



DETERMINATION 15 of 2017 - DETERMINATION ON SALARY CLASSIFICATION FOR MEMBERS OF VANUATU POLICE FORCE.

This Determination sets out the salary for members of the Vanuatu Police Force whose appointments or promotions are made by the Police Service Commission or the Commissioner of Police. It comprises:

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TABLE 1 – ANNUAL SALARY PAYABLE TO A MEMBER OF THE VANUATU POLICE FORCE.....3

1.1. A member of the Vanuatu Police Force who holds an office specified in Table 1 shall be paid the annual salary as is specified for that office on that table.

1.2. Adjustment to salary: Subject to section 1.1 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the salary of the Police Service Commission at the Vanuatu Police Force to pay for the office.

PART 2 – RELATED MATTERS

2.1. Take home pay entitlement: On and from 1st January 2018, the Officer listed on Table 1 of this Determination shall 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.

2.2. Job related Allowances: On and from 1st January 2018, the Officer listed on Table 1 of this Determination shall no longer be paid the following job related allowances: Detective allowance, Officer allowance, Instructor allowance, Miscellaneous allowance, Mustang allowance, Gain clothes allowance, Prisoners allowance, Sergeant Major allowance, Probationers allowance, and Traffic Enforcer allowance.

Signed this 1st day of November, 2017


Chairman


Member


Commissioner



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 member of the Vanuatu Police Force other than the Commissioner of the Force.
- 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 2018.
- 1.3.2** As and when this Determination takes effect, it shall supersede and revoke any earlier determination and decision made on the salary of members of the Vanuatu Police Force.

PART 2 – SALARY CLASSIFICATION FOR MEMBERS OF THE VANUATU POLICE FORCE

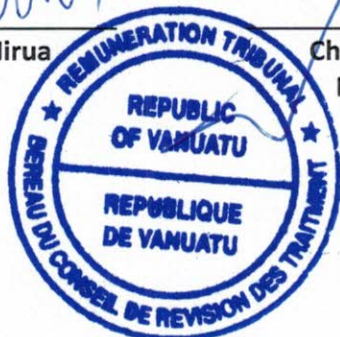
- 2.1** A member of the Vanuatu Police Force who holds an office specified on Table 1 shall be paid the annual salary as is specified for that office on that table.
- 2.2 Adjustment to Salary:** Subject to section 2.1 of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Police Service Commission or the Vanuatu Police Force to pay for the office.

PART 3 – RELATED MATTERS

- 3.1 Take home pay entitlements:** On and from 1st January 2018, the Offices listed on Table 1 of this Determination shall 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.
- 3.2 Job Related Allowances:** On and from 1st January 2018, the Offices listed on Table 1 of this Determination shall no longer be paid the following Job related allowances: Detective allowance, Drivers allowance, Instructors allowance, Miscellaneous allowance, Musicians allowance, Plain clothes allowance, Prosecutors allowance, Sergeant Major allowance, Tradesmen's allowance, and Traffic Examiners allowance.

Signed this 17th day of November, 2017


Marie Antoinette Nirua
Chairperson




Chris Kernot
Member


Roan Lester
Member



**DETERMINATION 15 of 2017: TABLE 1 – ANNUAL SALARY OF MEMBERS OF THE
VANUATU POLICE FORCE HOLDING VARIOUS OFFICES IN THE VANUATU POLICE
FORCE**

Pursuant to section 13(1) of the Government Remuneration Tribunal Act, the annual salary payable to a member of the Vanuatu Police Force holding a rank of the Force is set out hereunder.

1. Table 1 – Annual Salary payable to a Member of the Vanuatu Police Force.

Office (Column 1)			Grade		
	VQF		Minimum	Midpoint	Maximum
			1	2	3
COMMISSIONED OFFICER (CO)					
Deputy Commissioner of Police	8	CO 6	4,682,900	5,000,400	5,324,100
Assistant Commissioner of Police and Lieutenant Colonel	7	CO 5	3,968,600	4,206,700	4,444,800
Superintendent and Major	6	CO 4	3,029,600	3,135,600	3,220,900
Chief Inspector and Captain	6	CO 3	2,585,300	2,693,000	2,787,200
Senior Inspector and Lieutenant	5	CO 2	2,202,300	2,298,000	2,393,800
Inspector, Second Lieutenant, and Warrant Class Officer 1	5	CO 1	1,838,400	1,906,500	1,974,600
NON COMMISSIONED OFFICER (NCO)					
Senior Sergeant and Warrant Officer Class 2	4	NCO 8	1,573,600	1,634,100	1,755,200
Sergeant	4	NCO 7	1,386,800	1,434,600	1,482,500
Corporal	4	NCO 6	1,195,500	1,243,400	1,291,200
Lance Corporal, Constable 3, and Private 3	3	NCO 5	1,001,300	1,029,300	1,058,000
Constable 2 and Private 2	3	NCO 4	839,700	890,000	944,600
Constable 1 and Private 1	3	NCO 3	746,400	768,800	791,100
Special Constable and Force Reserve	3	NCO 2	703,200	703,200	703,200
Probation Officer	2	NCO 1	703,200	703,200	703,200

2. A member of the Force when acting on a rank higher than her or his substantive position should be paid the salary for that rank until such time she or he is no longer acting.


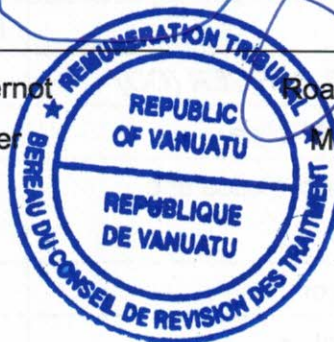
3. A Non Commissioned member of the Force with a qualification equivalent to or higher than Vanuatu Qualification Framework (VQF) Level 6 should be paid an annual salary of no less than Grade NCO 7.1 - Vt. 1,386,800.
4. A Non Commissioned member of the Force with a qualification equivalent to Vanuatu Qualification Framework (VQF) Level 5 should be paid an annual salary of no less than Grade NCO 6.1 - Vt. 1,195,500.
5. A member of the Force appointed as a State Prosecutor should be paid an annual salary of no less than Grade NCO 6.1 - Vt. 1,195,500.

Signed this 17th day of November, 2017



Marie Antoinette Nirua
Chairperson

Effective as of 1st January 2018.


Chris Kernot
Member
Roan Lester
Member