



OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

**GRT DETERMINATION 15 of 2024
NOTICE No. OF 2024**

POLICE SERVICE COMMISSION

**THE GRT DETERMINATION ON THE JOB CLASSIFICATION STANDARDS AND THE
SALARY STRUCTURE FOR THE POSITIONS OF OFFICERS OF THE VANUATU
POLICE FORCE.**

This Determination sets out the Job Classification standards and the salary structure for the positions of the Commissioned and Non-Commissioned Officers of the Vanuatu Police Force whose appointments and/or promotion are made by the Police Service Commission. 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 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 1.2.1 of this Determination.
- 1.2.3 The Civilian officers working under Police Service Commission offices are to apply GRT Determination 8 of 2024 of the Public Service Commission.

1.3 Effective Date:

- 1.3.1 This Determination takes effect as of 1st December 2024.
- 1.3.2 This Determination supersedes any earlier decision made on the salary of members of the Vanuatu Police Force.

PART 2 – RULES OF APPLICATION

- 2.1 A member of the Vanuatu Police Force who holds an office specified on Section 5 Table 5.1 shall be paid the annual salary as is specified for that office on that table.
- 2.2 Adjustment to Salary: Subject to Part 2(1) and Part 2(2) 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 Force to pay for the office.
- 2.3. 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.
- 2.4. A Non-Commissioned member of the Force with a qualification equivalent to or higher than Vanuatu Qualifications Framework Level 6 Advance diploma should be paid an annual salary of no less than Grade NCO 7.1 - Vt. 1,528,000.
- 2.5. A Non-Commissioned member of the Force with a qualification equivalent to Vanuatu Qualifications Framework Level 5 Diploma should be paid an annual salary of no less than Grade NCO 6.1 - Vt. 1,406,300.
- 2.6. 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. 1,406,300.

PART 3 – RELATED MATTERS

- 3.1 **Take home pay entitlements:** Effective as from the date of this Determination, the Offices listed on Table 5.1 of this Determination shall not be entitled to any form of take-home pay entitlements. Take home pay entitlements shall no longer include: Spouse allowance, Cost of Living allowance, Entertainment allowance, Fuel allowance and Telephone allowance.
- 3.2 **Child Allowance and housing allowance.** The positions of persons specified in paragraph 1.2.1 may be entitled to a child allowance and a housing allowance subject to GRT Determination 33 of 2024.

3.3 Job Related Allowances: Effective as from the date of this Determination, the Offices listed on Table 5.1 of this Determination shall not be entitled to or paid the following allowances: Detective allowance, Driver’s allowance, Instructor’s allowance, Miscellaneous allowance, Musician’s allowance, Plain clothes allowance, Prosecutor’s allowance, Sergeant Major allowance, Tradesmen’s allowance, and Traffic Examiners allowance.


3.4 New Recruits. A new recruit shall be paid an hourly rate as determined under table below.

New Recruit	Maximum Grade	Hourly Rate
Maximum	Ps O 1.9	500 VT
Midpoint	Ps O 1.5	445 VT
Minimum	Ps O 1.1	320 VT

Signed this 17th day of December, 2024




Saby Natonga
Chairman



Rosemary Leona
Member



Nigel T. Malosu
Member

Effective as of 1 December 2024

**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

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**PART 4 – THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF
COMMISSIONED AND NON-COMMISSIONED OFFICERS OF THE VANUATU
POLICE FORCE**

**[GRT Determination 15 of 2024: The Job Classification Standards Tables for positions of the
Vanuatu Police Force assigned to Leadership career pathway Levels L7 to L8, Bands J to Band
K.]**

Table K. L8		The Job Classification Standards Table for the positions of Police Service Commission as assigned to Band K and the Leadership pathway Level L8			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L8 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Jobs
K	L8 676- 773	Function Manager: Leadership of a single function or aspect of a large function where the impact on overall organization end results is significant. Typically managing managers or team leaders with staff in technical/ specialist roles requiring high levels of expertise.	Education	J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialized 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 to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. -VQF 8-10	<ul style="list-style-type: none"> Deputy Police Commissioner
			Experience	J. DIVERSE EXPERIENCE The job requires experience in managing and administering a major function or a small / medium organization, or a major department / brand of a large organization.	
			Complexity	D. INVOLVED While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing of conflicting demands from diverse sources is required and a high level of unpredictability and variability is encountered.	
			Scope	E. CORPORATE Functional responsibility at a corporate level, involving central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures in all operating areas of a large organization.	
			Problem Solving	E. COMPLEX Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research may be required, possibly extending up to 9-12 months. Corporate policies and in-house expertise will not provide a complete answer to the problem.	
			Freedom to Act	E. GUIDANCE The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally	
			Impact of Decisions	D. IMPACT Direct impact of a single discretionary decision causes major impact, which can be expressed in vatu terms of tens of thousands of vatu.(managers of larger teams and more resources)	
			Interpersonal Skills	E RESOLVE/SHAPE Extensive contact at a senior level requiring high level of communication skills (e.g. mediating, advocating, counselling, negotiating) on sensitive, difficult, and complex issues; and / or the skills required for leading a very small organization.	
			Authority	D. FINANCIAL AUTHORITY. Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	

			People Management	D 1 - 2. STAFF RESPONSIBILITY Has full supervisory / managerial responsibility for 30-99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. OR Project Coordinator (Managing Project Manager) of projects long than 4 years who have oversight of Project Managers, project teams of over 100 people.	
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Table J. L7 The Job Classification Standards Table for the positions of Police Service Commission as assigned to Band J and the Leadership pathway Level L7

Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L7 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Jobs
J	L7 592-675	Section Leader: Responsible for managing a section part of a division/ department, where effective utilization of staff is important and impact on stakeholder satisfaction is significant. Staff will include technical specialists and programme/ Project roles, managed directly or through team leaders	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. -VQF 6-7	• Assistant Commissioner of Police and Lieutenant Colonel
			Experience	H. SPECIALISED EXPERIENCE 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; OR Experience of a more general 14-15 years	
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency.	
			Scope	D. MANAGERIAL Management or control of a significant operational or functional unit / division, including the planning, directing and controlling of all activities within the unit, or a CEO / Director General of very small organisation.	
			Problem Solving	D. VARIED Problems are varied and the solution requires research though diverse and perhaps contradictory ceases. 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 1-3months.	
			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	C. Impact Direct impact of a single discretionary decision causes significant impact, which can be expressed in vatu terms of thousands of vatu.	
			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	B Financial Authority. Authorises minor expenditure from another person's budget.	
			People Management	C. 1 Has full supervisory / managerial responsibility for 11-29 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance.	

GRT Determination 15 of 2024: Job Classification Standards Tables for positions of the Vanuatu Police Force assigned to Technical career pathway Levels T3 to T4, Bands F to Band G.

Table G, T4		The Job Classification Standards Table for the positions of Police Service Commission as assigned to Band G and the Technical pathway Level 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 specialized 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"> • Superintendent and Major • Chief Inspector and Captain 	
			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 vatu 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 A1. 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 F. T3		The Job Classification Standards Table for the positions of Police Service Commission as assigned to Band F and the Technical pathway Level 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 specialization. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgement. Jobs at this level assess, investigate, analyze 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 Inspector and Lieutenant • Inspector, Second Lieutenant, and Warrant Class Officer 1
			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 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. 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.	

GRT Determination 15 of 2024: Job Classification Standards Tables for the positions of the Vanuatu Police Force assigned to Operations career pathway Levels O2 to O6, Bands B to Band F.

Table F. O6		Job Classification Standards Table for positions of the Public Service Commission and civilian staff of the Vanuatu Police Force assigned to Operations pathway Level O6, Band F.				
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway Level O6 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)			Example Jobs
F	O6 335-394	Technician 2: Specialised Technical roles accountable for complex tasks requiring analytical and creativity input, judgement, element of research. As senior technicians, jobs at this level access, 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 specialized technical or scholastic skills to analyses, evaluate and interpret a wide range of information and resolve both concrete and sometimes abstract problems and issues. Specialized knowledge with depth in more than one area. -VQF 6 & 7		<ul style="list-style-type: none"> Senior Sergeant and Warrant Officer Class 2
			Experience	F. SKILLED The job requires highly relevant experience in a specific area of work, often involving specialized training in order to achieve competence. This is not short-term experience, but significant, longer-term experience, predominantly focused on acquiring the job skills. (2 – 5 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 not required but close liaison with others is necessary in coordinating specific activities.		
			Problem Solving	C. Routine/Varied Much of the work is routine but problems require reference to precedents and /or extensive interpretation of detailed instruction.		
			Freedom to Act	C PROCEDURES Work conforms to specific 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 Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget		
			Interpersonal Skills	B-Relate Discuss work with employees and communicates information to others		
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.		
			People Management	A. 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. O5		Job Classification Standards Table for positions of the Vanuatu Police Force assigned to Operations pathway Level O5, Band E.			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway Level O5 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
E	O5 286-334	Technician 1: Specialised technical roles at advanced trades or certificate level accountable for moderately complex tasks with some impact on the work unit or wider organisation. Jobs at this level tend to involve more complex problem-solving, requiring judgment, interpretation and perhaps analysis and research	Education	H. TERTIARY / DIPLOMA 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. -VQF 4-6	<ul style="list-style-type: none"> • Sergeant
			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, extending beyond the short term. (typically, 1 – 2 years' related experience)	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, 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	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 /Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget	
			Interpersonal Skills	B-Relate Discuss work with employees and communicates information to others	
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)				

Table D. O4		Job Classification Standards Table for positions of the Police Force assigned to Operations pathway Level O4, Band D.			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway Level O4 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
D	O4 236-285	Trades 2: Skilled trades or technical roles with accountability for results of and processes within portions of work or projects. Work under limited supervision performing moderately complex and Varied problems requiring judgement and interpretation.	Education	H. TERTIARY / DIPLOMA Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialized field; or significant and regular part-time courses of study extending over 5 or more years. Requires a wide range of specialized technical or scholastic skills to determine solutions -VQF 4-6	<ul style="list-style-type: none"> • Corporal • Lance Corporal, • Constable 3, and Private 3 • Constable 2 and Private 2
			Experience	D. SEMI ROUTINE Routine work practices, but experience in dealing with exceptions and special circumstances required. Experience may be related to the specific task or involve wider issues affecting the organization's operations. Able to be mastered relatively quickly, within a year. (6 – 12 months' experience)	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, 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	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	IMPACT A 1. 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 Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. O3		Job Classification Standards Table for the positions of the Vanuatu Police Force assigned to Operations pathway Level O3, Band C.			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway Level O3 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
C	O3 191-235	Trades 1: Skilled or semi-skilled roles working more independent on varied range of well-defined tasks requiring a broader understanding of processes, procedures and work routines. May be required to operate machinery requiring proficiency	Education	G. SECONDARY / VOCATIONAL Requires 4 – 5 years' secondary schooling through to achievement of school leaving qualification and / or extended on-the-job training. Requires a range of well-developed skills and some relevant theoretical knowledge to deliver assigned job outcomes with some autonomy, discretion and judgement -VQF 2-4	• Constable 1 and Private 1
			Experience	C. ROUTINE Experience Familiarity with standardized work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)	
			Complexity	B. Practical The application of practical skills or acquired knowledge to undertake define activities.	
			Scope	B. Related Supervision of others 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 instruction are given on a range of tasks but the jobholder has some freedom to determine the order of task to be commenced. work is closely monitored and checked.	
			Impact of Decisions	IMPACT A 1. 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 Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table B. O2		Job Classification Standards Table for the positions of the Vanuatu Police Force assigned to Operations pathway Level O2, Band B.			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway Level O2 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
B	O2 145-190	Manual Labour 2: Unskilled or semi-skilled roles where accountability is limited to achievement of, straight forward day to day tasks under close supervision in routine situations.	Education	B. ELEMENTARY (PRIMARY) Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.	<ul style="list-style-type: none"> • Special Constable and Force Reserve • Probation Officer
			Experience	B. SIMPLE TASKS Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures maybe provided.	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, 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	A. ROUTINE Problems are minor. Some individual judgement is required to interpret rules and 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	IMPACT A 1. 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	A COURTESY Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. 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 of December, 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024



PART 5 – THE SALARY STRUCTURE FOR THE POSITIONS OF COMMISSIONED AND NON-COMMISSIONED OFFICERS OF THE VANUATU POLICE FORCE

[GRT Determination 15 of 2024: The Salary Structure Table for the positions of the Vanuatu Police Force assigned to Leadership pathway (Level L7 & L8), Technical pathway (Level T3 & T4), and Operations pathway (Levels O2-O6)]

5.1 Table 1 – Annual Salary payable to positions of Members of the Vanuatu Police Force.

Office	CAREER PATHWAY	Rank	Grade & Range		
			Minimum	Midpoint	Maximum
	Level		1	2	3
<i>COMMISSIONED OFFICER (CO)</i>					
Deputy Commissioner of Police	L8	CO 6	5,390,000	5,647,000	5,904,120
Assistant Commissioner of Police and Lieutenant Colonel	L7	CO 5	4,402,700	4,458,600	4,514,500
Superintendent and Major	T4	CO 4	3,469,300	3,620,800	3,772,300
Chief Inspector and Captain	T4	CO 3	3,015,000	3,166,200	3,317,700
Senior Inspector and Lieutenant	T3	CO 2	2,805,800	2,905,000	3,003,500
Inspector, Second Lieutenant, and Warrant Class Officer 1	T3	CO 1	2,509,300	2,608,100	2,707,000
<i>NON-COMMISSIONED OFFICER (NCO)</i>					
Senior Sergeant and Warrant Officer Class 2	O6	NCO 8	1,788,000	1,961,000	2,135,000
Sergeant	O5	NCO 7	1,528,000	1,614,600	1,701,200
Corporal	O4	NCO 6	1,406,300	1,420,500	1,434,700
Lance Corporal, Constable 3, and Private 3	O4	NCO 5	1,364,000	1,378,000	1,392,000
Constable 2 and Private 2	O4	NCO 4	1,321,000	1,335,200	1,349,400
Constable 1 and Private 1	O3	NCO 3	1,193,000	1,207,200	1,221,400
Special Constable and Force Reserve	O2	NCO 2	880,000	880,000	880,000
Probation Officer	O2	NCO 1	880,000	880,000	880,000

Signed this 17th day of December, 2024

Saby Natonga
Chairman

Rosemary Leona
Member

Nigel T. Malosu
Member

Effective as of 1 December 2024