

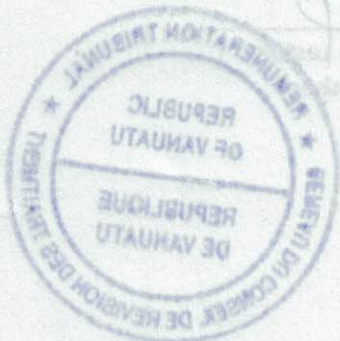


**DETERMINATION 16 of 2017 - DETERMINATION ON SALARY CLASSIFICATION FOR
PRINCIPALS APPOINTED BY THE TEACHING SERVICE COMMISSION.**

This Determination sets out the salary for Principals and Deputy Principals appointed by the Teaching Service Commission. It comprises:

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[Handwritten signatures and names of officials]

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 a Principal, a Deputy Principal, a Principal Head Teacher and a Deputy Principal Head Teacher appointed by or employed by the Teaching Service Commission.
- 1.2.2 No other person should be accorded the salary stated on this Determination other than those persons stated on section 1.2.1 of this Determination.

1.3 Effective Date:

- 1.3.1 This Determination shall take effect on and from 1st January 2019.
- 1.3.2 As and when this Determination takes effect, it shall supersede and revoke any earlier determination or decision made on the salary of Principals and Deputy Principals.

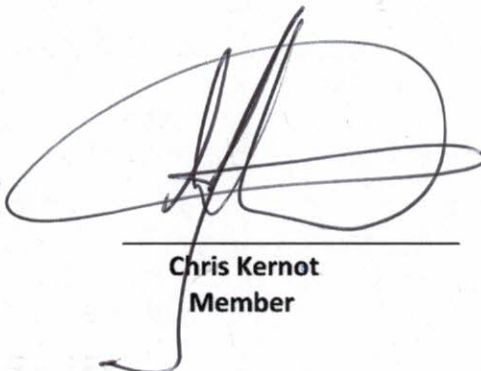
PART 2 – SALARY CLASSIFICATION FOR PRINCIPALS

- 2.1 A person who holds an office specified on Table 1 shall be paid the annual salary as is specified for the office on that table.
- 2.2 Each grade sets the maximum payable for the position level of Principal corresponding to the number of students enrolled.
- 2.3 **Adjustment to Salary:** Subject to sections 2.1 and 2.2 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Teaching Service Commission to pay for the office.

Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



Determination 16 of 2017: TABLE 1 – Annual Salary for Principals or Principal Head Teachers and Deputy Principals or Deputy Principal Head Teachers employed by the Teaching Service Commission Pursuant to section 13(1) of the Government Remuneration Tribunal Act, the annual salaries payable to a person holding the position of Principal or Deputy Principal is set out hereunder.

1. Table 1 – Annual Salary payable to a Principal or a Deputy Principal.

VANUATU GOVERNMENT - REMUNERATION TRIBUNAL					
TEACHING SERVICE COMMISSION - HIGH PERFORMANCE BASED CLASSIFICATION SCALE					
SCHOOL LEADERSHIP				School Enrolment, that is,	Annual Salary
POSITION LEVEL	VQF Level	Band	Grade	Number of Students enrolled	
PRINCIPAL PSET	9	PAL 8	PAL 8.4	Equal to or more than 900	5,989,600
			PAL 8.3	Greater than 600 but less than 899	5,650,500
			PAL 8.2	Greater than 300 but less than 599	5,324,100
			PAL 8.1	Less than 299	5,000,400
PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 2	8	PAL 7	PAL 7.4	Equal to or more than 1,050	4,682,900
			PAL 7.3	Greater than 900 but less than 1,049	4,444,800
			PAL 7.2	Greater than 750 but less than 899	4,206,700
			PAL 7.1	Greater than 600 but less than 749	3,968,600
DEPUTY PRINCIPAL PSET	7	PAL 6	PAL 6.4	Equal to or more than 900	3,739,300
			PAL 6.3	Greater than 600 but less than 899	3,623,500
			PAL 6.2	Greater than 300 but less than 599	3,527,600
			PAL 6.1	Less than 299	3,408,300
PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 1	7	PAL 5	PAL 5.4	Greater than 450 but less than 599	3,220,900
			PAL 5.3	Greater than 300 but less than 449	3,135,600
			PAL 5.2	Greater than 150 but less than 299	3,029,600
			PAL 5.1	Equal to or Less than 149	2,908,400
DEPUTY PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 2	6	PAL 4	PAL 4.4	Equal to or more than 1,050	2,863,000
			PAL 4.3	Greater than 900 but less than 1049	2,787,200
			PAL 4.2	Greater than 750 but less than 899	2,693,000
			PAL 4.1	Greater than 600 but less than 749	2,585,300
DEPUTY PRINCIPAL - SECONDARY SCHOOL OR CENTER SCHOOL - 1	6	PAL 3	PAL 3.4	Greater than 450 but less than 599	2,489,500
			PAL 3.3	Greater than 300 but less than 449	2,393,800
			PAL 3.2	Greater than 150 but less than 299	2,298,000
			PAL 3.1	Equal to or Less than 149	2,202,300
PRINCIPAL HEAD TEACHER PRIMARY SCHOOL	5	PAL 2	PAL 2.4	Equal to or more than 150	2,042,700
			PAL 2.3	Greater than 100 but less than 149	1,974,600
			PAL 2.2	Greater than 50 but less than 99	1,906,500
			PAL 2.1	Equal to or Less than 49	1,838,400
DEPUTY PRINCIPAL HEAD TEACHER PRIMARY SCHOOL	3	PAL 1	PAL 1.4	Equal to or more than 150	1,755,200
			PAL 1.3	Greater than 100 but less than 149	1,694,700
			PAL 1.2	Greater than 50 but less than 99	1,634,100
			PAL 1.1	Equal to or Less than 49	1,573,600

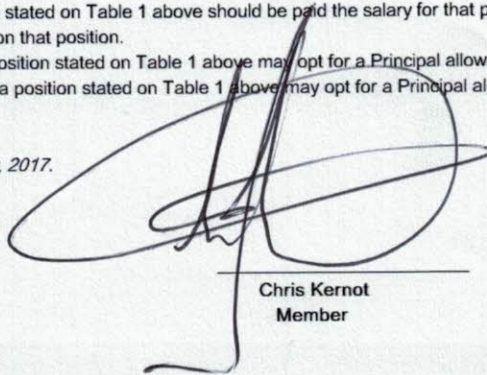
Abbreviation: PSET - Post-School Education and Training Sector

2. A teacher acting on a position stated on Table 1 above should be paid the salary for that position until such time she or he is no longer acting on that position.
3. A teacher when acting on a position stated on Table 1 above may opt for a Principal allowance.
4. A teacher when appointed to a position stated on Table 1 above may opt for a Principal allowance other than be the salary for the position.

Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member

Effective as of 1st January 2019



No.	Name	Rank	Grade	Pay Band	Grade Pay	Basic Pay	Dearness Allowance	House Rent Allowance	Medical Allowance	Travel Allowance	Special Allowance	Other Allowances	Total
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
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Signature of the official

