



DETERMINATION 18 of 2017 - DETERMINATION ON SALARY CLASSIFICATION FOR PERSONS APPOINTED BY THE TEACHING SERVICE COMMISSION AS TEACHERS IN THE SCHOOL SECTOR.

This Determination sets out the salary for persons employed by the Teaching Service Commission as Teachers in the School Sector. 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 Teaching Service Commission in the administration of this Determination.

1.2 Application:

- 1.2.1 This Determination applies to persons employed by the Teaching Service Commission as Teachers in the School Sector.
- 1.2.2 This Determination may be applied to persons employed by the Teaching Service Commission as Lecturers, Tutors, Teachers, or Trainers in the Post-School Education and Training Sector.
- 1.2.3 No other person should be awarded the salary stated on this Determination other than those persons stated on sections 1.2.1 and 1.2.2 of this Determination.

1.3 Effective Date:

- 1.3.1 This Determination shall take effect on and from 1st January 2018.
- 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 Teachers in the School sector.
- 1.3.3 As and when this Determination takes effect, it shall supersede and revoke any earlier determination or decision made on the allowance paid to persons holding positions of Principals or Deputy Principals.

1.3.4 PART 2 – SALARY CLASSIFICATION FOR TEACHERS

- 2.1 A person with the requisite qualification and teaching experience specified on Table 1A or Table 1B shall be paid the annual salary specified for the person on the Tables.
- 2.2 Each grade sets the maximum payable for the qualification level corresponding to the number of years of teaching experience.
- 2.3 No Teacher shall be paid more than 1 salary at any one time under any of the provisions of Table 1A and Table 1B and, if a Teacher holds 2 or more qualification, the salary payable to that Teacher is that payable for the highest qualification attained by that Teacher.
- 2.4 **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 retain the person with the necessary qualification and skills.

PART 3 – PRINCIPAL ALLOWANCE

- 3.1 Those Teachers appointed as Principals or Deputy Principals by the Teaching Service Commission should be paid a Principal allowance as set out on Table 2, if not already paid the salary of Principal or Deputy Principal.
- 3.2 The Allowance shall be applied to Lecturers, Tutors, Teachers and Trainers who are appointed as Curriculum Advisors, In-Service Trainers, Heads of Department, and Student Advisors.
- 3.3 Subject to Table 2, following is the guide for applying the allowance to officers stated on section 3.2 of this Determination and is based on the qualification level of the officers:

<u>Band</u>	<u>VQF Level</u>	<u>Annual allowance</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

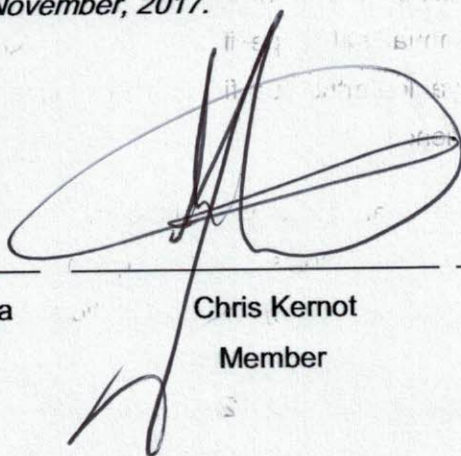
PART 4 – RELATED MATTERS

- 4.1 Take home pay entitlements: On and from 1st January 2018, those persons appointed as Principals, Deputy Principals, Lecturers, Tutors, Teachers and Trainers by the Teaching Service Commission will no longer be paid the following Take home pay entitlements: Child, Family or Spouse allowance, Cost of Living allowance, Entertainment allowance, Fuel allowance, Housing allowance, and Telephone allowance.

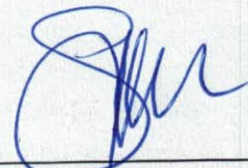
Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



2.1. The Board of Directors shall have the authority to...
 2.2. The Board of Directors shall have the authority to...
 2.3. The Board of Directors shall have the authority to...

Year	Amount
2010	100,000
2011	150,000
2012	200,000
2013	250,000
2014	300,000
2015	350,000
2016	400,000
2017	450,000
2018	500,000
2019	550,000
2020	600,000

3.1. The Board of Directors shall have the authority to...
 3.2. The Board of Directors shall have the authority to...
 3.3. The Board of Directors shall have the authority to...

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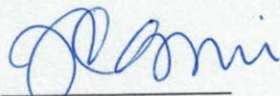
Determination 18 of 2017: Table 1A – Annual Salary for Teachers employed by the Teaching Service Commission in the School Sector.

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.



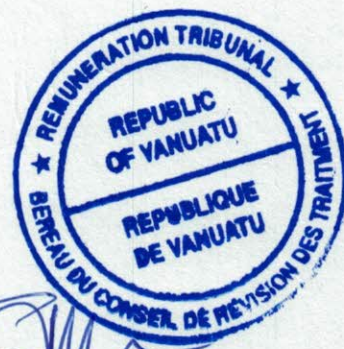
Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



Effective as of 1st January 2018

REPUBLIK INDONESIA
 KEMENTERIAN PERTANIAN
 DIREKTORAT JENDERAL PERUBAHAN CUACA
 SURABAYA

No. Urut	Nama	Jenis Kelamin	Tempat, Tanggal Lahir	Pendidikan	Alamat	Agama	Kepercayaan	Keanggotaan Organisasi	Keahlian
1
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(Signature)
 Kepala Biro
 Meteorologi

(Signature)
 Kepala Biro
 Klimatologi

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		Annual Salary	Annual Salary	Annual Salary
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

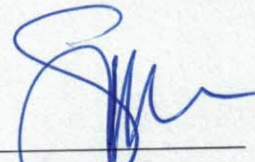
Signed this 17th day of November, 2017.



Marie Antoinette Nirua
Chairperson



Chris Kernot
Member



Roan Lester
Member



Effective as of 1st January 2018

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Case No.	Date	Name	Address	Occupation	Age	Sex	Religion	Signature
001/2024	2024-01-15	John Doe	123 Main St	Teacher	35	M	Catholic	[Signature]
002/2024	2024-01-16	Jane Smith	456 Oak St	Nurse	28	F	Protestant	[Signature]
003/2024	2024-01-17	Michael Brown	789 Pine St	Engineer	42	M	Muslim	[Signature]
004/2024	2024-01-18	Emily White	101 Elm St	Student	19	F	Buddhist	[Signature]
005/2024	2024-01-19	David Green	202 Cedar St	Businessman	55	M	Hindu	[Signature]



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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

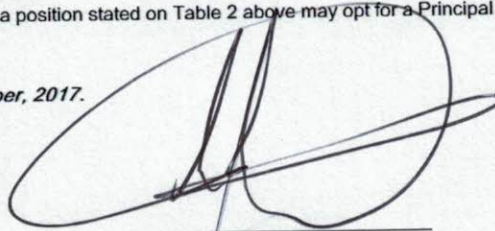
2. A teacher acting on a position stated on Table 2 above should be paid the allowance for that position until such time she or he is no longer acting on that position.
3. A teacher when appointed to a position stated on Table 2 above may opt for a Principal allowance other than be paid the salary for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

Signed this 17th day of November, 2017.

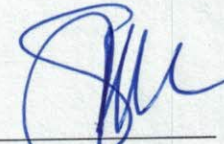


Marie Antoinette Nirua
Chairperson

Effective as of 1st January 2018



Chris Kernot
Member



Roan Lester
Member



BRITISH CONSUL
SINGAPORE

No. 1000

1900

No.	Name	Rank	Service
1000
1001
1002
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1005
1006
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1008
1009
1010

I hereby certify that the above is a true and correct list of the names of the persons who have been appointed to the office of ...


 Consul


 Secretary


 Registrar

