



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 9 of 2024

Notice No. of 2024

PUBLIC SERVICE COMMISSION

THE GRT DETERMINATION ON THE JOB CLASSIFICATION STANDARDS AND THE SALARY STRUCTURE FOR THE POSITIONS OF MEDICAL OFFICERS EMPLOYED BY THE PUBLIC SERVICE COMMISSION.

This Determination sets out the Job Classification Standards and the salary structure for the positions of Medical Officers 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 positions of persons appointed as Medical Officers by the Public Service Commission.

1.2.2 This Determination does not apply to positions of any other Health services staff employed by the Commission, except those stated in paragraph 1.2.1.

1.2.3 No other person should be accorded the salary stated on this Determination other than those persons stated in paragraph 1.2.1 and the positions specified in paragraph 1.2.4 and Table 1.2.

1.2.4 This Determination applies to positions specified in paragraph 1.2.1 which are assigned to the Career Pathways of the SP10 JobWise® Framework as depicted in the Table 1.2 below:

Career Pathways	Bands	Levels	Positions
Leadership	K	L8	Superintendent
	J	L7	Head of Department
Technical	J	T7	Specialist (Contract)
	I	T6	Senior Consultant
	H	T5	Consultant
	G	T4	Senior Registrar
	F	T3	Registrar
	F	T3	Medical Officer
E	T2	Intern	

1.2.5 The GRT assigns the highest level of the Technical career pathway, T7, Band J, exclusively for leading specialist in particular clinical area employed under fixed-term contract of employment by the Public Service Commission.

1.2.6 The details for determination on appointment to the positions of Technical career pathway, T7, is provided in GRT Determination 25 of 2024.

1.3 Effective Date:

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

- 1.3.2 This Determination supersedes any earlier decision made on the salary of Medical Officers.

PART 2 – THE RULES FOR APPLICATION OF DETERMINATION FOR MEDICAL OFFICERS

2.1 Setting the Salary

- 2.1.1 The Commission shall determine the work value for the position of the Officers stated on PART 1, paragraph 1.2.1, of this Determination in accordance with the Job Classification Standards set out in PART 4 and the Salary Structure set out in PART 5 of this Determination.
- 2.1.2 In determining the work value of the position specified in paragraph 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 a position specified in PART 1 Table 1.2 and also in PART 5 Table 5.1 shall be paid the annual salary as is specified for that office on the table.
- 2.1.4 An officer, other than an Intern, 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 as indicated in PART 1 Table 1.2.
- 2.1.6 Pursuant to PART 1 paragraph 1.2.4, and in consideration of the Job Classification Standards Table J. T7 set out in PART 4, the Commission shall apply the salary of the highest level of the Technical career pathway, T7, Band J, exclusively to persons of Leading Specialist caliber employed on a fixed-term contract.

2.2 Adjustment to Salary

- 2.2.1 Adjustment to salary shall be made in accordance with established performance guidelines, grading system, and within the ability of the Commission to pay for the upward adjustments.
- 2.2.2. A pay increment shall apply only to a person who has demonstrated, based on established and reliable performance standards, an outstanding performance consistently for two (2) consecutive years or more.

2.2.3. An increment 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 person specified in paragraph 1.2.1 to a position assigned to the Band higher than officer's current post, only, and only if that Officer has met the job requirements contained in the Job Classification Standards table, as set out in PART 4, corresponding each Band.

2.2.5 The Commission shall exercise prudent judgement to ensure officers whom it promotes or moves from one Band to another other, or from one career pathway to another, or from one level to another, do meet the job requirements contained in relevant Job Classification Standards tables set out in PART 4.

PART 3 – RELATED MATTERS - ALLOWANCES

3.1 Take home pay entitlements:

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

3.1.2 The Commission may, in consultation with GRT, implement any other allowances deemed payable to persons in positions stated in PART 5 Table 5.1 of the Determination.

3.1.3 The details on employee allowances, pursuant to paragraph 3.1.1, are provided in the GRT Determination 33 of 2024.

Signed this 17th day of December, 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of date of détermination.

**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

OFFICE OF THE GOVERNMENT
REMUNERATION TRIBUNAL
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**PART 4 – THE JOB CLASSIFICATION STANDARDS TABLES FOR THE
POSITIONS OF MEDICAL OFFICERS AS ASSIGNED TO THE
LEADERSHIP AND TECHNICAL CAREER PATHWAYS.**

**[GRT Determination 9 of 2024: The Job Classification Standards Tables for the positions of the
Medical Officers as assigned to the Leadership career pathway Band J and Band K, Levels
L7 & Level L8, and the Technical career pathway Band E to J, Levels T2 – T7]**

Table K. L8		The Job Classification Standards Table for the positions of the Medical Officers as assigned to Band K and the Leadership 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)	
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	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
			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	

		expertise.		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 Medical Officers as assigned to Band J and the Leadership 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)	
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 programme/ Project roles, managed directly or	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 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 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

		through team leaders		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 J. T7		The Job Classification Standards Table for the positions of the Medical Officers as assigned to Band J and the Technical pathway Level T7		
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T7 Factor Descriptors (Most advanced specialist and subject matter expert in specialised discipline, with deep understanding and broad knowledge and experience, capable of making significant impacts by applying advanced theories and innovative approaches to solve challenging problems)	
J	T7 592-675	Leading Expert: Few stand-alone roles score at this level. They will be the organisation's most advanced specialists – the “subject matter experts” in a significant area of concern for the organisation. Jobholders in these roles will apply advanced specialised or technical principals,	Education	J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialised 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. - VQF 9-10
			Experience	I. UNIQUE/EXTENSIVE The Job requires highly specialised experience in a specific area gathered over a significant length of time. Recognised as the expert on subject both within and outside 15-20 yrs.
			Complexity	E. COMPLEX High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonise and motivate
			Scope	E. CORPORATE Functional responsibility at a corporate level, involving the central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures
			Problem Solving	F. EVALUATIVE Little routine work is involved. Problems are primarily of a strategic nature requiring analysis and the evaluation of several alternative solutions. Guidelines may provide a general framework, but considerable judgement and initiative are required to find the best possible solution.
			Freedom to Act	F. GENERAL GUIDANCE Minimal guidance is provided. The jobholder plans the activities of the organisation or major division in line with the overall strategic objectives of the organisation or corporation.

	theories and concepts to resolve unusually complex technical problems	Impact of Decisions	B. Direct impact of a single discretionary decision causes significant impact, which can be expressed in vatu terms of thousands of vatu.
		Interpersonal skills	E. RESOLVE / SHAPE Extensive contact at a senior level requiring high level communication skills (e.g., mediating, advocating, counselling, negotiating) on sensitive, difficult and complex issues.
		Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
		People Management	A 1. 0. 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 I. T6 The Job Classification Standard Table for the positions of the Medical Officers as assigned to Band I and the Technical pathway Level T6

Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T6 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)	
I	T6 521-591	Advanced Specialist: Jobs at this level are likely to provide a specialised technical service at expert level, developing solutions to highly complex problems requiring a complete understanding of practices, techniques, concepts and theoretical principles from the relevant discipline	Education	J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. – VQF Level 9
			Experience	H. SPECIALISED 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; 12-15 Years
			Complexity	E. COMPLEX High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonise and motivate all or major sections of a large and diverse organisation.
			Scope	C INFLUENCING / SUPERVISORY Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes.
			Problem Solving	D. VARIED Problems are varied and the solution requires research through diverse and perhaps contradictory cases. 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	E. GUIDANCE The jobholder is expected to work with a large degree of independence within the organisation's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.

			Impact of Decisions	A. IMPACT 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	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	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
			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.

Table H. T5		The Job Classification Standards Table for the positions of the Medical Officers as assigned to Band H and the Technical pathway Level T5		
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T5 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)	
H	T5 335-394	Senior Level Specialist: Jobs at this level provide a specialised technical service, developing solutions to varied and complex problems. Analytical and creative reasoning required to explore alternative options and formulate solutions. Requires sound understanding of practise, techniques,	Education	J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. - VQF Level 8
			Experience	H. SPECIALISED 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; 10-11 Years.
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency
			Scope	C. INFLUENCING / SUPERVISORY Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organisation, in order to achieve significant outcomes.
			Problem Solving	D. VARIED Problems are varied and the solution requires research through diverse and perhaps contradictory cases. 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	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.

	concepts and theoretical principals from relevant discipline	Impact of Decisions	A. IMPACT 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	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	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
		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.

Table G. T4		The Job Classification Standards Table for the positions of the Medical Officers as assigned to Band G and the Technical pathway Level T4		
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T4 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)	
G	T4 395-455	Mid-Level Specialist: Jobs at this level are likely to provide independent specialised technical service requiring general application of practices, techniques, concepts and theoretical principals from the relevant discipline. They will develop solutions to variety of problems of moderate scope and complexity	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. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret. - VQF Level 7- 8
			Experience	G. ADVANCED 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. (9 – 10 years' relevant experience)
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.
			Scope	B. RELATED Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.
			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	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	A. IMPACT 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	C. ADVISE / SUPERVISE Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.
			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
			People Management	A 1. 0. 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.


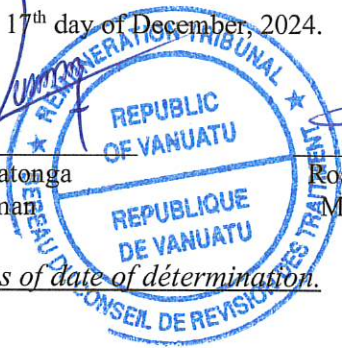
Table F. T3		The Job Classification Standards Table for the positions of the Medical Officers as assigned to Band F and the Technical pathway Level T3		
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T3 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)	
F	T3 335-394	First Level Specialist: 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.	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. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret. - VQF Level 7
			Experience	G ADVANCED 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)
			Complexity	B. PRACTICAL The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.
			Scope	B. RELATED Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.
			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	B. INSTRUCTIONS 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.
			Impact of Decisions	A. IMPACT 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. RELATE (HIGH) Discusses work with employee and communicates information to other people
			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
			People Management	A 1. 0. 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 the positions of the Medical Officers as assigned to Band E and the Technical pathway Level T2		
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Pathway Level T2 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)	
E	T2 286-334	Technical / Entry Level Specialist: 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.	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. 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. VQF Level 7
			Experience	F. SKILLED 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)
			Complexity	B. PRACTICAL The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.
			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	B. INSTRUCTIONS 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.
			Impact of Decisions	A. IMPACT 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. RELATE (HIGH) Discusses work with employee and communicates information to other people.
			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
			People Management	A 1. 0. 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.
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Signed this 17th day of December, 2024.

Sabi Natonga
Chairman



Rosemay Leona
Member



Nigel T. Malosu
Member

Effective as of date of détermination.



PART 5 - THE SALARY STRUCTURE FOR THE POSITIONS OF MEDICAL OFFICERS.

[GRT Determination 9 of 2024: The Salary Structure Table for the positions of the Medical Officers as assigned to the Leadership career pathway Band J and Band K, Levels L7 & Level L8, and the Technical career pathway Band E to J, Levels T2 – T7]

GRT Determination 9 of 2024:

Table 5.1 – The Annual Salary for the Medical Officers and the Medical Practitioners.

VANUATU GOVERNMENT – GOVERNMENT REMUNERATION TRIBUNAL PUBLIC SERVICE COMMISSION						
PERFORMANCE-BASED SALARY STRUCTURE						
CAREER PATHWAY FOR THE MEDICAL OFFICERS AND THE MEDICAL PRACTITIONERS				ANNUAL SALARY		
				Minimum	Midpoint	Maximum
POSITION	VQF LEVEL	BAND / LEVEL	GRADE	1	2	3
Specialist (Contract)	10	J T7	T MC 9	6,197,000	7,200,000	7,700,000
Superintendent	9	K L8	L MO 8	6,161,000	6,418,000	6,932,000
Senior Consultant	9	I T6	T MO 7	4,834,000	5,288,000	5,590,000
Head of Department	9	J L7	L MO 6	4,739,000,	4,795,000	4,850,000
Consultant	9	H T5	T MO 5	3,613,000	3,924,000	4,378,000
Senior Registrar	8	G T4	T MO 4	3,211,000	3,324,000	3,414,000
Registrar	7	F T3	T MO 3	2,855,000	2,954,000	3,035,000
Medical Officer	7	F T3	T MO 2	2,639,000	2,639,000	2,639,000
Intern	7	E T2	T MO 1	2,440,000	2,440,000	2,440,000

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of date of determination.