



**DETERMINATION 12 of 2017 - DETERMINATION ON SALARY CLASSIFICATION FOR NURSES  
APPOINTED BY OR EMPLOYED BY THE PUBLIC SERVICE COMMISSION.**

This Determination sets out the salary for Nurses under the Public Service Commission. It comprises:

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**PART 1 – GENERAL**

**1.1 Authority:**

- 1.1.1 This Determination is issued in accordance with section 13(1) of the Government Remuneration Tribunal Act 1998 [CAP 250]
- 1.1.2 The Tribunal may issue guidance notes from time to time to assist the Employing bodies in the administration of this Determination.

**1.2 Application:**

- 1.2.1 This Determination applies to persons employed by the Public Service Commission as Nurses.
- 1.2.2 No other person should be accorded the salary stated on this Determination other than those persons stated on 1.2.1 of this Determination.

**1.3 Effective Date:**

- 1.3.1 This Determination takes immediate effect.
- 1.3.2 This Determination supersedes any earlier decision made on the salary of Nurses.

**PART 2 – SALARY CLASSIFICATION FOR NURSES**

**2.1** A person who holds an office specified on Table 1 shall be paid the annual salary as is specified for that office on that table.

**2.2 Adjustment to Salary:** Subject to Part 2.1 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Public Service Commission to pay for the office.

**PART 3 – RELATED MATTERS**


**3.1 Take home pay entitlements:** Effective as from the date of this Determination, the Offices listed on Table 1 of this Determination shall not be entitled to any form of take home pay entitlements. Take home pay entitlements include: Child, Family or Spouse allowance, Cost of Living allowance, Entertainment allowance, Fuel allowance, Housing allowance, and Telephone allowance.

**3.2 Shift work allowance:** Effective as of the date of this Determination, Nurses shall not be entitled to or paid shift work allowance.

*Signed this 17<sup>th</sup> day of November 2017*

  
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**Marie Antoinette Nirua**  
Chairperson

  
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**Chris Kernot**  
Member

  
\_\_\_\_\_  
**Roan Lester**  
Member

**GOVERNMENT OF THE  
REPUBLIC OF VANUATU**

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**DETERMINATION 12 of 2017 - TABLE 1 – ANNUAL SALARY FOR NURSES.**

Pursuant to section 13(1) of the Government Remuneration Tribunal Act, the annual salary payable to a Nurse is set out hereunder.

**1. Table 1 – Annual Salary payable to a Nurse.**

VANUATU GOVERNMENT – GOVERNMENT REMUNERATION TRIBUNAL					
PUBLIC SERVICE COMMISSION					
PERFORMANCE BASED CLASSIFICATION SCALE					
NURSE CAREER PATHWAY			GRADE		
			Minimum	Midpoint	Maximum
POSITION	VQF LEVEL	BAND	1	2	3
Principal Nursing Officer	8	NS 10	3,408,300	3,527,600	3,623,500
Nursing Services Manager (NSM)	7	NS 9	3,029,600	3,135,600	3,220,900
Assistant NSM OR Clinical Nursing Supervisor	7	NS 8	2,585,300	2,693,000	2,787,200
Nurse In Charge	6	NS 7	2,202,300	2,298,000	2,393,800
Senior Specialist Nurse OR Senior Nurse Practitioner	5	NS 6	1,906,500	1,974,600	2,042,700
Specialist Nurse OR Nurse Practitioner	5	NS 5	1,694,700	1,755,200	1,815,700
Senior Registered Nurse	5	NS 4	1,513,100	1,573,600	1,634,100
Registered Nurse	5	NS 3	1,345,000	1,386,800	1,434,600
General Nurse	5	NS 2	1,243,400	1,243,400	1,243,400
Intern Nurse	5	NS 1	1,158,300	1,158,300	1,158,300

VQF – Vanuatu Qualifications Framework

- An officer, other than an Intern Nurse, when acting on 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.
- A 'Registered' Nurse with a qualification equivalent to or higher than Vanuatu Qualifications Framework Level 7 should be paid an annual salary of no less than Grade NS 5.1 - Vt. 1,694,700.

**Signed this 17<sup>th</sup> day of November 2017**

**Marie Antoinette Nirua  
Chairperson**

**Chris Kernot  
Member**

**Roan Lester  
Member**

Effective as of 1<sup>st</sup> of January 2018.

