000	
	Gs S 1.5	827,000	Midpoint
	Gs S 1.4	783,000	
	Gs S 1.3	740,000	
	Gs S 1.2	696,000	
	Gs S 1.1	652,000	Minimum

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024

Appendix 8D. GRT Determination 29 of 2024 – Determination on housing allowance, child allowance, electricity allowance, gas allowance, water allowance, fuel allowance, and telephone allowance.

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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 29 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION AND PUBLIC LAWYERS

GRT DETERMINATION ON HOUSING ALLOWANCE, CHILD ALLOWANCE, ELECTRICITY ALLOWANCE, GAS ALLOWANCE, WATER ALLOWANCE, FUEL ALLOWANCE, AND TELEPHONE ALLOWANCE

This Determination applies to positions of: (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 in the office of the Attorney General , (vi) the Public Prosecutor, (vii) a Prosecutor in the office of the Public Prosecutor, (viii) the Public Solicitor, (ix) a Legal officer assisting the Public Solicitor, and (x) a support staff in the office of the Attorney General, or a Support staff in the office of the Public Prosecutor or a Support staff in the office of the Public Solicitor, pursuant to subsection 13(1) of the Government Renumeration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

PART 1. GENERAL

1.1 **Authority**

1.1.1 This Determination is issued pursuant to subsection 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 with the administration of this Determination pursuant to subsection 24 of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].

1.2 **Application**

1.1.3 This 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 in the office of the Attorney General , (vi) the Public Prosecutor, (vii) a Prosecutor, (viii) the Public Solicitor, (ix) a Legal officer assisting the Public Solicitor, and (x) a support staff in the office of the Attorney General, or a Support staff in the office of the Public Prosecutor or a Support staff in the office of the Public Solicitor.

PART 2. ALLOWANCES AND RELATED MATTERS

2.1 The Employing bodies may pay the following allowances presented in the tables, but shall not be more than the ceiling or maximum amount payable, to the employees of the positions specified in PART 1.2.

2.2 The officers mentioned In Part 1.2 of this Determination shall be entitled to the following.

Table 1 – Judges and Masters

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	170,000
Child	18,000
Electricity	40,000
Fuel	20,000
Gas	5,000
Telephone	10,000
Water	10,000

Note: This determination may not override the allowances and benefits of judges, masters, magistrates and members of the commission in the Judicial Services & Courts Act, Schedule Part 1, 2 & 3.

Table 2 – Chief Magistrate and Chief Registrar

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	150,000
Child	20,000
Fuel	20,000

Note: This determination may not override the allowances and benefits of judges, masters, magistrates and members of the commission in the Judicial Services & Courts Act, Schedule Part 1, 2 & 3.

Table 3 – Senior Magistrates

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	60,000
Child	20,000

Note: This determination may not override the allowances and benefits of judges, masters, magistrates and members of the commission in the Judicial Services & Courts Act, Schedule Part 1, 2 & 3.

Table 4 – Attorney General, Solicitor General, Parliamentary Counsel, Advisory Counsel and or peak positions as the Public Prosecutor and the Public Solicitor.

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	60,000
Child	20,000
Fuel	30,000

Note: Allowance rate/ amount is explicitly stated in the signed contract of the officer. For a new contract made after effective date of the determination must conform to determinations 29 of 2024 and or subject to part 1.1.2

Table 5 – Legal officer to the office of the Attorney General, Prosecutors to the office of the Prosecutor, the Legal officer to the office of the Public Solicitor (Senior Public Lawyers & Public Lawyers).

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	30,000
Child	20,000

Table 6 – Magistrates & Court personnel including general support officers to the office of the Attorney General, general support officers to the office of the Public Prosecutor, general support officers to the office of the Public Solicitor and the general support officers to the office of Financial Intelligence Unit.

ALLOWANCES	MAXIMUM (CEILING)/ MONTHLY (VT)
Housing	30,000
Child	20,000

Note: This determination may not override the allowances and benefits of magistrates in the Judicial Services & Courts Act, Schedule Part 2 & 3.

3. Related matters

3.1 No other form of allowances similar to those stated on Part 2 (Table 1, 2, 3, 4, 5 and 6) of this Determination shall be paid to the officers mentioned on Part 1(1.2) of this Determination without the approval of the Tribunal, if not already approved by the Tribunal.

3.2 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 office of the Attorney General, the office of the Public Prosecutor, or the office of the Public Solicitor.

PART 3. EFFECTIVE DATE

This Determination takes effect as of 1st December 2024.

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

Signed this 17th day of December 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Appendix 8E. GRT Determination 30 of 2024 – The Determination on Annual Leave for Judges and other Officers.

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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 30 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION AND LAWYERS

GRT DETERMINATION ON ANNUAL LEAVE FOR THE POSITIONS OF JUDGES AND OTHER OFFICERS

This Determination sets out the annual leaves for the positions of Judges and other officers of the Judicial Service Commission. It sets out the contents as follows:

PART 1. GENERAL

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

1.2 This Determination applies to a Judge of the Judicial Service.

1.3 This Determination applies to a 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 in the office of the Attorney General, (vi) the Public Prosecutor, (vii) a Prosecutor, (viii) the Public Solicitor, (ix) a Legal officer assisting in the office of the Public Solicitor, and (x) a support staff in the office of the Attorney General, or a Support staff in the office of the Public Prosecutor or a Support staff in the office of the Public Solicitor.

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

PART 2. ANNUAL LEAVE

2.1 Annual Leave

2.1.1 The officer mentioned in Part 1.2 of this Determination shall be entitled to a minimum of annual leave of 42 days for every year of service.

2.1.2 The officer mentioned in Part 1.3 of this Determination shall be entitled to a minimum of annual leave of 21 days for every year of service including additional days as per the Employment Act.

2.2 Leave granted on the Basis of Tenure of Service

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

2.2.2 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 cease to be granted to any person employed by or appointed to a position by the Judicial Service Commission, the office of the Attorney General, the Office of the Public Prosecutor, and the office of Public Solicitor.

PART 3. RELATED MATTERS

3.1 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 Agency means:

- The Chief Justice as Head of the Judicial Services;
- The Attorney General as Head to the office of the Attorney General;
- The Public Prosecutor as Head to the office of the Public Prosecutor; and
- The Public Solicitor as Head to the office of the Public Solicitor.

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

3.3 This Determination shall apply to a clerk of the Island Court, an Officer of the Financial Intelligence 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 office of the Attorney General, the Office of the Public Prosecutor, or the office of the Public Solicitor.

PART 3. EFFECTIVE DATE

This Determination takes effect as of 1st of December 2024.

Signed this 17th day of December 2024

REMUNERATION TRIBUNAL ★ REPUBLIC OF VANUATU ★ REPUBLIQUE DE VANUATU CONSEIL DE REVISION DES TRAITEMENTS

Saby Natonga Chairman	Rosemary Leona Member	Nigel T. Malosu Member