



DETERMINATION 13 of 2017 - DETERMINATION ON CLASSIFICATION STANDARD AND SALARY STRUCTURE FOR PERSONS EMPLOYED BY OR APPOINTED TO POSITIONS BY THE PUBLIC SERVICE COMMISSION.

This Determination sets out the classification standard and the salary structure for persons employed by or appointed to positions by the Public Service Commission in the Government Clinical Sector. It comprises:

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PART 1 GENERAL

1.1 Authority:

- 1.1.1 This Determination is issued pursuant to section 13(1) of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].
- 1.1.2 The Tribunal may issue guidance notes from time to time to assist employing bodies in the administration of this Determination.

1.2 Application:

- 1.2.1 The Determination applies exclusively to those persons employed by or appointed to positions by the Public Service Commission as Ancillary Care and Support staff of the Government Clinical Sector.

1.3 Effective Date:

- 1.3.1 This Determination takes immediate effect.
- 1.3.2 This Determination supersedes any determination or decision made on the salary of employees appointed by the Public Service Commission as Ancillary Care and Support staff of the Government Clinical Sector.

PART 2 CLASSIFICATION STANDARDS AND SALARY STRUCTURE

- 2.1 **Classification standards:** The classification standard for the officers stated on 1.2.1 of this determination is as set out on Table A1 to this Determination.

- 2.2 **Salary Structure:** The salary structure for the officers stated on 1.2.1 of this determination is as set out on Table A2 to this Determination.

PART 3 RELATED MATTERS

3.1 Setting the Salary:

- 3.1.1 The Employing Body shall determine the work value for the position of the Officer stated on 1.2.1, of this Determination in accordance with the Classification standards set out on Table A1 and the salary structure set out on Table A2 to this Determination.
- 3.1.2 In determining the work value of the position, subject to Part 2, the Employing Body is expected to exercise prudent business judgement commensurate with the responsibilities and accountabilities of the office.
- 3.1.3 The minimum level of salary for a Registered Health Practitioner with a Diploma qualification or a qualification equivalent to Vanuatu Qualification Framework Level 5 shall be Grade PS 4.2 – Vt. 1,158,300. The Graduate Officer may remain in the salary for two (2) years but not more than four (4) years.

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

- 3.3 Maximum salary for specified category of positions established under the Public Service Commission is set out below:

Position	Maximum Salary (VT.)
Senior Health Professional	2,042,700
Health Professional	1,755,200
Senior Technician	1,755,200
Technician	1,482,500
Assistant Technician	1,243,400

Senior Aide or Senior Clerk
Aide & Clerk

1,094,600
944,600

3.4 Take home pay entitlements: Effective as from the date of this Determination, a person employed by or appointed or to a position by the Public Service Commission as Ancillary Care and Support staff of the Government Clinical Sector will 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.

Signed this 17th day of November 2017



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



Determination 13 of 2017: Table A1 Classification Standard for persons employed by or appointed to positions by the Public Service Commission as Ancillary Care and Support Staff of Government Clinical Sector.

1. Table 1A – Classification Standard for Ancillary Care and Support Staff of Government Clinical Sector.

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

	for specific deliverables and outcomes.	processes. Completed competency level equivalent to VQF Level 5 or higher.	new routines within system(s).	of substantial degree and diversity of data in area (s) of expertise.		
ACS 4	Supervised to achieve results in the work discipline, not routines. Work discipline includes, Information management, Human Resource, Finance, etc.	Good theoretical knowledge of a work discipline, Completed competency level equivalent to VQF Level 4 or higher.	Assists ensure efficient and effective operations.	Assists rectify standard problems.	Work outputs reviewed under supervision or undertake interpretative decisions within set limits.	Individual work plan develops professional competencies.
ACS 3	Under supervision but capable of working on their own and lots of peer leadership.	Base level theoretical knowledge and skills acquired through a learning period and developed by constant application and correction. Completed competency level equivalent to VQF Level 3 or higher.	Punctual, Well presented and Awareness with work priorities and those of colleagues by the work section.	Routine problems solved. Some analysis of uncompliated data or quick reactions in the initiation of expected efforts.	Makes routine decisions by selecting from a number of pre-set course of action or makes decision in collaboration with superior.	Individual planning and personal management. Discretion on which equipment or tools to use.
ACS 2	Close supervision	Able to exchange basic information verbally and if required, in writing. Completed competency level equivalent to VQF Level 2 or higher.	Limits of work are prescribed or Step by Step course of action.	Basic problems solved or Relatively simple problems solved with a set procedure.	Makes basic decisions.	Perform within well established guidelines. Nature of planning is essentially about timing and sequencing of assigned tasks.
ACS 1	Very Close supervision	Competence attained through repetition of work and on-the-job training. Able to	Tasks of a simple and repetitive nature. High level of manual dexterity	Repetitive physical or manual tasks Completed or a problem is solved based upon recall	Prescribed decisions are common.	Pre-determined tasks and operational expectations and /or equipment or

		exchange basic information verbally. Completed competency level equivalent to VQF Level 1 or higher.	performed without knowledge of other jobs.	rather than analysis.		tool(s) specified.
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Signed this 17th day of November 2017

Marie Antoinette Nirua
Chairperson

Chris Kernot
Member

Roan Lester
Member

Effective as of 1st of January 2018



Determination 13 of 2017: Table A2 – Salary Structure for persons employed by or appointed to positions by the Public Service Commission.

1. Table A2 – Salary Structure for Ancillary Care and Support Staff of Government
Clinical Sector.

VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL		
PUBLIC SERVICE COMMISSION – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
ANCILLARY CARE AND SUPPORT STAFF OF GOVERNMENT CLINICAL SECTOR		
Level	Grade	Salary
ACS 7	ACS 7.4	2,042,700
	ACS 7.3	1,974,600
	ACS 7.2	1,906,500
	ACS 7.1	1,838,400
ACS 6	ACS 6.4	1,755,200
	ACS 6.3	1,694,700
	ACS 6.2	1,634,100
	ACS 6.1	1,573,600
ACS 5	ACS 5.4	1,482,500
	ACS 5.3	1,434,600
	ACS 5.2	1,386,800
	ACS 5.1	1,345,000
ACS 4	ACS 4.4	1,243,400
	ACS 4.3	1,195,500
	ACS 4.2	1,158,300
	ACS 4.1	1,126,500
ACS 3	ACS 3.4	1,094,600
	ACS 3.3	1,058,000
	ACS 3.2	1,029,600
	ACS 3.1	1,001,300
ACS 2	ACS 2.4	944,600
	ACS 2.3	890,000
	ACS 2.2	890,000

	ACS 2.1	864,900
ACS 1	ACS 1.4	813,500
	ACS 1.3	791,100
	ACS 1.2	768,800
	ACS 1.1	746,400

Acting Allowances

2. An Officer, other than a Probation Officer, 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.

Signed this 17th day of November 2017

Marie Antoinette Nirua
Chairperson

Chris Kernot
Member

Roan Lester
Member

Effective as of 1st January 2018.