



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 11 of 2024

Notice No. of 2024

PUBLIC SERVICE COMMISSION

THE DETERMINATION ON THE JOB CLASSIFICATION STANDARDS AND THE SALARY STRUCTURE FOR THE POSITIONS OF ALLIED HEALTH OFFICERS APPOINTED BY OR EMPLOYED BY THE PUBLIC SERVICE COMMISSION.

This Determination sets out the Job Classification Standards and the salary structure for the positions of Allied Officers under 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 Allied Health Officers.
- 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 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.
- 1.2.4 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 the Table 1.2 below:

Career Pathways	Band	Levels	Positions
Leadership	I	L6	Manager Allied Services
	H	L5	Principal Officer
Technical	G	T4	Officer-In-Charge
	F	T3	Section Head
	E	T2	Senior Registered Health Practitioner
	E	T2	Registered Health Practitioner
Operations	E	O5	Intern

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 Allied Health Officers.

PART 2 – RULES FOR APPLICATION OF DETERMINATION FOR POSITIONS OF ALLIED HEALTH OFFICERS

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 PART 5 Table 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, 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.

2.2 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 apply 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 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 shall promote a person specified in section 1.2.1 to a position assigned to the next 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 corresponding to that higher Band.
- 2.2.5 The Commission shall exercise prudent judgement to ensure officers whom it promotes or moves from one Band to the other, or from one career pathway to another, or from one pathway level to another, do meet the job requirements contained in relevant Job Classification Standards tables set out in PART 4.

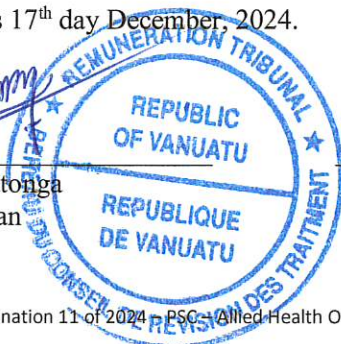
PART 3 – RELATED MATTERS - ALLOWANCES

3.1 Take home pay entitlements:

- 3.1.1 An officer, as specified in 1.2.1, other than an Intern, shall be entitled to (i) a Housing Allowance and (ii) a Child Allowance.
- 3.1.1 The Commission may implement any other allowances deemed payable to officers in high level Technical and Leadership career pathways.
- 3.1.2 The details on allowances are presented in GRT Determination 33 of 2024 on the Allowances.

Signed this 17th day December, 2024.

Saby Natonga
Chairman



Rosemary Leona
Member

Nigel T. Malosu
Member

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REPUPLIC OF VANUATU**

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**PART 4 – THE JOB CLASSIFICATION STANDARDS TABLES FOR POSITIONS
OF ALLIED HEALTH OFFICERS**

[GRT Determination 11 of 2024: The Job Classification Standards Tables for the positions of Allied Health Officers as assigned to the Leadership (Level L5 & Level L6), Technical (Level T2 – Level T4), and Operations (Level O5) career pathways of the Public Service Commission.]

Table I. L6		The Job Classification Standards Table for the positions of Allied Health Officers as assigned to Band I and the Leadership pathway Level L6			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L6 Factor Descriptors (Jobs requiring varied degree of leadership, supervision of people, power, and oversight of general management functions)		Typical L6 Jobs
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 implemented. Manages and monitors work and associated budgets.	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	• Manager Allied Services
			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.	
			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	
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Table H. L5		The Job Classification Standards Table for the positions of Allied Health Officers 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 leadership, supervision of people, power, and oversight of general management functions)		Typical L5 Jobs
H	L5 456-520	Team Leader: 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.	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	• Principal Officer
			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 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	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 through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, level needs 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	B. IMPACT Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds 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 (LOW) Authorises minor expenditure from another person's budget	
			People Management	C. 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.	

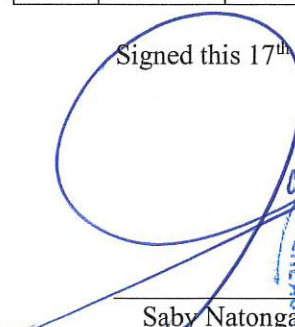
Table G. T4		The Job Classification Standards Table for the positions of Allied Health Officers as assigned to Band G and the Technical pathway Level T4			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T4 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Typical T4 Jobs
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	• Officer-In-Charge
			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.	

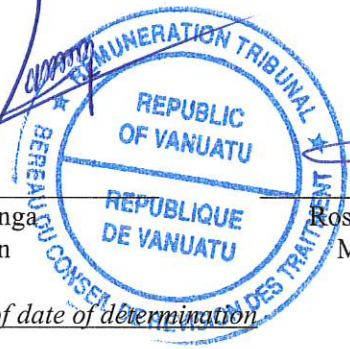
Table F. T3		The Job Classification Standards Table for the positions of Allied Health Officers as assigned to Band F and the Technical pathway Level T3			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T3 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Typical T3 Jobs
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	<ul style="list-style-type: none"> Section Head
			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.	

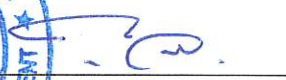
Table E. T2		The Job Classification Standards Table for the positions of Allied Health Officers as assigned to Band E and the Technical pathway Level T2			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T2 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Typical T2 Jobs
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	<ul style="list-style-type: none"> • Senior Registered Health Practitioner • Registered Health Practitioner
			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 vat 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. O5		The Job Classification Standards Table for the positions of Allied Health Officers 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 Jobs
E	O5 286-334	Technician 1: 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	Education	H. TERTIARY / DIPLOMA 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	• Nurse Aid
			Experience	E. PROFICIENT 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)	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, 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	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	A. Impact Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget	
			Interpersonal Skills	B-Relate Discuss work with employees and communicates information to others	
			Authority	A. 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.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day December, 2024.


 Saby Natonga
 Chairman




 Rosemary Leona
 Member


 Nigel T. Malosu
 Member

Effective as of date of determination



PART 5 – THE SALARY STRUCTURE FOR THE POSITIONS OF ALLIED HEALTH OFFICERS.

[GRT Determination 11 of 2024: The Job Classification Standards Tables for the positions of Allied Health Officers as assigned to the Leadership (Level L5 & Level L6), Technical (Level T2 – Level T4), and Operations (Level O5) career pathways of the Public Service Commission.]

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

Table 5.1 – Annual Salary payable to a position of Allied Health Officer.

VANUATU GOVERNMENT – GOVERNMENT REMUNERATION TRIBUNAL						
PUBLIC SERVICE COMMISSION						
PERFORMANCE BASED SALARY STRUCTURE						
CAREER PATHWAY FOR AN ALLIED HEALTH OFFICER				Annual salary		
				Minimum	Midpoint	Maximum
POSITION	VQF LEVEL	BAND/ LEVEL	Grade	1	2	3
Manager Allied services	9	I L6	L HO 7	3,900,000	3,956,000	4,012,000
Principal Officer	9	H L5	L HO 6	3,397,000	3,453,000	3,621,000
Officer-In-Charge	9	G T4	T HO 5	2,740,000	2,855,000	2,954,000
Section Head	8	F T3	T HO 4	2,410,000	2,509,000	2,608,000
Senior Registered Health Practitioner	7	E T2	T HO 3	2,015,000	2,114,000	2,213,000
Registered Health Practitioner	7	E T2	T HO 2	1,875,000	1,875,000	1,875,000
Intern	7	E O5	O HO 1	1,787,000	1,787,000	1,787,000

Signed this 17th day December, 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of date of determination