



**DETERMINATION 7 of 2017 - DETERMINATION ON CLASSIFICATION STANDARD AND  
SALARY STRUCTURE FOR DIRECTORS APPOINTED BY THE PUBLIC SERVICE  
COMMISSION.**

This Determination sets out the classification standard and the salary structure for persons appointed as Directors, under section 18(1) of the Public Service Act [CAP 246], by the Public Service Commission. It comprises:

**CONTENTS**

PART 1 – GENERAL .....	2
PART 2 – CLASSIFICATION STANDARD AND SALARY STRUCTURE.....	2
PART 3 – RELATED MATTERS.....	2
TABLE A1 – CLASSIFICATION STANDARD FOR DIRECTORS.....	4
TABLE A2 – SALARY STRUCTURE FOR DIRECTORS.....	6

## **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 the Employing bodies in the administration of this Determination.
- ### **1.2 Application:**
- 1.2.1 The Determination applies to persons appointed as Directors, under section 18(1) of the Public Service Act [CAP 246], by the Public Service Commission.
  - 1.2.2 This Determination may be applied to a Director or a Manager of a statutory entity, Statutory Corporation or a wholly owned subsidiary company of the Government.

### **1.3 Effective date:**

- 1.3.1 The Determination shall take effect on and from 1<sup>st</sup> January 2018.
- 1.3.2 As and when this Determination takes effect, it shall supersede and revoke any determination or decision relating to any form of salary payable to a Director appointed by the Public Service Commission.

## **PART 2. CLASSIFICATION STANDARDS AND SALARY STRUCTURE**

- 2.1 **Classification standards:** The classification standard for the Director is set out on Table A1 to this Determination.
- 2.2 **Salary Structure:** The salary structure for the position of a Director 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 stated on section 1.2 of this Determination in accordance with the Classification standards set out on Table A1 and the salary structure set out on Table A2 to this Determination.
- 3.1.2 In determining the work value of a Director, subject to Part 2 of this Determination, 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 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Employing body to pay for the Office.

### 3.3 Other Officers

3.3.1 The Employing body may apply this Determination to a person who is appointed to the position of Deputy Director of a Department or Government Agency.

3.3.2 The Employing body may apply this Determination to a person who is appointed as an Assistant Secretary of the Office of the Public Service Commission.

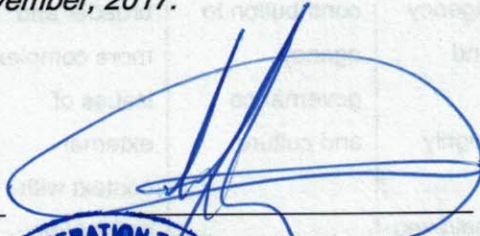
3.3.3 The maximum for the Deputy Director, stated on section 3.3.1 of this Determination and the Assistant Secretary, stated on section 3.3.2 of this Determination is Grade DIR 1.3 – Vt. 4,444,800.

3.4 Take home pay entitlements: On and from 1<sup>st</sup> January 2018, a Director will no longer be paid the following Take home pay entitlements: Child, Family or Spouse allowance, Cost of Living allowance, Entertainment allowance, Fuel allowance, Housing allowance, and Telephone allowance.

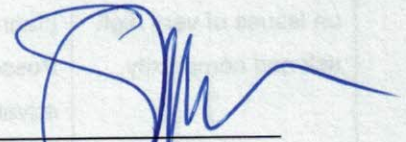
*Signed this 17<sup>th</sup> day of November, 2017.*



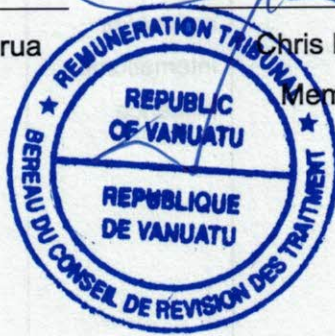
Marie Antoinette Nirua  
Chairperson



Chris Kernet  
Member



Roan Lester  
Member





Determination 7 of 2017: Table A1 - Classification Standard for Directors appointed by the  
Public Service Commission.

1. Table A1 – Classification Standard for Directors.

Director						
Level	Independence and Leadership	Technical Expertise	Managerial Role and Authority	Problem Analysis and Problem Solving	Decision Making	Planning Level
DIR 3	Principal and Authoritative source of advice upon which the Government and Ministers depend, spanning multiple agency outcomes or on issues of very high risk and complexity.	Integrate diverse activities or multiple functions, with key impacts on whole of agency strategy and planning. Possess highly advanced professional/executive management experience. Completed competency level equivalent to VQF Level 9 or higher.	Monitor and Regulate government policy. Substantial contribution to agency governance and culture.	Monitors quality control for Agency processes. Resolves broader and more complex issues of external context with national or international influence.	Provides ruling on policy or Regulatory matter. Decisions made impact on whole of government or whole of agency performance.	Leads strategic direction in support of the priorities of the state for Policy reform. Decides corporate strategies within policy parameters, with a long term focus.
DIR 2	Principal and authoritative source of advice related to specific area of knowledge or practice upon which the Agency and Ministers depend.	Integrate diverse activities or multiple functions at agency level. Possess extensive professional/administrative management experience.	Controls processes for planning, coordination and monitoring of Agency performance. Contributes to agency leadership and	Provides leadership in resolving complex issues of internal context with a national or international influence.	High level advice, or policy drafting for the state. Recommends decisions on significant strategic alternatives to the Minister or Director General.	Develops strategic directions in support of the priorities of the state for Policy reform. Contributes to shaping and implementing overall corporate

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

Abbreviation: VQF – Vanuatu Qualifications Framework

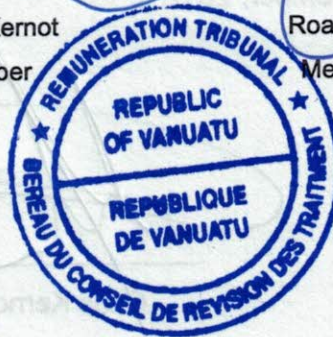
*Signed this 17<sup>th</sup> day of November, 2017.*

Marie Antoinette Nirua  
Chairperson

Chris Kernot  
Member

Roan Lester  
Member

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





Determination 7 of 2017: Table A2 – Salary structure for Directors appointed by the Public Service Commission.

1. Table A2 – Salary Structure for Directors.

VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL		
PUBLIC SERVICE COMMISSION – HIGH PERFORMANCE BASED CLASSIFICATION SCALE		
DIRECTOR		
Level	Grade	Salary
DIR 3	DIR 3.3	5,560,500
	DIR 3.2	5,324,100
	DIR 3.1	5,000,400
DIR 2	DIR 2.3	5,324,100
	DIR 2.2	5,000,400
	DIR 2.1	4,682,900
DIR 1	DIR 1.4	4,682,900
	DIR 1.3	4,444,800
	DIR 1.2	4,206,700
	DIR 1.1	3,968,600

2. A public servant when acting Director should be paid the salary of the Director.

*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> January 2018.*

