



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 31 OF 2024

Notice No.... of 2024

PUBLIC SERVICE COMMISSION & STATUTORY EMPLOYING BODIES

THE GRT DETERMINATION ON THE JOB CLASSIFICATION STANDARDS AND THE SALARY STRUCTURE FOR THE POSITIONS OF THE CHIEF EXECUTIVE OFFICERS OF STATUTORY BODIES, STATUTORY CORPORATIONS, AND STATE-OWNED ENTERPRISES.

This Determination sets out the Job Classification Standards and the Salary Structure for the positions of Chief Executive Officers of statutory entities, statutory corporations, and State-owned Enterprises. 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 the employing bodies in the administration of this Determination.

1.2 Application:

1.2.1 The Determination applies to the positions of Chief Executive Officers (CEOs) employed by the Public Service Commission and other employing bodies.

1.2.2 This Determination may apply to Chief Executive Officers appointed by a Statutory Body, Statutory Corporation, State-Owned Enterprise or a wholly owned subsidiary company of the Government.

1.2.3 This Determination may also apply to any positions which a government employing body deems comparable in job value to the position of Chief Executive Officer.

1.2.4 The Determination categorizes the Chief Executive Officers stated in 1.2.1, 1.2.2, and 1.2.3 in three (3) classes according to the size of organization as depicted on Table 1.2 below.

1.2.5 In accordance with Section 25 of the GRT Act, and where applicable, the Employment Contract of the holder of a position of CEO will be taken to have been modified to conform to this Determination.

1.2.6 The Determination assigns the positions specified in paragraphs 1.2.1, 1.2.2, and 1.2.3 to the Leadership career pathway, Levels L6 Band I, L7 Band J, L8 Band K of the SP10 Jobwise® Framework as depicted on Table 1.2.

Table 1.2	Career Pathway and Categories of CEOs			
Career Pathway	Band	Level	Organization size	Class
Leadership	K	L8 (upper)	Large (41 and above Staff)	CEO 3
	K	L8 (lower)	Big (30 to 40 Staff)	CEO 2
	J	L7	Medium (11 to 29 Staff)	CEO 1
	I	L6	Small (up to 10 Staff)	CEO 1

1.2.7 The Determination specifies allowances entitlement in PART 3, which shall apply differentially to the three (3) categories of Chief Executive Officers depicted on Table 1.2.

1.3 Effective date:

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

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 Chief Executive Officers appointed by the Public Service Commission and other employing bodies.

PART 2. THE RULES OF APPLICATION AND RELATED MATTERS

2.1 Setting the Salary

- 2.1.1** The employing body shall determine the work value or increment or promotion or allowance for the positions stated in PART 1 paragraphs 1.2.1, 1.2.2, and 1.2.3 in accordance with the Job Classification Standards set out in PART 4 Table K.L8, Table J.L7, and Table I.L6.
- 2.1.2** A new person appointed to a position of Chief Executive Officer of a particular Class as depicted in PART 1 Table 1.2, shall be paid the starting salary determined for that Class as specified in PART 5 - Salary Structure.
- 2.1.3** The starting or minimum annual salary for a person appointed to a position of Chief Executive Officer of Class CEO 1 shall be CEO 1.1 – VT 4,291,000, and the maximum shall be CEO 1.6 – VT 4,850,000.
- 2.1.4** The starting or minimum annual salary for a person appointed to a position of Chief Executive Officer of Class CEO 2 shall be CEO 2.1 – VT 5,390,000, and the maximum shall be CEO 2.3 – VT 5,904,120.
- 2.1.5** The starting or minimum annual salary for a person appointed to a position of Chief Executive Officer of Class CEO 3 shall be CEO 3.1 – VT 6,161,200, and the maximum shall be CEO 3.3 – VT 6,675,300.
- 2.1.6** A person appointed to a CEO position classified under Class CEO 1 or CEO 2 or CEO 3 shall not be paid beyond the maximum salary set for that Class.
- 2.1.7** The Commission is expected to exercise prudent business judgement and assign pay grades based on merit, commensurate with performance outcomes, and the responsibilities and accountabilities of the office.

2.2 Adjustment to Salary:

- 2.2.1** An adjustment to salary shall be made in accordance with a reliable performance management system and requirements, and according to the terms and condition of employment.
- 2.2.2** A salary increment may be administered for the positions stated on PART 1, paragraphs 1.2.1, 1.2.2, and 1.2.3 only if the employee consistently demonstrates high performance for two (2) consecutive years or more.
- 2.2.3** The GRT expects the employing bodies to exercise its legal authority and shall employ all necessary means and discipline to ensure an employee who has received an increment so continues to show high performance.

2.3. Acting

- 2.3.1** An employee, when acting in the position under CEO 1 or CEO 2 or CEO 3 Class shall be paid according to the starting annual salary set for that substantive position relating to that particular Class.

PART 3 – ALLOWANCES.

3.1 Allowances for the positions of Classes CEO 2 & CEO 3.

The following allowances are to be paid to Chief Executive Officers classified as CEO 2 and CEO 3 according to the categories designated in PART 1 Table 1.2.

3.1.1 The employing body may pay the allowances depicted in Table 3.1 to the position of Chief Executive Officer placed in Class CEO 2 and Class CEO 3 categories, but not more than the set ceiling or maximum amount.

Table 3.1 – Allowances	
Types of Allowances	Maximum (Ceiling)/ Monthly (VT)
Housing	60,000
Child	20,000
Telephone	8,000

3.1.2. Fuel Allowance

The Employing body may pay the employee a monthly fuel allowance of any amount directly on government vehicle held by the employee but not more than 35,000vt per month. In the event the employee uses personal vehicle to conduct official duties, the employer may pay a monthly fuel allowance of not more than 22,000vt.

3.1.3 Accommodation

The employee is entitled to a reasonably furnished Government house. If a government house is not available, the employer shall be responsible to accommodate the Employee at a house that is similar standard to a Government furnished house but at rental fee of not more than 100,000vt per month, inclusive of rent tax and in accordance to tender procurement procedures. In the case where an employee stays at their own house, the employer may pay any allowance rate but not more than 60,000 VT as monthly ceiling.

3.1.4 Child Allowance

The Board shall pay child allowance for children under 18 years of age according to policies for each child. For more than three (3) children, the monthly total amount must be paid promotionally per child, but not be more than the maximum amount specified under Table 3.1.

3.1.5 Telephone Allowance

The employing body may pay a telephone allowance to the employee of not more than 8,000vt a month.

3.1.6 Establishment Allowance

In the case where a government house is provided, the employee is entitled to a one-off establishment allowance not more than twenty-five thousand vatu (25,000vt.), payable on commencement of the employment contract, for purpose of assisting the employee with the immediate costs of installation and rental of a telephone line, telephone, and internet connection at his or her residence.

3.1.7 End of contract entitlements

The employee shall be entitled to a severance allowance calculated at the rate of two (2) months remuneration for every year of the performance of the contract of employment.

3.2. Allowances for the positions of Class CEO 1

The following allowances shall be paid to the Chief Executive Officers classified as Class CEO 1 according to the categories designated in PART 1 Table 1.2

3.2.1 Type of Allowances

The Commission may administer the allowances listed below to the position of Chief Executive Officer Class CEO 1:

- (i) Child or Family allowance
- (ii) Housing allowance

3.2.1 Maximum Allowances

The allowances specified in 3.2.1 shall not be paid above the maximum amounts as specified below:

Types of Allowance	Maximum (Monthly)
Child allowance	20,000
Housing allowance	30,000

3.2.2 The employing body shall pay child allowance for children under 18 years of age according to policies for each child. For more than three (3) children, the monthly total amount must be paid promotionally per child, but not be more than the maximum amount specified under paragraph 3.2.1.

3.2.3 Other Allowances

Subject to formal approval by the Tribunal, the employing bodies may administer other types of allowances deemed payable to the position of Chief Executive Officers placed under CEO 1 category.

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel Malosu
Member

Effective as of date of determination

PART 4. THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF CHIEF EXECUTIVE OFFICERS

[GRT Determination 31 of 2024: The Job Classification Standards Tables for the positions of Chief Executive Officers as assigned to the Leadership career pathway Levels L6 Band I, L7 Band J, & L8 Band K.]

Table K. L8		The Job Classification Standards Table for the positions of the Chief Executive Officer as assigned to Class CEO 2 and CEO 3, Band K and Leadership career pathway Level L8.			
Band	Level & Score	Jobwise Pathway Descriptor	Leadership Pathway Level 8 Factor Descriptors (Jobs requiring varied degree of leadership, supervision of people, power, and oversight of general management functions)		Typical L8 Jobs
K	L8 676-773	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	CEO, Agriculture College
			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 of 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 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	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 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 J. L7		The Job Classification Standards Table for the positions of the Chief Executive Officers as assigned to Class CEO 1, Band J and Leadership career pathway Level L7.			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Pathway Level 7 Factor Descriptors (Jobs requiring varied degree of leadership, supervision of people, power, and oversight of general management functions)		Typical L7 Positions
J	L7 592-675	Section Leader: Responsible for managing a section part of a division/ department, where effective utilization of staff is important and impact on stakeholder satisfaction is significant. Staff will include technical specialists and	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	Land Ombudsman Valuer General Secretary General, Citizenship CEO, Land Transport
			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 14-15 years	
			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	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	


		programme/ Project roles, managed directly or through team leaders		organisation.	
			Problem Solving	D. VARIED Problems are varied and the solution requires research though diverse and perhaps contradictory ceases. 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	C. Impact Direct Impact of a single discretionary decision causes significant impact, which can be expressed in vatu terms of thousands 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. Authorises minor expenditure from another person's budget.	
			People Management	C. 1 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 I. L6		The Job Classification Standards Table for the positions of Chief Executive Officer of Category Class CEO 1, as assigned to Band I and the Leadership career pathway Level L6			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Pathway Level L6 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Typical L6 Positions
I	L6 521- 591	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	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	
			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. 12-13years	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	

	implemented. Manages and monitors work and associated budgets.	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

Signed this 17th day of December, 2024.


Saby Natonga
Chairman


Rosemary Leona
Member


Nigel Malosu
Member

Effective as of date of determination.



PART 5. THE SALARY STRUCTURE FOR THE POSITIONS OF CHIEF EXECUTIVE OFFICERS

[GRT Determination 31 of 2024: The Salary Structure Table for the positions of Chief Executive Officers as assigned to the Leadership career pathway Levels L8 Band K, L7 Band J, and L6 Band I.]

GRT Determination 7 of 2024:						
Table 5.1 – The Salary Structure Table for the positions of Chief Executive Officers (CEOs) of Statutory bodies, Statutory Corporations, and State-Owned Enterprises.						
VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL						
PERFORMANCE-BASED SALARY STRUCTURE						
CHIEF EXECUTIVE OFFICER						
Band	Score	Class	Level	Grade	Annual Salary	Range
K	773	CEO 3	L8	CEO 3.3	6,675,300	Maximum
	762			CEO 3.2	6,418,250	
	752			CEO 3.1	6,161,200	Maximum
	740	CEO 2	L8	CEO 2.3	5,904,120	Maximum
	730			CEO 2.2	5,647,000	
	719			CEO 2.1	5,390,000	Minimum
J						
	708	CEO 1	L7	CEO 1.6	4,850,000	Maximum
	698			CEO 1.5	4,794,100	
	687			CEO 1.4	4,738,160	
	676			CEO 1.3	4,682,250	
I			L6	CEO 1.2	4,347,000	
		591		CEO 1.1	4,291,000	Minimum
	583					

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel Malosu
Member

Effective as of date of determination.