

**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

OFFICE OF THE GOVERNMENT
REMUNERATION TRIBUNAL
PMB 9094 Port Vila, Vanuatu
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RÉPUBLIQUE DE VANUATU**

BUREAU DE CONSEIL DE RÉVISION DES
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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 17 of 2024

Notice No. ... of 2024

**TEACHING SERVICE COMMISSION & PUBLIC INSTITUTION EMPLOYING
AGENCIES**

**GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY
STRUCTURE FOR THE POSITIONS OF PERSONS APPOINTED BY AGENCY OF THE
GOVERNMENT TO TEACH IN THE POST-SCHOOL EDUCATION AND TRAINING
INSTITUTIONS.**

This Determination sets out the Job Classification Standards and the Salary Structure for the positions of persons employed by the Teaching Service Commission or a public education institution or employing agency, as Trainers or Associates, in the Post-School Education and Training (PSET) Institutions. 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 employed by Post-School Education and Training (PSET) institution as Tutors, Teachers, Educational Consultants, Associates, Curriculum Advisors, and In-Service Trainers, Head of Departments, and student Advisors.
- 1.2.2 This Determination applies to jobs specified in section 1.2.1 that are assigned to Technical (Level T1 – Level T7) career pathways of SP10 JobWise® Framework.
- 1.2.3 No other person should be accorded the salary stated on this Determination other than those persons stated on 1.2.1 of this Determination.

1.3 Effective Date:

- 1.3.1 This Determination takes effect as of 1st December 2024.
- 1.3.2 As and when this Determination takes effect, it shall supersede any earlier determination relative to positions stated in paragraph 1.2.1.

PART 2 – RULES OF APPLICATION OF DETERMINATION FOR TEACHERS

2.1 Setting the Salary

- 2.1.1 The Employing authority shall determine the work value for the position before appointing persons stated on section 1.2.1 in accordance with the criteria set out in the Salary Structure Table 5.1 and the Job Classification Standards set out in PART 4 and PART 5, respectively, of this Determination.
- 2.1.2 In determining the work value of the position for person specified in section 1.2.1, the Employing authority 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 The Employing agency shall take into account a person's qualification and level of course being taught when calculating and deciding on the salary band and level as determined under Part 5 Table 5.1.
- 2.1.4 A new person appointed to a vacant or new position shall be paid the minimum annual salary (base salary) and must meet the requirements determined under the relevant Band in the Job Classification Standards set out in PART 4.
- 2.1.5 In determining the salary, the employer must note that each Band is specific to the qualification required and experience for the position and a Band has specified number

of years of experience, that a person is expected to have to be eligible for a pay grade as presented in Table 5.1.

2.1.6 In determining the industry level of experience, the employer shall calculate cumulatively the number of years of teaching experience and work experience relevant to the subject, and for a trade practice, the teaching experience and professional work experience applicable for the skill trade required to hold the position.

2.1.7 A teacher temporarily assigned or relieving a person in a position and Band as stated in Table 5.1 may be paid an acting allowance as determined by the employing authority but not more than that person's current position salary. The appointment shall always be according to merit and equity requirements being satisfied by the employing authority.

2.2 Adjustment to Salary:

2.2.1 Adjustment to salary for the positions specified in paragraph 2.1.2 shall be made in accordance with requisite qualification and years of experience criteria specified in Salary Structure Table 5.1.

2.2.2 The Employing agency may adjust salary when promoting a person in position specified in paragraph 2.1.2 to a Band higher than the person's current post only, and only if, he/she has met the requisite qualification and number of years of experience consistent with those requirements for that higher Band which are contained in Job Classification Standards 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, shall be entitled to (i) a Housing Allowance and (ii) a Child Allowance.

3.1.2 The details on Housing and Child Allowances are presented in the GRT Determination 33 of 2024 for Allowances.

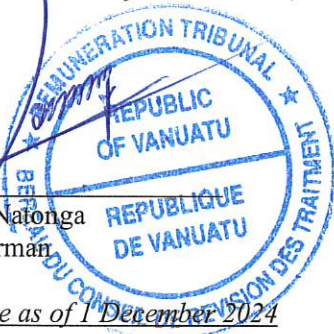
3.1.3 The Employing body may, in consultation with GRT, implement any additional allowances deemed payable to technical personnel according to its ability to pay and according to the need to retain person with necessary qualification and skills.


3.1.4 Allowances for the position of principals occupied by persons in positions specified in paragraph 1.2.1 are presented in GRT Determination 18 of 2024.

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Effective as of 1 December 2024




Rosemary Leona
Member


Nigel T. Malosu
Member

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**PART 4 - THE JOB CLASSIFICATION STANDARDS TABLES FOR POSITIONS OF
TEACHERS OF POST-SCHOOL EDUCATION AND TRAINING SECTOR AS
ASSIGNED TO LEVELS OF THE TECHNICAL CAREER PATHWAY.**

Table J-T7					
The Job Classification Standards Table for the positions of Teachers of Post-Secondary Education Training Sector (PSET) as assigned to Band J and the Technical career pathway Levels T7.					
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T7 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Example Jobs
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, theories and concepts to resolve unusually complex technical problems	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, harmonize 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.	
			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 Standards Table for the positions of Teachers of Post-Secondary Education Training Sector (PSET) as assigned to Band I and the Technical career pathway Levels T6.

Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T6 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Example Jobs
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 9	• Curriculum Advisor
			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 Teachers of Post-Secondary Education Training Sector (PSET) as assigned to Band H and the Technical career pathway Levels T5

Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T5 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Example Jobs
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, concepts and theoretical principals from 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 levels 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 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 G-T4					
Determination 17 of 2024: The Job Classification Standards Tables for the positions of the Teachers of Post-Secondary Education Training (PSET) as assigned to Band G and Technical career pathway Levels 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)		Example 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	<ul style="list-style-type: none"> Specialized Trainer Associate (Head of section)
			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 watu 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.	
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Table F-T3 Determination 17 of 2024: The Job Classification Standards Tables for the positions of the Teachers of Post-Secondary Education Training (PSET) as assigned to Band F and Technical career pathway Levels 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)		Example 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"> Senior Trainer Associate
			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 vatv 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 Determination 17 of 2024: The Job Classification Standards Tables for the positions of the Teachers of Post-Secondary Education Training (PSET) as assigned to Band E and Technical career pathway Levels 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)		Example 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"> Vocational Trainer Associate
			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 vatv 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 D-T1					
Determination 17 of 2024: The Job Classification Standards Tables for the positions of the Teachers of Post-Secondary Education Training (PSET) as assigned to Band D and Technical career pathway Levels T1.					
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway Level T1 Factor Descriptors (Technical pathway jobs requires highly specialised skills and qualifications, that is job specific)		Example Jobs
D	T1 236-285	Technical Support: Entry level technician or technical support roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognised patterns,	Education	H. TERTIARY/ DIPLOMA VQF Level 4-6 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. Requires a wide range of specialised technical or scholastic skills to determine solutions to workplace issues.	<ul style="list-style-type: none"> Assistant Trainer Associate
			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. (typically, 1 – 2 years’ related 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. REPETITIVE/ROUTINE Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt. Some individual judgement is required to interpret rules and 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 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. 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 1 December 2024



PART 5 - SALARY STRUCTURE FOR THE POSITIONS OF TEACHERS OF POST-SCHOOL EDUCATION AND TRAINING INSTITUTIONS

Table 5.1 – Annual Salary for a Teacher of the Post-School Education and Training Institutions.

VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL					
TEACHING SERVICE COMMISSION – MERIT-BASED SALARY STRUCTURE					
TEACHER IN POST-SCHOOL EDUCATION AND TRAINING (PSET) INSTITUTIONS					
Category	VQF Level	Band	Grade	Industry Experience	Annual Salary
DOCTORATE DEGREE	10	J PSET T7	PSET 7.4	Equal to or More than 31 years	5,989,600
			PSET 7.3	Equal to or More than 26 years but less than 30 years	5,650,500
			PSET 7.2	Equal to or More than 21 years but less than 25 years	5,324,100
			PSET 7.1	Equal to or More than 15 years but less than 20 years	5,000,400
MASTERS DEGREE	9	I PSET T6	PSET 6.4	Equal to or More than 26 years	4,682,900
			PSET 6.3	Equal to or More than 21 years but less than 25 years	4,444,800
			PSET 6.2	Equal to or More than 16 years but less than 20 years	4,206,700
			PSET 6.1	Equal to or More than 12 years but less than 15 years	3,968,600
POST GRADUATE DIPLOMA	8	H PSET T5	PSET 5.4	Equal to or More than 26 years	3,739,300
			PSET 5.3	Equal to or More than 21 years but less than 25 years	3,623,500
			PSET 5.2	Equal to or More than 16 years but less than 20 years	3,527,600
			PSET 5.1	Equal to or More than 10 years but less than 15 years	3,408,300
BACHELOR DEGREE	7	G PSET T4	PSET 4.4	Equal to or More than 26 years	2,863,000
			PSET 4.3	Equal to or More than 21 years but less than 25 years	2,787,200
			PSET 4.2	Equal to or More than 11 years but less than 20 years	2,693,000
			PSET 4.1	Equal to or More than 9 years but less than 10 years	2,585,300
ADVANCED DIPLOMA	6	F PSET T3	PSET 3.4	Equal to or More than 21 years	2,489,500
			PSET 3.3	Equal to or More than 15 years but less than 20 years	2,393,800
			PSET 3.2	Equal to or More than 9 years but less than 14 years	2,298,000
			PSET 3.1	Equal to or More than 5 years but less than 8 years	2,202,300

DIPLOMA	5	E PSET T2	PSET 2.4	Equal to or More than 21 years	2,042,700
			PSET 2.3	Equal to or More than 15 years but less than 20 years	1,974,600
			PSET 2.2	Equal to or More than 6 years but less than 14 years	1,906,500
			PSET 2.1	Equal to or More than 2 years but less than 5 years	1,838,400
CERTIFICATE	3 and 4	D PSET T1	PSET 1.4	Equal to or More than 8 years	1,755,200
			PSET 1.3	Equal to or More than 5 years but less than 7 years	1,694,700
			PSET 1.2	Equal to or More than 3 years but less than 4 years	1,634,100
			PSET 1.1	Equal to or More than 1 years but less than 2 years	1,573,600

Signed this 17th day of December, 2024.

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024