



**OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL**

**GRT DETERMINATION 12 of 2024**

Notice No. ... of 2024

**PUBLIC SERVICE COMMISSION**

**THE DETERMINATION ON THE JOB CLASSIFICATIONS STANDARDS AND THE SALARY STRUCTURE FOR THE POSITIONS OF NURSES APPOINTED BY OR EMPLOYED BY THE PUBLIC SERVICE COMMISSION.**

This Determination sets out the Job Classification Standards and the salary structure for the Nurses employed by 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.
- 1.2.3 This Determination applies to the positions stated in paragraph 1.2.1 which are assigned to the Career Pathways of the SP10 JobWise® Framework as depicted in Table 1.2 below.

Career Pathways	Bands	Levels	Positions
Leadership	H	L5	Principal Nursing Officer
	G	L4	Nursing Services Manager (NSM)
	F	L3	Assistant NSM
Technical	F	T3	Nurse In Charge OR Clinical Nursing Supervisor
	E	T2	Senior Specialist Nurse OR Senior Nurse Practitioner
	E	T2	Specialist Nurse OR Nurse Practitioner
Operations	E	O5	Senior Registered Nurse
	D	O4	General / Registered Nurse
	D	O4	Intern Nurse
	C	O3	Nurse Aide

### **1.3 Effective Date:**

- 1.3.1 This Determination takes effect as of 1<sup>st</sup> December 2024.
- 1.3.2 This Determination supersedes any earlier decision made on the salary of Nurses.

## **PART 2 – RULES OF APPLICATION OF DETERMINATION FOR NURSES**

### **2.1 Setting the Salary**

- 2.1.1 The Commission shall determine the work value for the position of the Officer stated on section 1.2.1 of this Determination in accordance with the Classification Standards and the Salary Structure set out in PART 4 and PART 5, respectively, of this Determination.
- 2.1.2 In determining the work value of the position specified in section 1.2.1, the Commission is expected to exercise prudent business judgement by applying salaries commensurate with the

responsibilities and accountabilities of the office as depicted by the Job Classification Standards set out in PART 4 of this Determination.

- 2.1.3 A person who holds an office specified on Table 5.1 shall be paid the annual salary as is specified for that office on that table.
- 2.1.4 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.
- 2.1.5 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.
- 2.1.6 A Registered specialist Nurse or Nurse Practitioner with a qualification equivalent to or higher than Vanuatu Qualifications Framework Level 7 shall be paid an annual salary of no less than Grade T NS 5.1 - Vt. 1,818,000.

## **2.2 Adjustment to Salary:**

- 2.2.1 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.
- 2.2.2. A pay increment shall be applied only to a person who has demonstrated, based on established performance standards, an outstanding performance consistently for two (2) consecutive years or more.
- 2.2.3. An increment that is to be applied to grades within a Band shall be subject to a recommendation made by the Head of agency to the Commission for approval and a note of commendation for excellence to the officer.
- 2.2.4 The Commission may promote a Nurse to a position assigned to the Band higher than the officer's current post only, and only if, the officer has met the job requirements contained in the Job Classification Standards relative to that higher Band.
- 2.2.5 The Commission may promote a person specified in section 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 4, which specify the factor descriptors related to that Band.

## **PART 3 – RELATED MATTERS - ALLOWANCES**

### **3.1 Take home pay entitlements:**

- 3.1.1 An officer, as specified in 1.2.1, other than an Intern Nurse and a Nurse Aid, shall be entitled to (i) a Housing Allowance and (ii) a Child Allowance.

3.1.1 The Commission may, in consultation with GRT, implement any additional allowances deemed payable to officers in high level Technical, Operations, and Leadership career pathways.


3.1.2 The details on allowances are presented in GRT Determination 33 of 2024 for Allowances

Signed this 17<sup>th</sup> day of December 2024

  
Saby Natonga  
Chairman

  
REPUBLIC OF VANUATU  
REPUBLICQUE DE VANUATU  
TRIBUNAL DE REVISION

  
Rosemary Leona  
Member

  
Nigel T. Malosu  
Member

Effective as of 1<sup>st</sup> December 2024



**PART 4 - THE JOB CLASSIFICATION STANDARDS TABLES FOR THE NURSES AS ASSIGNED TO LEVELS OF THE LEADERSHIP, TECHNICAL, AND OPERATIONS CAREER PATHWAYS**

**GRT Determination 12 of 2024: The Job Classification Standards Tables for the positions of Nurses as assigned to Band F to Band H and the Leadership career pathway Levels L3 to L5.**

Table H. L5		The Job Classification Standards Table for the positions of Nurses as assigned to Band H and the Leadership pathway Level 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)		Typical L5 Positions
<b>H</b>	<b>L5</b> 456-520	<b>Team Leader:</b> 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.	<b>Education</b>	<b>I. TERTIARY / SPECIALIST</b> 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 Nursing Officer
			<b>Experience</b>	<b>H. SPECIALISED EXPERIENCE</b> 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 10-11 years	
			<b>Complexity</b>	<b>C. DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			<b>Scope</b>	<b>D. MANAGERIAL</b> 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.	
			<b>Problem Solving</b>	<b>D. VARIED</b> 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.	
			<b>Freedom to Act</b>	<b>D. GENERAL INSTRUCTIONS</b> 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.	
			<b>Impact of Decisions</b>	<b>B. IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			<b>Interpersonal Skills</b>	<b>D. INFLUENCE / PERSUADE</b> Considerable contact influencing staff either in a management role requiring sound communication skills or in roles	

			requiring well-developed advisory / consultative / facilitation skills.
		<b>Authority</b>	<b>B. FINANCIAL AUTHORITY (LOW)</b> Authorises minor expenditure from another person's budget
		<b>People Management</b>	<b>C.</b> 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. L4 The Job Classification Standards Table for the positions of Nurses as assigned to Band G and the Leadership pathway Level L4.**

<b>Band</b>	<b>Grade &amp; Score</b>	<b>Jobwise Pathway Descriptor</b>	<b>Leadership Career Pathway Level L4 Factor Descriptors</b> (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		<b>Typical L4 Positions</b>
<b>G</b>	<b>L4</b> 395-455	<b>Supervisor 2:</b> 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.	<b>Education</b>	<b>I. TERTIARY / SPECIALIST</b> 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	<ul style="list-style-type: none"> <li>• Nursing Services Manager (NSM)</li> </ul>
			<b>Experience</b>	<b>G. ADVANCED</b> 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)	
			<b>Complexity</b>	<b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			<b>Scope</b>	<b>C. INFLUENCING/SUPERVISORY</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			<b>Problem Solving</b>	<b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			<b>Freedom to Act</b>	<b>C. PROCEDURES</b> 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.	
			<b>Impact of Decisions</b>	<b>B.</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)	
			<b>Interpersonal Skills</b>	<b>C. ADVICE/ SUPERVISE (MEDIUM)</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	

			<b>Authority</b>	<b>B. FINANCIAL AUTHORITY (LOW)</b> Authorises minor expenditure from another person's budget	
			<b>People Management</b>	<b>B. STAFF RESPONSIBILITY (LOW)</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 F. L3 The Job Classification Standards Table for the positions of Nurses as assigned to Band F and the Leadership pathway Level L3.**

<b>Band</b>	<b>Grade &amp; Score</b>	<b>Jobwise Pathway Descriptor</b>	<b>Leadership Career Pathway Level L3 Factor Descriptors</b> (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		<b>Typical L3 Positions</b>
<b>F</b>	<b>L3</b> 335-394	<b>Supervisor 1:</b> 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.	<b>Education</b>	<b>H. TERTIARY/ DIPLOMA VQF Level 4-6</b> 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	<ul style="list-style-type: none"> <li>Assistant NSM</li> </ul>
			<b>Experience</b>	<b>F. SKILLED EXPERIENCE</b> 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)	
			<b>Complexity</b>	<b>PRACTICAL (LOW)</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement	
			<b>Scope</b>	<b>C. INFLUENCING/SUPERVISORY</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			<b>Problem Solving</b>	<b>C. ROUTINE/VARIED (MEDIUM)</b> Much of the work is routine but problems require reference to precedent and / or extensive interpretation of detailed instructions	
			<b>Freedom to Act</b>	<b>C. PROCEDURES (MEDIUM)</b> 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	
			<b>Impact of Decisions</b>	<b>B. IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			<b>Interpersonal Skills</b>	<b>C. ADVICE/ SUPERVISE (MEDIUM)</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			<b>Authority</b>	<b>A. No authority</b> to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	

			<b>People Management</b>	<b>B. STAFF RESPONSIBILITY (LOW)</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	
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**GRT Determination 12 of 2024: The Job Classification Standards Tables for the positions of the Nurses as assigned to Band E and Band F and the Technical career pathway Levels T2 and T3.**

Table F. T3		The Job Classification Standards Table for positions of the Nurses as assigned to Band F and the Technical pathway Level T3			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T3 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Typical T3 Jobs
<b>F</b>	<b>T3</b> 335-394	<b>First Level Specialist:</b>  First level of Technicians specialisation. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgement. Jobs at this level assess, investigate, analyse and interpret information.	<b>Education</b>	<b>I. TERTIARY / SPECIALIST VQF LEVEL 7</b> 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.	<ul style="list-style-type: none"> <li>• Nurse In Charge</li> <li>• Clinical Nursing Supervisor</li> </ul>
			<b>Experience</b>	<b>G ADVANCED</b> 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 – 8 years' relevant experience)	
			<b>Complexity</b>	<b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			<b>Scope</b>	<b>B. RELATED</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			<b>Problem Solving</b>	<b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			<b>Freedom to Act</b>	<b>B. INSTRUCTIONS</b> 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.	
			<b>Impact of Decisions</b>	<b>A. IMPACT</b> Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatv terms of less than VT 7,000. (the cost of the individual's own time)	
			<b>Interpersonal Skills</b>	<b>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people	
			<b>Authority</b>	<b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.	
			<b>People Management</b>	<b>A 1. 0.</b> 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. T2		The Job Classification Standards Table for positions of the Nurses as assigned to Band E and the Technical pathway Level T2			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T2 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Typical T2 Jobs
<b>E</b>	<b>T2</b> 286-334	<b>Technical / Entry Level Specialist:</b>  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.	<b>Education</b>	<b>I. TERTIARY / SPECIALIST VQF LEVEL 7</b> 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.	<ul style="list-style-type: none"> <li>• Senior Specialist Nurse</li> <li>• Senior Nurse Practitioner</li> <li>• Specialist Nurse</li> <li>• Nurse Practitioner</li> </ul>
			<b>Experience</b>	<b>F. SKILLED</b> 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)	
			<b>Complexity</b>	<b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			<b>Scope</b>	<b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			<b>Problem Solving</b>	<b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			<b>Freedom to Act</b>	<b>B. INSTRUCTIONS</b> 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.	
			<b>Impact of Decisions</b>	<b>A. IMPACT</b> Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatv terms of less than VT 7,000. (the cost of the individual's own time)	
			<b>Interpersonal Skills</b>	<b>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people.	
			<b>Authority</b>	<b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.	
			<b>People Management</b>	<b>A 1. 0.</b> 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.	

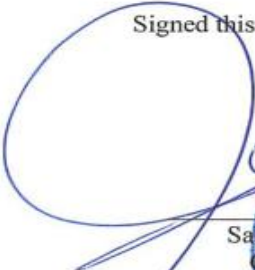

**GRT Determination 12 of 2024: The Job Classification Standards Tables for the positions of the Nurses as assigned to Band C to Band E and the Operations career pathway Levels O3 to O5.**

Table E. O5		The Job Classification Standards Table for the positions of Nurses as assigned to Band E and the Operations pathway Level 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)		Typical O5 Positions
<b>E</b>	<b>O5</b> 286-334	<b>Technician 1:</b> 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	<b>Education</b>	<b>H. TERTIARY / DIPLOMA</b> 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	• Senior Registered Nurse
			<b>Experience</b>	<b>E. PROFICIENT</b> 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)	
			<b>Complexity</b>	<b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			<b>Scope</b>	<b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			<b>Problem Solving</b>	<b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			<b>Freedom to Act</b>	<b>C. PROCEDURES</b> 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.	
			<b>Impact of Decisions</b>	<b>A. Impact</b> Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.	
			<b>Interpersonal Skills</b>	<b>B-Relate</b> Discuss work with employees and communicates information to others.	
			<b>Authority</b>	<b>A.</b> 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.	
<b>People Management</b>	<b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)				

Table D. O4		The Job Classification Standards Table for the positions of the Nurses as assigned to Band D and the Operations pathway Level 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)		Typical O4 Positions
<b>D</b>	<b>O4</b> 236-285	<b>Trades 2:</b> 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.	<b>Education</b>	<b>H. TERTIARY / DIPLOMA</b> 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	<ul style="list-style-type: none"> <li>• General/ Registered Nurse</li> <li>• Intern Nurse</li> </ul>
			<b>Experience</b>	<b>D. SEMI ROUTINE</b> 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)	
			<b>Complexity</b>	<b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			<b>Scope</b>	<b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			<b>Problem Solving</b>	<b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			<b>Freedom to Act</b>	<b>C.PROCEDURES</b> 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.	
			<b>Impact of Decisions</b>	<b>IMPACT A 1.</b> 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)	
			<b>Interpersonal Skills</b>	<b>B. RELATE</b> Discusses work with employees and communicates information to other people.	
			<b>Authority</b>	<b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.	
			<b>People Management</b>	<b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. O3		The Job Classification Standards Table for the positions of the Nurses as assigned to Band C and the Operations pathway Level 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)		Typical O3 Positions
C	O3 191-235	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	<b>G. SECONDARY / VOCATIONAL</b> 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	• Nurse Aid
			Experience	<b>C. ROUTINE</b> 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>B. Practical</b> The application of practical skills or acquired knowledge to undertake define activities.	
			Scope	<b>B. Related</b> Supervision of others not required but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	<b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	<b>B. Instructions</b> 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	<b>IMPACT A 1.</b> 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>B. RELATE</b> Discusses work with employees and communicates information to other people.	
			Authority	<b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.	
People Management	<b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)				


Signed this 17<sup>th</sup> day of December 2024

Saby Natonga  
Chairman



Rosemary Leona  
Member



Nigel T. Malosu  
Member

Effective as of 1<sup>st</sup> December 2024



## PART 5 - SALARY STRUCTURE FOR ALL POSITIONS OF NURSES

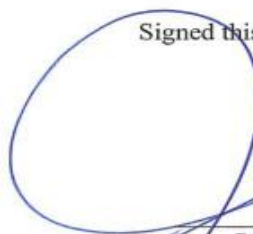
[GRT Determination 12 of 2024: The salary structure for the positions of nurses as assigned to Leadership (Level L3 – Level L5), Technical (Level T2 – Level T3), and Operations (Level O3 – Level O5) career pathways.]


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

**Table 5.1 – Salary Structure payable to a Nurse.**

VANUATU GOVERNMENT – GOVERNMENT REMUNERATION TRIBUNAL						
PUBLIC SERVICE COMMISSION						
PERFORMANCE-BASED SALARY STRUCTURE						
NURSE CAREER PATHWAY				ANNUAL SALARY		
POSITION	VQF LEVEL	BAND/ LEVEL	GRADE	Minimum 1	Midpoint 2	Maximum 3
Principal Nursing Officer	9	H L5	L NS 10	3,350,000	3,397,000	3,453,000
Nursing Services Manager (NSM)	9	G L4	L NS 9	2,893,000	2,949,000	3,005,000
Assistant NSM	8	F L3	L NS 8	2,558,000	2,614,000	2,670,000
Nurse In Charge OR Clinical Nursing Supervisor	8	F T3	T NS 7	2,213,000	2,312,000	2,510,000
Senior Specialist Nurse OR Senior Nurse Practitioner	7	E T2	T NS 6	2,000,000	2,015,000	2,114,000
Specialist Nurse OR Nurse Practitioner	7	E T2	T NS 5	1,818,000	1,917,000	1,930,000
Senior Registered Nurse	6	E O5	O NS 4	1,615,000	1,702,000	1,788,000
General / Registered Nurse	5	D O4	O NS 3	1,420,000	1,480,000	1,550,000
Intern Nurse	5	D O4	O NS 2	1,250,000	1,321,000	1,378,000
Nurse Aide	4	C O3	O NS 1	855,000	1,001,000	1,050,000

Signed this 17<sup>th</sup> day of December 2024

  
Saby Natonga  
Chairman

  
Rosemary Leona  
Member

  
Nigel T. Malosu  
Member

Effective as of 1<sup>st</sup> December 2024