



DETAMINESEN 18 blong 2017 – DETAMINESEN LONG KLASIFIKEISEN BLONG SALARI BLONG OL MAN WE TIJING SEVIS KOMISEN I APOENTEM OLGETA OLSEM TIJA LONG SKUL SEKTA.

Detaminesen ia i tokbaot salari blong ol man we Tijing Sevis Komisen i apoentem olgeta olsem Tija long Skul Sekta. Hemi inkludim:

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PAT 1 – BIGFALA LUKLUK

1.1 Paoa:

- 1.1.1 Detaminesen ia i kamaot folem seksen 13(1) blong Gavman Remunereisen Traebunol Akt blong 1998 (CAP 250)
- 1.1.2 Traebunol i save givimaot ol gaedens not sam samtaem blong asistim Emploea we i risponsibol long administresen blong Detaminesen ia.

1.2 Hemi aplae long huia:

- 1.2.1 Detaminesen ia i aplae long ol man we Tijing Sevis Komisen i emploem olgeta olsem Tija long Skul Sekta.
- 1.2.2 Detaminesen ia i save aplae long ol man we Tijing Sevis Komisen i emploem olgeta olsem ol Lekja, Tuta, Tija o Trena long Post-Skul Edukeisen mo Trening Sekta.
- 1.2.3 I nogat nara man we oli shud awodem long olgeta salari we oli statem long Detaminesen ia be ol man ia nomo we oli statem olgeta long seksen 1.2.1 mo 1.2.2 blong Detaminesen ia.

1.3 Deit we i stat:

- 1.3.1 Detaminesen ia i shud kam efektif stat long namba 1 Januari 2018.
- 1.3.2 Taem we Detaminesen ia i stat, hemi shud tekem ples mo kanselem eni detaminesen o desisen we oli mekem long salari blong ol Tija long Skul Sekta.
- 1.3.3 Taem we detaminesen ia i stat, hemi shud tekem ples mo kanselem eni detaminesen o desisen we oli mekem long alawens we oli pem long ol man we oli holem olgeta posisen blong Prinsipol o Deputi Prinsipol.

1.3.4 PAT 2 – KLASIFIKEISEN BLONG SALARI BLONG OL TIJA

- 2.1 Wan man we rikwae kwalifikeisen mo tijing eksperiens we oli spesifaem long Tebol A1 o tebol 1B oli shud pem hem long anuol salari we oli spesifaem long olgeta Tebol.
- 2.2 Ij greid i setem maksimam salari we oli pem from kwalifikeisen level we hemi folem namba blong yia blong tijing eksperiens.
- 2.3 I nogat wan tija we oli shud pem hem bitim 1 salari long eni taem anda long eni provisen blong tebol 1A mo Tebol 1B mo sipos Tija i holem 2 mo moa kwalifikeisen, salari we oli pem long tija ia hemi blong pem from kwalifikeisen we i hae moa we Tija ia i gat.
- 2.4 Adjasmem long Salari: Folem seksen 2.1 mo 2.2 blong Detaminesen ia, oli mas mekem adjasmem long salari folem olgeta pefomens gaedlaen we oli putum mo

wetem kapasiti blong Tijing Sevis Komisen blong holem taet man wetem neseseeri kwalifikeisen mo skil.

PAT 3 – ALAWENS BLONG PRINSIPOL

- 3.1 Olgeta Tija we Tijing Sevis Komisen i apoentem olgeta olsem Prinsipol o Deputi Prinsipol oli shud risivim wan alawens blong Prinsipol olsem we i stap long Tebol 2 sipos oli no tekem yet salari blong Prinsipol o Deputi Prinsipol.
- 3.2 Alawens i shud aplae long olgeta Lekja, Tuta, Tija mo Trena we oli apoentem olgeta olsem Kurikulum Advaesa, In-Sevis Trena, Hed blong Dipatmen mo Studen Advaesa.
- 3.3 Folem Tebol 2, hemia we i folem ia hemi gaed blong aplaem alawens long ol ofisa we oli statem long seksen 3.2 blong Detaminesen ia mo hemi bes long kwalifikeisen level blong olgeta ofisa:

<u>Band</u>	<u>VQF Level</u>	<u>Anuol alawens</u>
APA 8	10	300,000
APA 7	9	300,000
APA 6	8	300,000
APA 5	7	240,000
APA 4	6	180,000
APA 3	5	150,000
APA 2	4	150,000
APA 1	3	120,000

PAT 4 – OLGETA ISIU WE I KAM WETEM

- 4.1 Olgeta benefit entaetolmen: Stat long namba 1 Januari 2018, ol man we Tijing Sevis Komisen i apoentem olgeta olsem Prinsipl, Deputi Prinsipol, Lekja, Tuta, Tija mo Trena bae oli nomo tekem Tek hom pei entaetolmen ia: Pikinini, Famili o Waef alawens, Kost blong Living alawens, Entetemen alawens, Fuel alawens, Haosing alawens mo Telefon alawens.

Oli saenem long namba 17 Novemba 2017.

Marie Antoinette Nirua
Jeaman

Chris Kernot
Membra



1.1. L'Etat de Vanuatu a l'honneur de vous adresser ce rapport sur l'Etat des finances publiques pour l'exercice 2014. Ce rapport est le fruit d'un processus de consultation et de concertation avec les partenaires sociaux et les autres parties prenantes.

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Montant	Unité
120 000	VND
150 000	VND
180 000	VND
210 000	VND
240 000	VND
270 000	VND
300 000	VND
330 000	VND
360 000	VND
390 000	VND
420 000	VND

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Determination 18 of 2017: Table 1A – Annual Salary for Teachers employed by the Teaching Service Commission in the School Sector.

Pursuant to section 13(1) of the Government Remuneration Tribunal Act, the annual payable to a Teacher in the School Sector is set out hereunder.

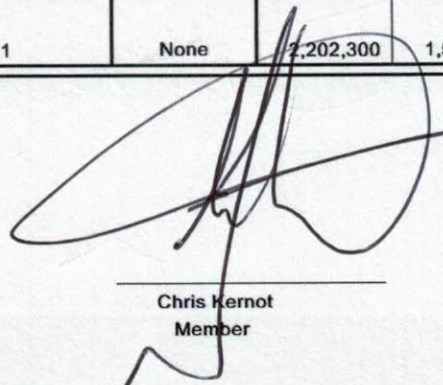
1. Table 1A – Annual Salary payable to a Teacher in the School Sector with VQF Level 7 to VQF Level 10.

GOVERNMENT REMUNERATION TRIBUNAL			Qualification:	Post Graduate	Bachelor
TEACHING SERVICE COMMISSION			VQF Level:	8, 9 and 10	7
MERIT BASED CLASSIFICATION SCALE			Code:	PGRD	BA
SCHOOL SECTOR TEACHER			Teaching Experience	Annual Salary	Annual Salary
CATEGORY	BAND	Grade			
SENIOR LICENSED TEACHER	4	4.4	Equal to or More than 36 years	3,220,900	2,489,500
		4.3	Equal to or More than 31 years but less than 35 years	3,135,600	2,393,800
		4.2	Equal to or More than 26 years but less than 30 years	3,029,600	2,298,000
		4.1	Equal to or More than 21 years but less than 25 years	2,908,400	2,202,300
LICENSED TEACHER	3	3.4	Equal to or More than 16 years but less than 20 years	2,863,000	2,042,700
		3.3	Equal to or More than 11 years but less than 15 years	2,787,200	1,974,600
		3.2	Equal to or More than 6 years but less than 10 years	2,693,000	1,906,500
		3.1	Less than or equal to 5 years	2,585,300	1,838,400
NON LICENSED GRADUATE TEACHER	2	2.1	At least 2 years	2,393,800	1,667,800
GRADUATE TEACHER	1	1.1	None	2,202,300	1,573,600

Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



Effective as of 1st January 2018

The undersigned, being duly sworn, deposes and says that the contents of the foregoing are true and correct to the best of his knowledge and belief.

Date	Time	Location	Description of Activity
10/10/2023	08:00	...	...
10/10/2023	09:00	...	...
10/10/2023	10:00	...	...
10/10/2023	11:00	...	...
10/10/2023	12:00	...	...
10/10/2023	13:00	...	...
10/10/2023	14:00	...	...
10/10/2023	15:00	...	...
10/10/2023	16:00	...	...
10/10/2023	17:00	...	...
10/10/2023	18:00	...	...
10/10/2023	19:00	...	...
10/10/2023	20:00	...	...
10/10/2023	21:00	...	...
10/10/2023	22:00	...	...
10/10/2023	23:00	...	...



Signature of the official.

Signature of the official.

Signature of the official.

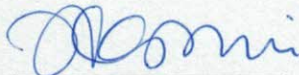
Determination 18 of 2017: Table 1B – Annual Salary for Teachers employed by the Teaching Service Commission in the School Sector.

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

1. Table 1B – Annual Salary payable to a Teacher in the School Sector with VQF Level 3 to VQF Level 6.

GOVERNMENT REMUNERATION TRIBUNAL			Qualification:	Advanced Diploma	Diploma	Certificate
TEACHING SERVICE COMMISSION			VQF Level:	6	5	3 and 4
MERIT BASED CLASSIFICATION SCALE			Code:	ADVD	DIP	CERT
SCHOOL SECTOR TEACHER			Teaching Experience	Annual Salary	Annual Salary	Annual Salary
CATEGORY	BAND	Grade				
REGISTERED TEACHER	3	3.4	Equal to or More than 31 years	1,755,200	1,482,500	1,243,400
		3.3	Equal to or More than 21 years but less than 30 years	1,694,700	1,434,600	1,195,500
		3.2	Equal to or More than 11 years but less than 20 years	1,634,100	1,386,800	1,158,300
		3.1	Less than or equal to 10 years	1,573,600	1,345,000	1,126,500
UNREGISTERED TEACHER	2	2.1	At least 4 years	1,482,500	1,243,400	890,000
UNTRAINED TEACHER	1	1.1	None	1,345,000	1,158,300	703,200

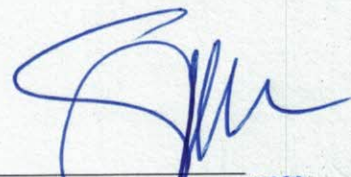
Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member

Effective as of 1st January 2018



Determination 18 of 2017: Table 2 - Annual Allowance for Principals or Principal Head Teachers AND Deputy Principals or Deputy Principal Head Teachers appointed by the Teaching Service Commission Pursuant to section 13(1) of the Government Remuneration Tribunal Act, the annual Principal allowance payable to a person holding the position of Principal or Deputy Principal is set out hereunder.

1. Table 2 – Annual Principal allowance payable to a Principal or a Deputy Principal.

VANUATU GOVERNMENT - REMUNERATION TRIBUNAL			
TEACHING SERVICE COMMISSION - PRINCIPAL ALLOWANCE STRUCTURE			
SCHOOL LEADERSHIP		School Enrolment, that is, Number of Students enrolled	Annual Allowance
POSITION LEVEL	Band		
PRINCIPAL PSET	APA 8	Not applicable	300,000
DEPUTY PRINCIPAL PSET	APA 7	Not applicable	300,000
PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 2	APA 6	Equal to or Greater than 600	300,000
PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 1	APA 5	Up to 599	240,000
DEPUTY PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 2	APA 4	Equal to or Greater than 600	180,000
DEPUTY PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 1	APA 3	Up to 599	150,000
PRINCIPAL HEAD TEACHER PRIMARY SCHOOL	APA 2	Not applicable	150,000
DEPUTY PRINCIPAL HEAD TEACHER PRIMARY SCHOOL	APA 1	Not applicable	120,000

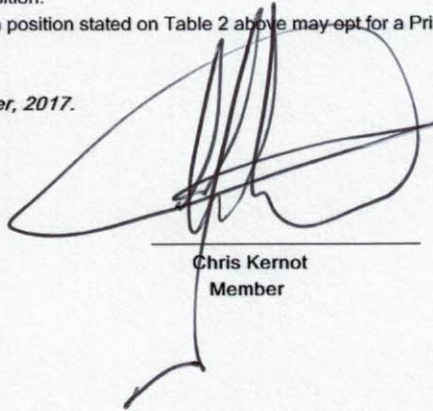
Abbreviation: PSET - Post-School Education and Training Sector

2. A teacher acting on a position stated on Table 2 above should be paid the allowance for that position until such time she or he is no longer acting on that position.
3. A teacher when appointed to a position stated on Table 2 above may opt for a Principal allowance other than be paid the salary for the position.

Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member

Effective as of 1st January 2018



Year	Number of cases	Number of judgments	Number of appeals
2010	10	10	0
2011	15	15	0
2012	20	20	0
2013	25	25	0
2014	30	30	0
2015	35	35	0
2016	40	40	0
2017	45	45	0
2018	50	50	0
2019	55	55	0
2020	60	60	0
2021	65	65	0
2022	70	70	0
2023	75	75	0
2024	80	80	0
2025	85	85	0
2026	90	90	0
2027	95	95	0
2028	100	100	0
2029	105	105	0
2030	110	110	0

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