



**OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL**

**GRT DETERMINATION 8 of 2024**

Notice No. .... of 2024

**COMMISSIONS & GOVERNMENT EMPLOYING BODIES**

**THE GRT DETERMINATION ON THE JOB CLASSIFICATION STANDARDS AND THE SALARY STRUCTURES FOR GENERAL POSITIONS OF PUBLIC SERVANTS APPOINTED BY COMMISSIONS AND VARIOUS GOVERNMENT EMPLOYING AGENCIES.**

This Determination sets out the Job Classification Standards and the salary structures for general positions of public servants, appointed by Commissions and various government employing agencies, as assigned to the SP10 Jobwise® career pathways, including the Customer and Business Support, Operations, Technical, and the Leadership. It comprises:

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## **PART 1 GENERAL**

### **1.1 Authority:**

**1.1.1** This Determination is issued pursuant to section 13(1) of the Government Remuneration Tribunal Act No. 20 of 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** The Determination applies to the positions occupied by persons employed by the Public Service Commission as public servants under section 8(1)(b) of the Public Service Act.

**1.2.2** The Determination may apply to positions of public servants employed by other Commissions and various employing agencies of government.

**1.2.3** This Determination may, on the written consent of the Tribunal, be applied to officers employed by or appointed to positions by a Government Agency including but not limited to a Statutory Entity, a Statutory Corporation and a State-Owned Enterprise.

**1.2.4** This Determination does not apply to a member of the Vanuatu Police Force or positions for teachers or nurses or persons working in the clinical or Health sector.

**1.2.5** This Determination does not apply to the positions of the Directors General and Directors whose appointment is made under section 18 of the Public Service Act.

**1.2.6** This Determination does not apply to the Deputy Directors, Chief Executive Officers, Deputy Executive Officers of Statutory Entity, Statutory Corporation and State-Owned Enterprise.

**1.2.7** This Determination applies to all jobs or positions assigned to the Leadership (Levels L1-L6), the Technical (Levels T1- T6), the Operations (Levels O1-O6), and the Customer and Business Support (Levels S1-S6) career pathways of SP10 JobWise® Framework.

### **1.3 Effective Date:**

**1.3.1** This Determination takes effect as of 1<sup>st</sup> December 2024.

**1.3.2** This Determination supersedes any determination or decision made on the salary of employees appointed by the Public Service Commission under section 8(1)(b) of the Public Service Act.

**PART 2 THE RULES FOR APPLICATION OF DETERMINATION FOR THE POSITIONS OF THE PUBLIC SERVANTS**

**2.1 Setting the Salary:**

- 2.1.1 Employing bodies shall determine the work value for the position of the officers stated on paragraphs 1.2.1, 1.2.2 and 1.2.3 in accordance with the Classification Standards and the Salary Structure set out in this Determination.
- 2.1.2 In the process of designing a new position and fixing its salary grade, the Commission shall ensure the contents of the new Job Descriptions align to and reflect the relevant Job Classification Standards as set out in this Determination.
- 2.1.3 In the context specified in 2.1.2, the Commission shall consult, evaluate, and carefully apply the Job Classification Standards contents so as to accurately determine the appropriate career pathway and level of a new job.
- 2.1.4 In determining the work value of the position specified in section 1.2.1, 1.2.2 and 1.2.3, and with respect to paragraphs 2.1.2 and 2.1.3, the Commission is expected to exercise prudent business judgement by applying salaries based on merit, commensurate with the responsibilities and accountabilities of the office as depicted by the relevant Job Classification Standards.
- 2.1.5 An officer, other than the officer serving her or his probation, when acting on a position higher than her or his substantive position shall be paid the salary for that position until such time she or he is no longer acting.
- 2.1.6 A new person appointed to a vacant or new position shall be paid the minimum annual salary (i.e base salary) belonging to the Band and pathway Level to which the position has been formally assigned as laid out in relevant salary structure.
- 2.1.7 A Cadet and an Intern shall be paid an hourly rate as determined below.

|        | VQF                | Grade            | Hourly Rate (VT) |
|--------|--------------------|------------------|------------------|
| Intern | Level 7            | Ps S 3.9 Maximum | 670              |
|        |                    | Ps S 3.1 Minimum | 580              |
| Cadet  | Level 1 or Level 2 | Ps S 1.9 Maximum | 480              |
|        |                    | Ps S 1.1 Minimum | 320              |

**2.2 Adjustment to Salary:**

- 2.2.1 Adjustment to salary shall be made in accordance with established performance guidelines and grading system, and within the ability of the employing agency to retain or promote the person with the necessary qualification and skills.
- 2.2.2 Based on established and reliable performance standards, a salary increment may be applied only to a person who has demonstrated an outstanding performance consistently for two (2) consecutive years or more.
- 2.2.3 Where applicable, an increment to be applied to salary grades below the salary Midpoint within a Band of the Salary Structure shall be administered upon approval of the Head of the agency.

- 2.2.4. Where applicable, an increment to be applied to salary grades set above the Midpoint within a Band of the Salary Structure shall be subject to a recommendation made by the Head of agency to the employing body for approval and a note of commendation for excellence to the officer.
- 2.2.5 An employing body may promote an officer to a position assigned to a salary Band higher than the officer’s current post, only and only if that officer has met the relevant job requirements contained in the Job Classification Standards that corresponds to that higher Band.
- 2.2.6 An employing agency shall pay the minimum salary to an officer if he or she is promoted to a position assigned to a salary Band that is higher than the officer’s current salary Band.

**PART 3 RELATED MATTERS - ALLOWANCES**

**3.1 Take home pay entitlements:**

- 3.1.1 An officer, as specified in 1.2.1, other than an Intern, shall be entitled to (i) a Housing Allowance and (ii) a Child Allowance.
- 3.1.2 An employing agency may, in consultation with GRT, implement any other allowances deemed payable to officers in high level positions in any career pathways as set out in PART 1 paragraph 1.2.7.
- 3.1.3 The details on allowances are presented in the GRT Determination 33 of 2024.

**PART 4 THE REFERENCE TABLE FOR DETERMINATION COMPONENTS AND CAREER PATHWAYS**

4.1 The Classification Standards and Salary Structures for the officers stated in section 1.2.1, 1.2.2, 1.2.3 who are appointed to the positions assigned to the four (4) main jobwise career pathways and levels specified in section 1.2.7, are presented in a series of tables in this Determination according to the order and reference details specified in the Table 4.1 below.

Table 4.1 Reference Details to Determination Components

| Career Pathway | Determination Component      | Pathway Levels | Bands | Reference to Assorted Tables |
|----------------|------------------------------|----------------|-------|------------------------------|
| Leadership (L) | Job Classification Standards | L6             | I     | Table I. L6                  |
|                |                              | L5             | H     | Table H. L5                  |
|                |                              | L4             | G     | Table G. L4                  |
|                |                              | L3             | F     | Table F. L3                  |
|                |                              | L2             | E     | Table E. L2                  |
|                |                              | L1             | D     | Table D. L1                  |
|                | Salary Structure             | L1 – L6        | D – I | Table L1-L6                  |
| Technical (T)  | Job Classification Standards | T6             | I     | Table I. T6                  |
|                |                              | T5             | H     | Table H. T5                  |
|                |                              | T4             | G     | Table G. T4                  |
|                |                              | T3             | F     | Table F. T3                  |

|                                 |                              |         |       |             |
|---------------------------------|------------------------------|---------|-------|-------------|
|                                 |                              | T2      | E     | Table E. T2 |
|                                 |                              | T1      | D     | Table D. T1 |
|                                 | Salary Structure             | T1 – T6 | D – I | Table T1-T6 |
| Operations (O)                  | Job Classification Standards | O6      | F     | Table F. O6 |
|                                 |                              | O5      | E     | Table E. O5 |
|                                 |                              | O4      | D     | Table D. O4 |
|                                 |                              | O3      | C     | Table C. O3 |
|                                 |                              | O2      | B     | Table B. O2 |
|                                 |                              | O1      | A     | Table A. O1 |
|                                 | Salary Structure             | O1-O6   | A – F | Table O1-O6 |
| Customer & Business Support (S) | Job Classification Standards | S6      | F     | Table F. S6 |
|                                 |                              | S5      | E     | Table E. S5 |
|                                 |                              | S4      | D     | Table D. S4 |
|                                 |                              | S3      | C     | Table C. S3 |
|                                 |                              | S2      | B     | Table B. S2 |
|                                 |                              | S1      | A     | Table A. S1 |
|                                 | Salary Structure             | S1 – S6 | A – F | Table S1-S6 |

**PART 5A THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE LEADERSHIP CAREER PATHWAY**

[GRT Determination 8 of 2024: The Job Classification Standards Tables for the positions of Public Servants as assigned to Band D to Band I and the Leadership career pathway Level L1 to Level L6.]

| Table I. L6 |                      | The Job Classification Standards Table for the positions of Public Servants as assigned to Band I and the Leadership pathway Level L6   |  |   |   |
|-------------|----------------------|---|--|---|---|
| Band        | Grade & Score        | Jobwise Pathway Descriptor  | Leadership Career Pathway Level L6 Factor Descriptors<br>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) |   | Typical L6 Positions  |
| <b>I</b>    | <b>L6</b><br>521-591 | <b>Team Manager:</b><br>Manages staff assigned to specified administrative, operational, or technical roles who work independently as technical specialists. Ensures decisions of management are articulated and implemented. Manages and monitors work | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b> 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   | Manager – Rates & Taxes<br><br>Manager – Budget<br><br>Head-Monitoring and Evaluation Unit<br><br>Head – Policy and Planning Unit |
|             |                      |   | <b>Experience</b>  | <b>H. SPECIALISED EXPERIENCE</b> 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. 12-13years |   |
|             |                      |   | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.   |   |
|             |                      |   | <b>Scope</b>   | <b>D. MANAGERIAL</b> 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.   |   |

|  |  |                         |                             |  |   |
|--|--|-------------------------|-----------------------------|--|---|
|  |  | and associated budgets. | <b>Problem Solving</b>      | <b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.                                    | Head – Aid Coordination Unit                                      |
|  |  |                         | <b>Freedom to Act</b>       | <b>C. PROCEDURES</b> 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.           | Financial Controller  |
|  |  |                         | <b>Impact of Decisions</b>  | <b>B. 1 IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu   | Manager – Customs   |
|  |  |                         | <b>Interpersonal Skills</b> | <b>C. ADVISE / SUPERVISE</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.   | Manager-FMIS  |
|  |  |                         | <b>Authority</b>            | <b>B Financial Authority.</b> Authorises minor expenditure from another person's budget.   | Manager-Customs Revenue   |
|  |  |                         | <b>People Management</b>    | <b>B.</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 | Manager – ICT Policy<br>Manager- Investigation and Legal Services |

| Table H. L5 |                      | The Job Classification Standards Table for the positions of Public Servants as assigned to Band H and the Leadership pathway Level L5   |  |   |  |
|-------------|----------------------|---|--|---|--|
| Band        | Grade & Score        | Jobwise Pathway Descriptor  | Leadership Career Pathway Level L5 Factor Descriptors<br>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) |   | Typical L5 Positions                                 |
| <b>H</b>    | <b>L5</b><br>456-520 | Team Leader: Team leaders at this level tend to fall into one of the two types: either technical specialists with one or more assigned technical staff, or lower-level specialist with a team of business or technical support staff. Planning, scheduling, and monitoring work and associated budgets. | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b> 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   | Executive Officer                                    |
|             |                      |   | <b>Experience</b>  | <b>H. SPECIALISED EXPERIENCE</b> 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 10-11 years | Manager – Programs<br>Manager – Financial Accounting |
|             |                      |   | <b>Complexity</b>  | <b>C. DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.  | Manager – Revenue<br>Head of Treaties & Convention   |
|             |                      |   | <b>Scope</b>   | <b>D. MANAGERIAL</b> 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.   | Principal Economist<br>Manager – RTI                 |
|             |                      |   | <b>Problem Solving</b>   | <b>D. VARIED</b> Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, level needs research, required extending between 1 – 3 months.  | Manager – HRD<br>Manager – Exchequer Services        |
|             |                      |   | <b>Freedom to Act</b>  | <b>D. GENERAL INSTRUCTIONS</b> Work is subject to general instructions only, and specific completion  | Payment/Payroll                                      |
|             |                      |   |  |   |  |

|  |  |                             |  |                                       |
|--|--|-----------------------------|--|---------------------------------------|
|  |  |                             | targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.   | Manager – Debt<br>Head – Asia Pacific |
|  |  | <b>Impact of Decisions</b>  | <b>B. IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu   |                                       |
|  |  | <b>Interpersonal Skills</b> | <b>D. INFLUENCE / PERSUADE</b> Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills. |                                       |
|  |  | <b>Authority</b>            | <b>B. FINANCIAL AUTHORITY (LOW)</b> Authorises minor expenditure from another person's budget  |                                       |
|  |  | <b>People Management</b>    | <b>C.</b> 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.                           |                                       |

**Table G. L4** The Job Classification Standards Table for the positions of Public Servants as assigned to Band G and the Leadership pathway Level L4

| Band     | Grade & Score        | Jobwise Pathway Descriptor  | Leadership Career Pathway Level L4 Factor Descriptors<br>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) |  | Typical L4 Positions   |
|----------|----------------------|---|--|--|--|
|          |                      |   |  |  |  |
| <b>G</b> | <b>L4</b><br>395-455 | Supervisor 2: Supervisors at this level tend to be responsible for staff in process-focused or technical support roles. May be responsible for budgets. Emphasis on scheduling, work allocation and monitoring. Responsible for performance reviews and staff training. | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b> 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. Specialised knowledge with depth in more than one area. - VQF 6-7 | Manager – Geo-Hazards<br><br>Manager – Legal<br><br>Manager – Central Medical Store<br><br>Manager Finance<br><br>Division Manager<br><br>Head of Development Cooperation<br><br>Head of Multilateral Trade<br><br>Manager-Forecasting<br><br>National Coordinator<br><br>Manager – Electrification Unit |
|          |                      |   | <b>Experience</b>  | <b>G. ADVANCED</b> 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. Thus, it may be necessary to work in harmony with conflicting and diverse activities and usually involves control of resources and people. (5 – 10 years' relevant experience)                                      |  |
|          |                      |   | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.  |  |
|          |                      |   | <b>Scope</b>   | <b>C. INFLUENCING/SUPERVISORY</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.   |  |
|          |                      |   | <b>Problem Solving</b>   | <b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.  |  |
|          |                      |   | <b>Freedom to Act</b>  | <b>C. PROCEDURES</b> 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.   |  |
|          |                      |   |  |  |  |

|  |  |  |                             |   |                                  |
|--|--|--|-----------------------------|---|----------------------------------|
|  |  |  | <b>Impact of Decisions</b>  | <b>B. Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu.<br/>(supervise small team or provides advice)</b>  | Manager – Information Technology |
|  |  |  | <b>Interpersonal Skills</b> | <b>C. ADVICE/ SUPERVISE (MEDIUM)</b><br>Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.   |                                  |
|  |  |  | <b>Authority</b>            | <b>B. FINANCIAL AUTHORITY (LOW)</b><br>Authorises minor expenditure from another person's budget  |                                  |
|  |  |  | <b>People Management</b>    | <b>B. STAFF RESPONSIBILITY (LOW)</b><br>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 |                                  |

| <b>Table F. L3</b> |                          | <b>The Job Classification Standards Table for the positions of Public Servants as assigned to Band F and the Leadership pathway Level L3</b>   |  |  |  |
|--------------------|--------------------------|--|--|--|--|
| <b>Band</b>        | <b>Grade &amp; Score</b> | <b>Jobwise Pathway Descriptor</b>  | <b>Leadership Career Pathway Level L3 Factor Descriptors<br/>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)</b> |  | <b>Typical L3 Positions</b>  |
| <b>F</b>           | <b>L3</b><br>335-394     | Supervisor 1: Supervisors at this level tend to be responsible for staff in task focused roles. Likely to be responsible for budget. Emphasis on scheduling, work allocation and monitoring. Responsible for performance reviews and staff training. | <b>Education</b>   | <b>H. TERTIARY/ DIPLOMA VQF Level 4-6</b><br>Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field. -VQF 6   | Manager Administration & Support Services<br><br>Manager-Fleet<br><br>Manager Provincial Operations<br><br>Manager Decentralisation<br><br>Head Protocol & Consular Services<br><br>Manager-General and Support Services<br><br>Manager – Monitoring and Evaluation<br><br>Manager – Value Chain, Research, and Innovations<br><br>Manager – Correctional Centre |
|                    |                          |  | <b>Experience</b>  | <b>F. SKILLED EXPERIENCE</b> The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. This is not short-term experience, but significant, long-term experience, predominantly focused on acquiring the job skills. (2-5 years' experience) |  |
|                    |                          |  | <b>Complexity</b>  | <b>PRACTICAL (LOW)</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement  |  |
|                    |                          |  | <b>Scope</b>   | <b>C. INFLUENCING/SUPERVISORY</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.   |  |
|                    |                          |  | <b>Problem Solving</b>   | <b>C. ROUTINE/VARIED (MEDIUM)</b> Much of the work is routine but problems require reference to precedent and / or extensive interpretation of detailed instructions   |  |
|                    |                          |  | <b>Freedom to Act</b>  | <b>C. PROCEDURES (MEDIUM)</b><br>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  |  |
|                    |                          |  | <b>Impact of Decisions</b>   | <b>B. IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu   |  |



|  |  |  |                             |  |  |
|--|--|--|-----------------------------|--|--|
|  |  |  | <b>Interpersonal Skills</b> | <b>C. ADVICE/ SUPERVISE (MEDIUM)</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.   | Manager - Compliance   |
|  |  |  | <b>Authority</b>            | <b>A.</b> 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.  | Manager Planning and Compliance                              |
|  |  |  | <b>People Management</b>    | <b>B. STAFF RESPONSIBILITY (LOW)</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 | Team Leader – Customs Border<br>Manager- Employment Services |

**Table E. L2 The Job Classification Standards Table for the positions of Public Servants as assigned to Band E and the Leadership pathway Level L2**

| <b>Band</b> | <b>Grade &amp; Score</b> | <b>Jobwise Pathway Descriptor</b>  | <b>Leadership Career Pathway Level L2 Factor Descriptors</b><br>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) |   | <b>Typical L2 Positions</b>               |
|-------------|--------------------------|--|---|---|---|
| <b>E</b>    | <b>L2</b><br>286-334     | <b>Working Supervisor:</b><br>First level supervisory roles undertaking some of the same duties as those supervised in a working supervisor capacity. Ensures decisions of management are articulated and implemented. Responsible for scheduling, rosters, work allocation and monitor, and performance reviews | <b>Education</b>  | <b>H. TERTIARY/ DIPLOMA</b> Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field. -VQF Level 4-6   | Manager Boarder Control                   |
|             |                          |  | <b>Experience</b>   | <b>E. PROFICIENT EXPERIENCE</b> This 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. | Principal Agriculture Development Officer |
|             |                          |  | <b>Complexity</b>   | <b>PRACTICAL (LOW)</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.  | Manager Passport<br>Manager Operations    |
|             |                          |  | <b>Scope</b>  | <b>C. INFLUENCING/SUPERVISORY</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.  | Manger – Tourism Development              |
|             |                          |  | <b>Problem Solving</b>  | <b>B. ROUTINE</b> Problems are minor. Some individual judgement is required to interpret rules and instructions   |   |
|             |                          |  | <b>Freedom to Act</b>   | <b>B. INSTRUCTIONS</b> 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.                                      |   |
|             |                          |  | <b>Impact of Decisions</b>  | <b>B. IMPACT</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu.   |   |
|             |                          |  | <b>Interpersonal Skills</b>   | <b>C. ADVICE/ SUPERVISE (MEDIUM)</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.  |   |
|             |                          |  | <b>Authority</b>  | <b>B. FINANCIAL AUTHORITY (LOW)</b> Authorises minor expenditure from another person's budget.  |   |
|             |                          |  | <b>People Management</b>  | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff).   |   |

| Table D. L1       |   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band D and the Leadership pathway Level L1   |  |  |                      |
|-------------------|---|---|--|--|----------------------|
| Band              | Grade & Score   | Jobwise Pathway Descriptor  | Leadership Career Pathway Level L1 Factor Descriptors<br>(Jobs requiring varied degree of supervision of people, power, and oversight of general management functions) |  | Typical L1 Positions |
| D                 | L1<br>236-285   | Leading Hand: In addition to the undertaking task-oriented/manual work at skilled operator or trades level, roles at this level are responsible for allocating work and close supervision of staff performing similar tasks. Generally, such work alongside the staff | 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. -VQF Level 4-6   |                      |
|                   |   |   | 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.<br>(2 – 5 years' relevant experience)        |                      |
|                   |   |   | Complexity   | B. RELATED/INFLUENCING/ SUPERVISORY Simple and routine tasks specifically defined, easily learnt, and requiring minimal independent though or significant decision making by job holder.                                       |                      |
|                   |   |   | 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. 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   | 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  | B. IMPACT Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu.   |                      |
|                   |   |   | Interpersonal Skills   | B. RELATE (HIGH) Discusses work with employee 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) |   |  |  |                      |




**PART 5B. THE SALARY STRUCTURE TABLE FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE LEADERSHIP CAREER PATHWAY**


[GRT Determination 8 of 2024: The Salary Structure Table for the positions of Public Servants as assigned to Band D to Band I and the Leadership career pathway Level L1 to Level L6.]

| <b>GRT Determination 8 of 2024:</b>  |              |                      |              |
|--|--------------|----------------------|--------------|
| <b>Table L1-L6 – The Salary Structure Table for the positions of Public Servants as assigned to Band D to Band I and the Leadership career pathway Level L1 to Level L6.</b> |              |                      |              |
| <b>VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL</b>   |              |                      |              |
| <b>PERFORMANCE-BASED SALARY STRUCTURE DETERMINATION FOR THE LEADERSHIP CAREER PATHWAY</b>  |              |                      |              |
| <b>PUBLIC SERVANTS</b>   |              |                      |              |
| <b>Band</b>  | <b>Grade</b> | <b>Annual Salary</b> | <b>Range</b> |
| <b>I</b>   | Ps L 6.9     | 4,347,000            | Maximum      |
|  | Ps L 6.8     | 4,291,000            |              |
|  | Ps L 6.7     | 4,235,000            |              |
|  | Ps L 6.6     | 4,179,000            |              |
|  | Ps L 6.5     | 4,124,000            | Midpoint     |
|  | Ps L 6.4     | 4,068,000            |              |
|  | Ps L 6.3     | 4,012,000            |              |
|  | Ps L 6.2     | 3,956,000            |              |
|  | Ps L 6.1     | 3,900,000            | Minimum      |
| <b>H</b>   | Ps L 5.9     | 3,844,000            | Maximum      |
|  | Ps L 5.8     | 3,788,000            |              |
|  | Ps L 5.7     | 3,732,000            |              |
|  | Ps L 5.6     | 3,676,000            |              |
|  | Ps L 5.5     | 3,620,000            | Mid-point    |
|  | Ps L 5.4     | 3,564,000            |              |
|  | Ps L 5.3     | 3,509,000            |              |
|  | Ps L 5.2     | 3,453,000            |              |
|  | Ps L 5.1     | 3,397,000            | Minimum      |
|  | Ps L 4.9     | 3,341,000            | Maximum      |
|  | Ps L 4.8     | 3,285,000            |              |
|  | Ps L 4.7     | 3,229,000            |              |
|  | Ps L 4.6     | 3,173,000            |              |
|  | Ps L 4.5     | 3,117,000            | Midpoint     |

|          |           |           |          |
|----------|-----------|-----------|----------|
| G        | Ps L 4.4  | 3,061,000 |          |
|          | Ps L 4.3  | 3,005,000 |          |
|          | Ps L 4.2  | 2,949,000 |          |
|          | Ps L 4.1  | 2,893,000 | Minimum  |
| F        |           |           |          |
|          | Ps L 3.9  | 2,838,000 | Maximum  |
|          | Ps L 3.8  | 2,782,000 |          |
|          | Ps L 3.7  | 2,726,000 |          |
|          | Ps L 3.6  | 2,670,000 |          |
|          | Ps L 3.5  | 2,612,000 | Midpoint |
|          | Ps L 3.4  | 2,558,000 |          |
|          | Ps L 3.3  | 2,502,000 |          |
|          | Ps L 3.2  | 2,446,000 |          |
| Ps L 3.1 | 2,390,000 | Minimum   |          |
| E        |           |           |          |
|          | Ps L 2.9  | 2,334,000 | Maximum  |
|          | Ps L 2.8  | 2,278,000 |          |
|          | Ps L 2.7  | 2,222,000 |          |
|          | Ps L 2.6  | 2,167,000 |          |
|          | Ps L 2.5  | 2,111,000 | Midpoint |
|          | Ps L 2.4  | 2,055,000 |          |
|          | Ps L 2.3  | 1,998,000 |          |
|          | Ps L 2.2  | 1,943,000 |          |
| Ps L 2.1 | 1,887,000 | Minimum   |          |
| D        |           |           |          |
|          | Ps L 1.9  | 1,831,000 | Maximum  |
|          | Ps L 1.8  | 1,775,000 |          |
|          | Ps L 1.7  | 1,719,000 |          |
|          | Ps L 1.6  | 1,663,000 |          |
|          | Ps L 1.5  | 1,607,000 | Midpoint |
|          | Ps L 1.4  | 1,551,000 |          |
|          | Ps L 1.3  | 1,496,000 |          |
|          | Ps L 1.2  | 1,440,000 |          |
| Ps L 1.1 | 1,384,000 | Minimum   |          |

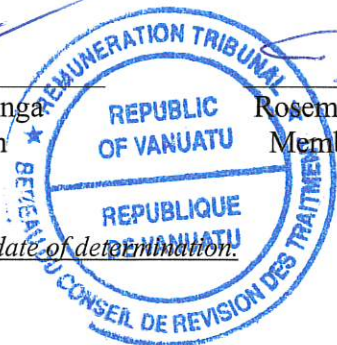
Signed this 17<sup>th</sup> day December, 2024.

  
Saby Natonga  
Chairman

  
Rosemary Leona  
Member

  
Nigel Malosu  
Member

*Effective as of date of determination.*





**TABLE 6A. THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE TECHNICAL CAREER PATHWAY**

[GRT Determination 8 of 2024: The Job Classification Standards Tables for the positions of Public Servants as assigned to Band D to Band I and the Technical career pathway Levels T1 to T6.]

| Table I. T6 |                   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band I and the Technical level T6.   |  |  |                      |
|-------------|-------------------|---|--|--|----------------------|
| Band        | Grade & Score     | Jobwise Pathway Descriptor  | Technical Career Pathway Level T6 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |  | Typical T6 Positions |
| I           | T6<br>521-<br>591 | Advanced Specialist:<br><br>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  | <b>J. TERTIARY / PROFESSIONAL</b><br>Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. -VQF 9   |                      |
|             |                   |   | Experience   | <b>H. SPECIALISED</b> 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   | <b>E. COMPLEX</b> 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  | <b>C INFLUENCING / SUPERVISORY</b> 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  | <b>D. VARIED</b> 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   | <b>E. GUIDANCE</b> 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  | <b>A. IMPACT</b> 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>D. INFLUENCE / PERSUADE</b> 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>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |                      |
|             |                   |   | People Management  | <b>B.</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 Public Servants as assigned to Band H and the Technical Level T5.   |  |   |  |
|--------------------------|---|---|--|---|--|
| Band                     | Grade & Score   | Jobwise Pathway Descriptor  | Technical Career Pathway Level T5 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |   | Typical T5 Positions                                   |
| H                        | T5<br>335-394   | <b>Senior Level Specialist:</b><br><br>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 | <b>Education</b>   | <b>J. TERTIARY / PROFESSIONAL</b><br>Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. -VQF levels 8   | Principal Policy Analyst (DSPPAC)<br><br>Audit Manager |
|                          |   |   | <b>Experience</b>  | <b>H. SPECIALISED</b> 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.            |  |
|                          |   |   | <b>Complexity</b>  | <b>C. DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency   |  |
|                          |   |   | <b>Scope</b>   | <b>C. INFLUENCING / SUPERVISORY</b> 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.                              |  |
|                          |   |   | <b>Problem Solving</b>   | <b>D. VARIED</b> 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.       |  |
|                          |   |   | <b>Freedom to Act</b>  | <b>E. GUIDANCE</b> 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. |  |
|                          |   |   | <b>Impact of Decisions</b>   | <b>A. IMPACT</b> 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)  |  |
|                          |   |   | <b>Interpersonal Skills</b>  | <b>D. INFLUENCE / PERSUADE</b> Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory /consultative / facilitation skills.   |  |
|                          |   |   | <b>Authority</b>   | <b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   |  |
| <b>People Management</b> | <b>B.</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 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band G and the Technical Level T4.   |  |  |   |
|-------------|---------------|---|--|--|---|
| Band        | Grade & Score | Jobwise Pathway Descriptor  | Technical Career Pathway Level T4 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |  | Typical T4 Positions  |
| G           | T4<br>395-455 | Mid-Level Specialist:<br><br>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  | <b>I. TERTIARY / SPECIALIST</b><br>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 | Expenditure Analyst<br><br>Principal VAT Auditor<br><br>Policy Monitoring Officer<br><br>Policy Impact Evaluation Officer<br><br>First Principal Legal Services<br><br>Principal Investigation Officer<br><br>Surveyor General<br><br>Senior Application Developer<br><br>Principal Remuneration Analyst<br><br>Senior Fiscal Policy Officer<br><br>Transmission Network Manager<br><br>Senior Systems Accountant |
|             |               |   | Experience   | <b>G ADVANCED</b><br>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.<br>(9 – 10 years' relevant experience)                            |   |
|             |               |   | Complexity   | <b>C. DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.   |   |
|             |               |   | Scope  | <b>B. RELATED</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.   |   |
|             |               |   | Problem Solving  | <b>C. ROUTINE / VARIED</b><br>Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.   |   |
|             |               |   | Freedom to Act   | <b>D. GENERAL INSTRUCTIONS</b><br>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  | <b>A. IMPACT</b> 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>C. ADVISE / SUPERVISE</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.   |   |
|             |               |   | Authority  | <b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |   |
|             |               |   | People Management  | <b>A 1. 0.</b> 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 Public Servants as assigned to Band F and the Technical Level T3.  |  |  |   |
|-------------|---------------|--|--|--|---|
| Band        | Grade & Score | Jobwise Pathway Descriptor   | Technical Career Pathway Level T3 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |  | Typical T3 Positions  |
| F           | T3<br>335-394 | <b>First Level Specialist:</b><br><br>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. | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b><br>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.<br>-VQF LEVEL 7 | Senior Audit Officer<br>Economist<br>Senior VAT Auditor<br>Expenditure Analyst<br>Macroeconomist                        |
|             |               |  | <b>Experience</b>  | <b>G ADVANCED</b> 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.<br>(5 – 8 years' relevant experience)                                | Principal Language Officer<br>Apps Developer  |
|             |               |  | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.  | Aerodromes (AGA) Manager<br>Division Engineer   |
|             |               |  | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.   | Senior Accountant Financial Reporting<br>Capacity Development Coordinator   |
|             |               |  | <b>Problem Solving</b>   | <b>C. ROUTINE / VARIED</b><br>Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.   | Senior FSB Officer<br>Principal Engineer  |
|             |               |  | <b>Freedom to Act</b>  | <b>B. INSTRUCTIONS</b> 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.   | Principal Legal Officer<br>IT Manager<br>Tax Revenue Analyst  |
|             |               |  | <b>Impact of Decisions</b>   | <b>A. IMPACT</b> 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)   | Systems Administrator<br>Navaid Technician  |
|             |               |  | <b>Interpersonal Skills</b>  | <b>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people  | Senior Government Business Analyst  |
|             |               |  | <b>Authority</b>   | <b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  | Principal Scientific Officer (Seismology)   |
|             |               |  | <b>People Management</b>   | <b>A 1. 0.</b> 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.  | Airworthiness (AIR) Manager<br>Senior Policy Analyst<br>Civil Engineer<br>PEO Administration & Asset Management Officer |



| Table E. T2 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band E and the Technical Level T2.   |  |   |  |
|-------------|---------------|---|--|---|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor  | Technical Career Pathway Level T2 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |   | Typical T2 Positions   |
| E           | T2<br>286-334 | <b>Technical / Entry Level Specialist:</b><br><br>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. | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b><br>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.<br>-VQF LEVEL 7 | Senior Statistician<br>Industry Data Officer<br>Planner<br>Statistician<br>Senior System Analyst<br>Pilot Boat Bosun |
|             |               |   | <b>Experience</b>  | <b>F. SKILLED</b> 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)   | Industry Development Officer<br>Coconut Specialist   |
|             |               |   | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.   | Development Planning Officer<br>Trade Promotion and Product Development Officer                                      |
|             |               |   | <b>Scope</b>   | <b>B. RELATED</b><br>Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.  | Principal Scientific Officer (Rural Electrification)<br>Principal Fisheries Biologist                                |
|             |               |   | <b>Problem Solving</b>   | <b>C. ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.   | Division Engineer<br>Principal Risk Assessment Officer   |
|             |               |   | <b>Freedom to Act</b>  | <b>B. INSTRUCTIONS</b> 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.  | Financial Accountant<br>Remuneration Analyst<br>Senior Auditor   |
|             |               |   | <b>Impact of Decisions</b>   | <b>A. IMPACT</b> 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)  | Site Inspector<br>ICT Manager  |
|             |               |   | <b>Interpersonal Skills</b>  | <b>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people.  | Plant Health Officer Pathology<br>Principal Accreditation Officer  |
|             |               |   | <b>Authority</b>   | <b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   | Senior Language Officer (Interpreter)  |
|             |               |   | <b>People Management</b>   | <b>A 1. 0.</b> 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.   | Senior Information System Officer<br>FSB Officer- Province   |

| Table D. T1 |                      | The Job Classification Standards Table for the positions of Public Servants as assigned to Band D and the Technical Level T1.   |  |  |                           |
|-------------|----------------------|---|--|--|---------------------------|
| Band        | Grade & Score        | Jobwise Pathway Descriptor  | Technical Career Pathway Level T1 Factor Descriptors<br>(Technical pathway jobs requires highly specialised skills and qualifications, that is job specific) |  | Typical T1 Positions      |
| <b>D</b>    | <b>T1</b><br>236-285 | <b>Technical Support:</b><br><br>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, | <b>Education</b>   | <b>H. TERTIARY/ DIPLOMA</b><br>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. -VQF Level 4-6 | Language Officer - French |
|             |                      |   | <b>Experience</b>  | <b>E. PROFICIENT</b> 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.<br>(typically, 1 – 2 years' related experience)   |                           |
|             |                      |   | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.  |                           |
|             |                      |   | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.  |                           |
|             |                      |   | <b>Problem Solving</b>   | <b>C. REPETITIVE/ROUTINE</b> 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.  |                           |
|             |                      |   | <b>Freedom to Act</b>  | <b>C. PROCEDURES</b> 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.   |                           |
|             |                      |   | <b>Impact of Decisions</b>   | <b>A. IMPACT</b> 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)   |                           |
|             |                      |   | <b>Interpersonal Skills</b>  | <b>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people.   |                           |
|             |                      |   | <b>Authority</b>   | <b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |                           |
|             |                      |   | <b>People Management</b>   | <b>A 1. 0. STAFF RESPONSIBILITY</b><br>There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)   |                           |

Signed this 17<sup>th</sup> day December, 2024.

Saby Nafonga  
Chairman

Rosemary Leona  
Member

Nigel Malosu  
Member

*Effective as of date of determination.*



**PART 6B - THE SALARY STRUCTURE TABLE FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE TECHNICAL CAREER PATHWAY**

[GRT Determination 8 of 2024: The Salary Structure Table for the positions of Public Servants as assigned to Band D to Band I and the Technical career pathway Levels T1 to T6.]

| <b>GRT Determination 8 of 2024:</b>   |              |                      |              |
|---|--------------|----------------------|--------------|
| <b>Table T1-T6 – The Salary Structure Table for the positions of Public Servants as assigned to Band D to Band I and the Technical career pathway Level T1 to Level T6.</b> |              |                      |              |
| <b>VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL</b>  |              |                      |              |
| <b>PERFORMANCE-BASED SALARY STRUCTURE DETERMINATION FOR THE TECHNICAL CAREER PATHWAY</b>  |              |                      |              |
| <b>PUBLIC SERVANTS</b>  |              |                      |              |
| <b>Band</b>   | <b>Grade</b> | <b>Annual Salary</b> | <b>Range</b> |
| <b>I</b>  | Ps T 6.9     | 6,500,000            | Maximum      |
|   | Ps T 6.8     | 6,349,000            |              |
|   | Ps T 6.7     | 6,197,000            |              |
|   | Ps T 6.6     | 6,046,000            |              |
|   | Ps T 6.5     | 5,894,000            | Midpoint     |
|   | Ps T 6.4     | 5,743,000            |              |
|   | Ps T 6.3     | 5,591,000            |              |
|   | Ps T 6.2     | 5,440,000            |              |
|   | Ps T 6.1     | 5,288,000            | Minimum      |
| <b>H</b>  | Ps T 5.9     | 5,137,000            | Maximum      |
|   | Ps T 5.8     | 4,985,000            |              |
|   | Ps T 5.7     | 4,834,000            |              |
|   | Ps T 5.6     | 4,682,000            |              |
|   | Ps T 5.5     | 4,530,000            | Midpoint     |
|   | Ps T 5.4     | 4,379,000            |              |
|   | Ps T 5.3     | 4,227,000            |              |
|   | Ps T 5.2     | 4,076,000            |              |
|   | Ps T 5.1     | 3,924,000            | Minimum      |
| <b>G</b>  | Ps T 4.5     | 3,773,000            | Maximum      |
|   | Ps T 4.4     | 3,621,000            |              |
|   | Ps T 4.3     | 3,470,000            | Midpoint     |
|   | Ps T 4.2     | 3,318,000            |              |
|   | Ps T 4.1     | 3,167,000            | Minimum      |

|   |           |           |          |
|---|-----------|-----------|----------|
| F | P s T 3.5 | 3,102,000 | Maximum  |
|   | P s T 3.4 | 2,806,000 |          |
|   | P s T 3.3 | 2,707,000 | Midpoint |
|   | P s T 3.2 | 2,609,000 |          |
|   | P s T 3.1 | 2,510,000 | Minimum  |
| E | P s T 2.9 | 2,411,000 | Maximum  |
|   | P s T 2.8 | 2,312,000 |          |
|   | P s T 2.7 | 2,213,000 |          |
|   | P s T 2.6 | 2,114,000 |          |
|   | P s T 2.5 | 2,015,000 | Midpoint |
|   | P s T 2.4 | 1,917,000 |          |
|   | P s T 2.3 | 1,818,000 |          |
|   | P s T 2.2 | 1,719,000 |          |
|   | P s T 2.1 | 1,620,000 | Minimum  |
| D | P s T 1.9 | 1,521,000 | Maximum  |
|   | P s T 1.8 | 1,422,000 |          |
|   | P s T 1.7 | 1,324,000 |          |
|   | P s T 1.6 | 1,225,000 |          |
|   | P s T 1.5 | 1,126,000 | Midpoint |
|   | P s T 1.4 | 1,027,000 |          |
|   | P s T 1.3 | 928,000   |          |
|   | P s T 1.2 | 829,000   |          |
|   | P s T 1.1 | 730,000   | Minimum  |

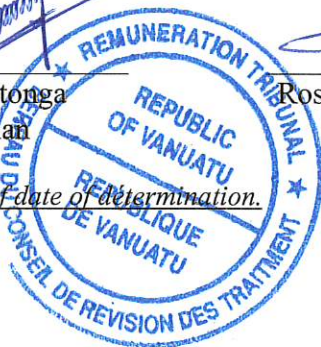
Signed this 17<sup>th</sup> day December, 2024.

Saby Natonga  
Chairman

Rosemary Leona  
Member

Nigel Malosu  
Member

*Effective as of date of determination.*





## PART 7A. THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE OPERATIONS CAREER PATHWAY

[GRT Determination 8 of 2024: The Job Classification Standards Tables for the positions of Public Servants as assigned to Band A to Band F and the Operations career pathway Level O1 to Level O6.]

| Table F. O6 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band F and the Operations pathway Level O6   |  |  |  |
|-------------|---------------|---|--|--|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor  | Operations Career Pathway O6 Factor Descriptors<br>(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) |  | Typical O6 Positions   |
| F           | O6<br>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  | <b>I. TERTIARY / SPECIALIST</b> Requires a specialist diploma at undergraduate 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 analyze, 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 | <p>Manager -Personnel Licensing Aviation Services Officer</p> <p>Hydrologist</p> <p>Senior Legal Researcher</p> <p>Team Leader Medium Segment</p> <p>Principal Officer Inland Revenue Large Segment Return and Debt</p> <p>Research Officer</p> <p>IP Engineer /Senior System Administrator</p> <p>App Developer Officer/Linux DNS Administrator</p> <p>CIR Investigator</p> <p>Documentary Officer (Air Processing)</p> |
|             |               |   | Experience   | <b>F. SKILLED</b> 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   | <b>C. DEFINED</b> The end results required, and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency.  |  |
|             |               |   | Scope  | <b>B. Related</b> Supervision of others not required but close liaison with others is necessary in coordinating specific activities.   |  |
|             |               |   | Problem Solving  | <b>C. Routine/Varied</b> Much of the work is routine but problems require reference to precedents and /or extensive interpretation of detailed instruction.  |  |
|             |               |   | Freedom to Act   | <b>C PROCEDURES</b> 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  | <b>A. Impact</b> Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.  |  |
|             |               |   | Interpersonal Skills   | <b>B-Relate</b> Discuss work with employees and communicates information to others.  |  |
|             |               |   | Authority  | <b>A. No authority</b> 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  | <b>A. Controls</b> 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 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band E and the Operations pathway Level O5   |   |   |  |
|-------------|---------------|---|---|---|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor  | Operations Pathway O5 Factor Descriptors<br>(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) |   | Typical O5 Positions   |
| E           | O5<br>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                         | Custom Boader Officer<br>Senior Lab Technician<br>Database Officer                                 |
|             |               |   | 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) | Assistant Meat Inspector<br>Investigator<br>System Support Officer<br>Road Worthiness Inspector    |
|             |               |   | Complexity  | B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.  | Security Officers Border<br>Examining Officer Boarder  |
|             |               |   | Scope   | B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.  | Foreman Asset Maintenance<br>Customs Revenue Officer   |
|             |               |   | Problem Solving   | C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.   | Geologist<br>Water Quality Officer<br>Chief Mechanic   |
|             |               |   | 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.   | Security Admin Officer<br>Provincial Water Supervisor  |
|             |               |   | Impact of Decisions   | A. Impact Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.  | Environment and Social Officer<br>Customs Auditor Officer  |
|             |               |   | Interpersonal Skills  | B-Relate Discuss work with employees and communicates information to others.  | Foreman Asset Maintenance Officer  |
|             |               |   | 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.  | Aviation Security Officer<br>Drilling Supervisor   |
|             |               |   | People Management   | A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)   | Senior Research & Mapping<br>Ship Right and Welder<br>Cargo Examining Officer<br>Survey Technician |

| Table D. O4 |                   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band D and the Operations pathway Level O4   |  |   |  |
|-------------|-------------------|---|--|---|--|
| Band        | Grade & Score     | Jobwise Pathway Descriptor  | Operations Career Pathway O4 Factor Descriptors<br>(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) |   | Typical O4 Positions   |
| D           | O4<br>236-<br>285 | Trades 2:<br><br>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  | <b>H. TERTIARY / DIPLOMA</b><br>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 | Qualified Auto Technician<br><br>Qualified Operators<br><br>Youth Development Officer                                      |
|             |                   |   | Experience   | <b>D. SEMI ROUTINE</b><br>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)                                | Desalination Plant Officer<br><br>Community Water Development Officer<br><br>Technical Assistant<br>Border Control Officer |
|             |                   |   | Complexity   | <b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.   | Provincial Rural Water Supply Officer<br><br>Mechanic  |
|             |                   |   | Scope  | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.   | Labourer (PWD)<br><br>Driller  |
|             |                   |   | Problem Solving  | <b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.  | Technical Assistant<br>Meat Inspector  |
|             |                   |   | Freedom to Act   | <b>C.PROCEDURES</b> 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.   | Road Worthiness Casual<br><br>Assistant Plant Health Officer (Pathology)   |
|             |                   |   | Impact of Decisions  | <b>IMPACT A 1.</b> 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)  | Assistant LO<br><br>Survey Field Technician  |
|             |                   |   | Interpersonal Skills   | <b>B. RELATE</b> Discusses work with employees and communicates information to other people.  | Driller  |
|             |                   |   | Authority  | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  | Youth Development Officer  |
|             |                   |   | People Management  | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)  |  |


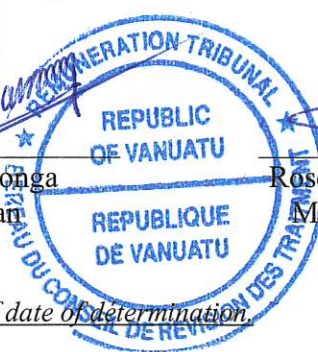
| Table C. O3 |                   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band C and the Operations pathway Level O3  |  |   |  |
|-------------|-------------------|--|--|---|--|
| Band        | Grade & Score     | Jobwise Pathway Descriptor   | Operations Career Pathway O3 Factor Descriptors<br>(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) |   | Typical O3 Positions   |
| C           | O3<br>191-<br>235 | Trades 1:<br>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  | <b>G. SECONDARY / VOCATIONAL</b><br>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 | Urban Water Technician<br><br>Seaman<br><br>Mason/Carpenter<br><br>Assistant Driller |
|             |                   |  | Experience   | <b>C. ROUTINE</b> 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>B. Practical</b> The application of practical skills or acquired knowledge to undertake define activities.   |  |
|             |                   |  | Scope  | <b>B. Related</b> Supervision of others not required but close liaison with others is necessary in coordinating specific activities to achieve common objectives.   |  |
|             |                   |  | Problem Solving  | <b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.  |  |
|             |                   |  | Freedom to Act   | <b>B. Instructions</b> 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  | <b>IMPACT A 1.</b> Direct impact of a single discretionary decision causes minor impact, which can be expressed in vat terms of less than VT 7,000. (The cost of the individual's own time)   |  |
|             |                   |  | Interpersonal Skills   | <b>B. RELATE</b> Discusses work with employees and communicates information to other people.  |  |
|             |                   |  | Authority  | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |  |
|             |                   |  | People Management  | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)  |  |




| Table B. O2 |                      | The Job Classification Standards Table for the positions of Public Servants as assigned to Band B and the Operations pathway Level O2  |  |  |   |
|-------------|----------------------|--|--|--|---|
| Band        | Grade & Score        | Jobwise Pathway Descriptor   | Operations Career Pathway O2 Factor Descriptors<br>(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) |  | Typical O2 Positions  |
| <b>B</b>    | <b>O2</b><br>145-190 | <b>Manual Labour 2:</b><br>Unskilled or semi-skilled roles where accountability is limited to achievement of, straight forward day to day tasks under close supervision in routine situations. | <b>Education</b>   | <b>B. ELEMENTARY (PRIMARY)</b><br>Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.                                  | Assistant Cook<br>Linesman<br>Survey Cadet<br>Field Officer<br>Farmhand<br>Porter |
|             |                      |  | <b>Experience</b>  | <b>B. SIMPLE TASKS</b> Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures maybe provided.                                      |   |
|             |                      |  | <b>Complexity</b>  | <b>B. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.  |   |
|             |                      |  | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.  |   |
|             |                      |  | <b>Problem Solving</b>   | <b>A. ROUTINE</b> Problems are minor. Some individual judgement is required to interpret rules and instructions.   |   |
|             |                      |  | <b>Freedom to Act</b>  | <b>B. INSTRUCTIONS</b> 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. |   |
|             |                      |  | <b>Impact of Decisions</b>   | <b>A 1. IMPACT.</b> Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000.<br>(The cost of the individual's own time)                 |   |
|             |                      |  | <b>Interpersonal Skills</b>  | <b>A. COURTESY</b> Little contact with other staff other than normal pleasantries and basic courtesy.  |   |
|             |                      |  | <b>Authority</b>   | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   |   |
|             |                      |  | <b>People Management</b>   | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)   |   |

| Table A. O1 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band A and the Operations pathway Level O1  |  |   |  |
|-------------|---------------|--|--|---|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor   | Operations Career Pathway O1 Factor Descriptors<br>(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) |   | Typical O1 Positions   |
| A           | O1<br>177-144 | <b>Manual Labour 1:</b><br><br>Task focused manual roles where the work is limited to clearly defined and straight forward tasks governed by simple rules and clear or detailed instructions | <b>Education</b>   | A. <b>BASIC</b> No schooling required, and no clear requirement for reading / writing skills. Limited training in simple manual activities may be required to carry out simple tasks under close direction. | Maintenance Officer<br><br>Nursery Worker<br><br>Handyman<br><br>Groundman<br><br>Agriculture Development Officer<br><br>Field Officer |
|             |               |  | <b>Experience</b>  | A. <b>BASIC</b> Basic tasks requiring no prior experience. Any training can be given on the job in a matter of hours.   |  |
|             |               |  | <b>Complexity</b>  | A- <b>BASIC</b> Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder.   |  |
|             |               |  | <b>Scope</b>   | A. <b>HIGHLY SPECIFIC</b> Performance of specific tasks and activities that do not involve supervision or close liaison with others.  |  |
|             |               |  | <b>Problem Solving</b>   | A. <b>REPETITIVE</b> Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.  |  |
|             |               |  | <b>Freedom to Act</b>  | A. <b>CLOSE</b> Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.  |  |
|             |               |  | <b>Impact of Decisions</b>   | A. <b>IMPACT</b> 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)                  |  |
|             |               |  | <b>Interpersonal Skills</b>  | A <b>COURTESY</b> Little contact with other staff other than normal pleasantries and basic courtesy.  |  |
|             |               |  | <b>Authority</b>   | A. <b>FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |  |
|             |               |  | <b>People Management</b>   | A. <b>STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)  |  |

Signed this 17<sup>th</sup> day December, 2024.

Saby Natonga  
Chairman



Rosemary Leona  
Member



Nigel Malosu  
Member

Effective as of date of determination.



**PART 7B THE SALARY STRUCTURE TABLE FOR THE POSITIONS OF PUBLIC SERVANTS  
ASSIGNED TO THE OPERATIONS CAREER PATHWAY**

[GRT Determination 8 of 2024: The Salary Structure Table for the positions of Public Servants as assigned to Band A to Band F and the Operations career pathway Level O1 to Level O6.]

| <b>GRT Determination 8 of 2024:</b>   |              |                      |              |
|---|--------------|----------------------|--------------|
| <b>Table O1-O6 – The Salary Structure Table for the positions of Public Servants as assigned to Band A to Band F and the Operations pathway Level O1 to Level O6.</b> |              |                      |              |
| <b>VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL</b>  |              |                      |              |
| <b>PERFORMANCE-BASED SALARY STRUCTURE DETERMINATION FOR THE OPERATIONS CAREER PATHWAY</b>   |              |                      |              |
| <b>PUBLIC SERVANTS</b>  |              |                      |              |
| <b>Band</b>   | <b>Grade</b> | <b>Annual Salary</b> | <b>Range</b> |
| <b>F</b>  | Ps O 6.9     | 3,000,000            | Maximum      |
|   | Ps O 6.8     | 2,914,000            |              |
|   | Ps O 6.7     | 2,827,000            |              |
|   | Ps O 6.6     | 2,741,000            |              |
|   | Ps O 6.5     | 2,654,000            | Midpoint     |
|   | Ps O 6.4     | 2,568,000            |              |
|   | Ps O 6.3     | 2,481,000            |              |
|   | Ps O 6.2     | 2,394,000            |              |
|   | Ps O 6.1     | 2,308,000            | Minimum      |
| <b>E</b>  | Ps O 5.9     | 2,221,000            | Maximum      |
|   | Ps O 5.8     | 2,135,000            |              |
|   | Ps O 5.7     | 2,048,000            |              |
|   | Ps O 5.6     | 1,961,000            |              |
|   | Ps O 5.5     | 1,875,000            | Midpoint     |
|   | Ps O 5.4     | 1,788,000            |              |
|   | Ps O 5.3     | 1,702,000            |              |
|   | Ps O 5.2     | 1,615,000            |              |
|   | Ps O 5.1     | 1,528,000            | Minimum      |
| <b>D</b>  | Ps O 4.9     | 1,435,000            | Maximum      |
|   | Ps O 4.8     | 1,421,000            |              |
|   | Ps O 4.7     | 1,407,000            |              |
|   | Ps O 4.6     | 1,393,000            |              |
|   | Ps O 4.5     | 1,378,000            | Midpoint     |
|   | Ps O 4.4     | 1,364,000            |              |
|   | Ps O 4.3     | 1,350,000            |              |

|   |          |           |          |
|---|----------|-----------|----------|
|   | Ps O 4.2 | 1,336,000 |          |
|   | Ps O 4.1 | 1,321,000 | Minimum  |
|   |          |           |          |
| C | Ps O 3.9 | 1,307,000 | Maximum  |
|   | Ps O 3.8 | 1,293,000 |          |
|   | Ps O 3.7 | 1,279,000 |          |
|   | Ps O 3.6 | 1,265,000 |          |
|   | Ps O 3.5 | 1,250,000 | Midpoint |
|   | Ps O 3.4 | 1,236,000 |          |
|   | Ps O 3.3 | 1,222,000 |          |
|   | Ps O 3.2 | 1,208,000 |          |
|   | Ps O 3.1 | 1,193,000 | Minimum  |
|   |          |           |          |
| B | Ps O 2.9 | 1,179,000 | Maximum  |
|   | Ps O 2.8 | 1,165,000 |          |
|   | Ps O 2.7 | 1,151,000 |          |
|   | Ps O 2.6 | 1,137,000 |          |
|   | Ps O 2.5 | 1,122,000 | Midpoint |
|   | Ps O 2.4 | 1,108,000 |          |
|   | Ps O 2.3 | 1,094,000 |          |
|   | Ps O 2.2 | 1,080,000 |          |
|   | Ps O 2.1 | 1,065,000 | Minimum  |
|   |          |           |          |
| A | Ps O 1.9 | 1,058,000 | Maximum  |
|   | Ps O 1.8 | 1,008,000 |          |
|   | Ps O 1.7 | 957,000   |          |
|   | Ps O 1.6 | 906,000   |          |
|   | Ps O 1.5 | 855,000   | Midpoint |
|   | Ps O 1.4 | 805,000   |          |
|   | Ps O 1.3 | 754,000   |          |
|   | Ps O 1.2 | 703,000   |          |
|   | Ps O 1.1 | 652,000   | Minimum  |

Signed this 17<sup>th</sup> day December, 2024.

Saby Natonga  
Chairman

Rosemary Leona  
Member

Nigel Malosu  
Member

Effective as of date of determination.

GOVERNMENT OF THE  
REPUBLIC OF VANUATU  
OFFICE OF THE GOVERNMENT  
REMUNERATION TRIBUNAL  
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**PART 8A THE JOB CLASSIFICATION STANDARDS TABLES FOR THE POSITIONS OF PUBLIC SERVANTS ASSIGNED TO THE CUSTOMER AND BUSINESS SUPPORT CAREER PATHWAY**

**[GRT Determination 8 of 2024: The Job Classification Standards Tables for the positions of Public Servants as assigned to Band A to Band F and the Customer & Business Support career pathway Level S1 to Level S6.]**

| Table F. S6 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band F and the Customer and Business Support pathway Level S6  |  |   |  |
|-------------|---------------|---|--|---|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor  | Customer & Business Support Career Pathway Level S6 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |   | Typical S6 Positions   |
| F           | S6<br>335-394 | <b>Senior Specialized Business Support:</b><br><br>Accountability for a specialized area of administration or customer support, involving conflicting and diverse activities requiring high level of individual judgement. Problems of moderate scope and complexity requiring analytical and creative input, Initiative and judgement. | <b>Education</b>   | <b>J. TERTIARY / PROFESSIONAL</b> 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 8-9 | Principal Compliance Officer<br><br>Finance Manager<br><br>Human Resource Manager<br><br>Auditor<br><br>Principal Procurement Officer<br><br>Asset Manager<br><br>Principal Housing Officer<br><br>SEO Training and Employment Opportunities<br><br>Principal Examination & Assessment Officer<br><br>Principal Finance & Administration Officer<br><br>Finance Corporate Manager<br><br>Principal Trade Officer<br><br>Principal Scholarship and Development Officer<br><br>Principal Livestock Officer<br><br>Harbor Master<br><br>Principal Investigator<br><br>School Improvement Officer<br><br>Principal Organization and Development Analyst<br><br>PEO Education Policy and Planning<br><br>National Coordinator NLC<br><br>PEO Education Services<br><br>Principal Organizational Development Analyst<br><br>Principal Fleet Officer<br><br>Principal School Improvement Officer<br><br>Assistant Legal Officer<br><br>Principal HRMIS<br><br>Team Leader Tax Payer Services (Advisory & Education)<br><br>Principal Aid Programmer |
|             |               |   | <b>Experience</b>  | <b>G. ADVANCED</b> 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. Thus, it may be necessary to work in harmony with conflicting and diverse activities and usually involves control of resources and people. (5 – 10 years' relevant experience)     |  |
|             |               |   | <b>Complexity</b>  | <b>D. INVOLVED</b> 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.   |  |
|             |               |   | <b>Scope</b>   | <b>C. INFLUENCING / SUPERVISORY</b> Supervision of others required and / or coordination of resources and processes (human / physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.  |  |
|             |               |   | <b>Problem Solving</b>   | <b>E. COMPLEX</b> 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.   |  |
|             |               |   | <b>Freedom to Act</b>  | <b>E. GUIDANCE</b> 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.   |  |
|             |               |   | <b>Impact of Decisions</b>   | <b>IMPACT B.</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu. (supervise small team or provides advice)   |  |
|             |               |   | <b>Interpersonal Skills</b>  | <b>D. INFLUENCE / PERSUADE</b> Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.  |  |
|             |               |   | <b>Authority</b>   | <b>A.</b> 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.   |  |
|             |               |   | <b>People Management</b>   | <b>A.</b> 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. S5 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band E and the Customer & Business Support pathway Level S5   |  |  |   |
|-------------|---------------|--|--|--|---|
| Band        | Grade & Score | Jobwise Pathway Descriptor   | Customer & Business Support Career Pathway Level S5 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |  | Typical S5 Positions  |
| E           | S5<br>286-334 | <b>Specialised Admin/Customer Focus</b><br><br>Jobs at this level tend to be more self-directed. Accountability for a specialised area of administration for the organisation with measurable impact. Varied problems of moderate complexity, requiring judgement and interpretation and perhaps analysis and research | <b>Education</b>   | <b>I. TERTIARY / SPECIALIST</b> 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 6 & 7                     | Senior Biosecurity Officer<br><br>Return & Debt Officer<br><br>Senior Data Officer<br><br>Senior Procurement Officer<br><br>SEO Rural Training<br><br>Curriculum Coordinator<br><br>Personnel Licensing (PEL) Officer<br><br>Senior Procurement Officer<br><br>Environmental Health Officer<br><br>Revenue Officer<br><br>Risk Management Officer<br><br>Wash Cluster Coordinator<br><br>Subsidy Scheme Administrator<br><br>Senior Asset & Inventory Officer<br><br>Senior M&E Officer<br><br>Junior Secondary School Examination Officer<br><br>DCO Secretariat<br><br>Internal Auditor<br><br>Senior Desk Officer<br>Development Cooperation<br><br>Senior Payment officer – Imprest<br><br>Accountant<br><br>Principal Provincial Tourism Officer<br><br>Senior Quality Assurance<br><br>PEO Provincial Education<br><br>Principal Corrections Officer<br><br>Senior Tariff Officer |
|             |               |  | <b>Experience</b>  | <b>E. PROFICIENT</b> 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)   |   |
|             |               |  | <b>Complexity</b>  | <b>C. DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.   |   |
|             |               |  | <b>Scope</b>   | <b>C. INFLUENCING / SUPERVISORY</b> Supervision of others required and / or coordination of resources and processes (human /physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.  |   |
|             |               |  | <b>Problem Solving</b>   | <b>D. VARIED</b> 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. |   |
|             |               |  | <b>Freedom to Act</b>  | <b>D. GENERAL INSTRUCTIONS</b> 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.  |   |
|             |               |  | <b>Impact of Decisions</b>   | <b>IMPACT B.</b> Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu. (supervise small team or provides advice)  |   |
|             |               |  | <b>Interpersonal Skills</b>  | <b>C. ADVISE / SUPERVISE</b> Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.   |   |
|             |               |  | <b>Authority</b>   | <b>Financial Authority B.</b> Authorises minor expenditure from another person's budget. (i.e. not accountable for an expenditure budget)  |   |
|             |               |  | <b>People Management</b>   | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)   |   |

| Table D. S4 |                          | The Job Classification Standards Table for the positions of Public Servants as assigned to Band D and the Customer & Business Support pathway Level S4  |  |   |   |
|-------------|--------------------------|---|--|---|---|
| Band        | Grade & Score            | Jobwise Pathway Descriptor  | Customer & Business Support Career Pathway Level S4 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |   | Typical S4 Jobs   |
| <b>D</b>    | <b>S4</b><br>236-<br>285 | <b>Technical Admin/Customer Focus</b><br><br>Technical administrative roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognized patterns | <b>Education</b>   | <b>H. TERTIARY / DIPLOMA</b><br>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<br>-VQF 4-6 | Executive Secretary<br>Administration & Finance Officer<br>Assistant FSB Officer<br>Secretary<br>Passport Processing Officer<br>Cooperative Business Development Officer<br>Forest Officer<br>Pollution Control Officer<br>Aquaculture Officer<br>Provincial Statistics Officer<br>Senior Corrections Officer<br>Assistant Agriculture Officer<br>Area Administrator<br>Assistant Auditor<br>Assistant Human Resource Officer<br>Asset Officer<br>VAT Compliance Officer (Province)<br>Data Processing Officer<br>Bio-Safety & Invasive Species Officer<br>Maintenance Supervisor<br>Assessment Processing Officer<br>Desktop Support Officer<br>Payroll Officer<br>Project Officer<br>Senior Registration Officer<br>Field Officer<br>Senior Meteo Officer |
|             |                          |   | <b>Experience</b>  | <b>E. PROFICIENT</b> 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)  |   |
|             |                          |   | <b>Complexity</b>  | <b>C.DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency.   |   |
|             |                          |   | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.   |   |
|             |                          |   | <b>Problem Solving</b>   | <b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.  |   |
|             |                          |   | <b>Freedom to Act</b>  | <b>C.PROCEDURES</b> 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.   |   |
|             |                          |   | <b>Impact of Decisions</b>   | <b>IMPACT</b> 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)  |   |
|             |                          |   | <b>Interpersonal Skills</b>  | <b>B. RELATE</b> Discusses work with employees and communicates information to other people.  |   |
|             |                          |   | <b>Authority</b>   | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.  |   |
|             |                          |   | <b>People Management</b>   | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)  |   |



| Table C. S3 |                   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band C and the Customer & Business Support pathway Level S3  |  |  |   |
|-------------|-------------------|---|--|--|---|
| Band        | Grade & Score     | Jobwise Pathway Descriptor  | Customer & Business Support Career Pathway Level S3 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |  | Typical S3 Jobs   |
| C           | S3<br>191-<br>235 | <b>Administration/ Customer Support:</b><br><br>Process focused administrative or support roles with accountability for own day to day tasks requiring knowledge of procedures and processes within a work area. This level may also include customer facing roles with varied transactions, explaining, resolving enquiries. | <b>Education</b>   | <b>G. SECONDARY / VOCATIONAL</b><br>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 | Administration Officer<br>Help Desk Officer<br>Corrections Officer<br>Clerical Officer                              |
|             |                   |   | <b>Experience</b>  | <b>C. ROUTINE</b> Familiarity with standardised work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)  | Filing Clerk<br>Assistant Statistician  |
|             |                   |   | <b>Complexity</b>  | <b>C.DEFINED</b> The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.  | Finance & Admin Officer<br>Escort Officer   |
|             |                   |   | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.  | Human Resource Officer<br>Labour Officer-Work Permit & Training   |
|             |                   |   | <b>Problem Solving</b>   | <b>C.ROUTINE / VARIED</b> Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.   | Road Worthy Administration Officer<br>Security Officer  |
|             |                   |   | <b>Freedom to Act</b>  | <b>C.PROCEDURES</b> 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.  | Assistant FSB (Province)<br>Assistant Statistician  |
|             |                   |   | <b>Impact of Decisions</b>   | <b>IMPACT A 1.</b> Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000.<br>(The cost of the individual's own time)  | Maintenance Supervisor  |
|             |                   |   | <b>Interpersonal Skills</b>  | <b>B. RELATE</b> Discusses work with employees and communicates information to other people.   | Finance Records & Administration  |
|             |                   |   | <b>Authority</b>   | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   | Assistant Finance Officer<br>Data Entry Officer   |
|             |                   |   | <b>People Management</b>   | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)   | Secretary/Typist<br>Support Officer<br>Librarian<br>Assistant Forest Officer<br>Basic Examination Officer<br>Intern |

| Table B. S2 |               | The Job Classification Standards Table for the positions of Public Servants as assigned to Band B and the Customer & Business Support pathway Level S2   |  |  |  |
|-------------|---------------|--|--|--|--|
| Band        | Grade & Score | Jobwise Pathway Descriptor   | Customer & Business Support Career Pathway Level S2 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |  | Typical S2 Jobs  |
| B           | S2<br>145-190 | <b>Office Support:</b><br>These are likely to be clerical or semi-skilled positions in support roles where accountability is limited to achievement of own day – to – day tasks, set and monitored by others. May also include customer facing roles, routine tasks. | <b>Education</b>   | <b>E. BASIC OCCUPATIONAL</b><br>Requires 2 – 3 years' secondary schooling plus a course of basic occupational skills, mostly learnt on the job. Utilises a narrow range of knowledge and cognitive skills, such as the basic use of computers, to perform a range of repetitive and familiar tasks under supervision. -VQF 1 | Driver<br>Cleaner<br>Receptionist<br>Help Desk Officer<br>Driver/Messenger<br>Office Assistant<br>Filing Clerk<br>Media & Outreach Officer<br>Driver/Groundsman<br>Data Entry Clerk<br>Development Officer<br>Liaison Officer<br>Information Officer |
|             |               |  | <b>Experience</b>  | <b>C. ROUTINE</b> Familiarity with standardised work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)  |  |
|             |               |  | <b>Complexity</b>  | <b>A. PRACTICAL</b> The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.  |  |
|             |               |  | <b>Scope</b>   | <b>B. RELATED</b> Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives   |  |
|             |               |  | <b>Problem Solving</b>   | <b>C. ROUTINE</b> Problems are minor. Some individual judgement is required to interpret rules and instructions.   |  |
|             |               |  | <b>Freedom to Act</b>  | <b>B. INSTRUCTIONS</b> 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.   |  |
|             |               |  | <b>Impact of Decisions</b>   | <b>IMPACT A 1.</b> 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)   |  |
|             |               |  | <b>Interpersonal Skills</b>  | <b>B. RELATE</b> Discusses work with employees and communicates information to other people.   |  |
|             |               |  | <b>Authority</b>   | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   |  |
|             |               |  | <b>People Management</b>   | <b>A. STAFF RESPONSIBILITY</b><br>There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)  |  |

| Table A. S1 |                   | The Job Classification Standards Table for the positions of Public Servants as assigned to Band A and the Customer & Business Support pathway Level S1         |  |  |  |
|-------------|-------------------|--|--|--|--|
| Band        | Grade & Score     | Jobwise Pathway Descriptor   | Customer & Business Support Career Pathway Level S1 Factor Descriptors<br>(Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.) |  | Typical S1 Jobs  |
| A           | S1<br>177-<br>144 | Task Support:<br><br>Task focused support roles where the work is limited to clearly defined tasks governed by simple rules and clear or detailed instructions | Education  | <b>B. ELEMENTARY (PRIMARY)</b> Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.               | Cleaner<br><br>Nursery Worker<br><br>Custom Counsellor<br><br>Security Officer<br><br>Gardener<br><br>Office Support<br><br>Field Support<br><br>Cadet |
|             |                   |  | Experience   | <b>B. SIMPLE TASKS</b> Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures may be provided.               |  |
|             |                   |  | Complexity   | <b>A. BASIC</b> Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder                         |  |
|             |                   |  | Scope  | <b>A. HIGHLY SPECIFIC</b> Performance of specific tasks and activities that do not involve supervision or close liaison with others.   |  |
|             |                   |  | Problem Solving  | <b>A. REPETITIVE</b> Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.   |  |
|             |                   |  | Freedom to Act   | <b>A. CLOSE</b> Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.   |  |
|             |                   |  | Impact of Decisions  | <b>C. IMPACT</b> 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>A COURTESY</b> Little contact with other staff other than normal pleasantries and basic courtesy.   |  |
|             |                   |  | Authority  | <b>A. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.   |  |
|             |                   |  | People Management  | <b>A. STAFF RESPONSIBILITY</b> There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)                                 |  |

Signed this 17<sup>th</sup> day December, 2024.

Saby Natonga  
Chairman

Rosemary Leona  
Member

Nigel Malosu  
Member

Effective as of date of determination.



**PART 8B THE SALARY STRUCTURE TABLE FOR THE POSITIONS OF PUBLIC SERVANTS  
ASSIGNED TO THE CUSTOMER AND BUSINESS SUPPORT CAREER PATHWAY**

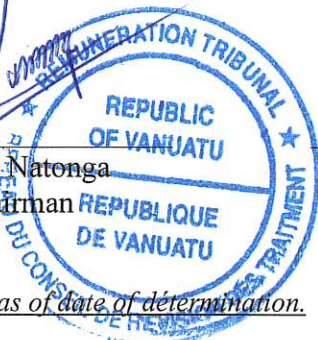
[GRT Determination 8 of 2024: The Salary Structure Table for the positions of Public Servants as assigned to Band A to Band F and the Customer & Business Support career pathway Level S1 to Level S6.]

| <b>GRT Determination 8 of 2024:</b>  |                      |                      |              |
|--|----------------------|----------------------|--------------|
| <b>Table S1-S6 – The Salary Structure Table for the positions of Public Servants as<br/>assigned to Band A to Band F and the Customer &amp; Business Support pathway Level S1<br/>to Level S6.</b> |                      |                      |              |
| <b>VANUATU GOVERNMENT - GOVERNMENT REMUNERATION TRIBUNAL</b>   |                      |                      |              |
| <b>PERFORMANCE-BASED SALARY STRUCTURE DETERMINATION FOR THE<br/>CUSTOMER &amp; BUSINESS SUPPORT CAREER PATHWAY</b>   |                      |                      |              |
| <b>PUBLIC SERVANTS</b>   |                      |                      |              |
| <b>Band</b>  | <b>Grade</b>         | <b>Annual Salary</b> | <b>Range</b> |
| <b>F</b>   | P <sub>s</sub> S 6.9 | 3,100,000            | Maximum      |
|  | P <sub>s</sub> S 6.8 | 3,035,000            |              |
|  | P <sub>s</sub> S 6.7 | 2,970,000            |              |
|  | P <sub>s</sub> S 6.6 | 2,904,000            |              |
|  | P <sub>s</sub> S 6.5 | 2,839,000            | Midpoint     |
|  | P <sub>s</sub> S 6.4 | 2,774,000            |              |
|  | P <sub>s</sub> S 6.3 | 2,708,000            |              |
|  | P <sub>s</sub> S 6.2 | 2,643,000            |              |
|  | P <sub>s</sub> S 6.1 | 2,577,000            | Minimum      |
| <b>E</b>   | P <sub>s</sub> S 5.9 | 2,512,000            | Maximum      |
|  | P <sub>s</sub> S 5.8 | 2,447,000            |              |
|  | P <sub>s</sub> S 5.7 | 2,381,000            |              |
|  | P <sub>s</sub> S 5.6 | 2,316,000            |              |
|  | P <sub>s</sub> S 5.5 | 2,250,000            | Midpoint     |
|  | P <sub>s</sub> S 5.4 | 2,185,000            |              |
|  | P <sub>s</sub> S 5.3 | 2,120,000            |              |
|  | P <sub>s</sub> S 5.2 | 2,054,000            |              |
|  | P <sub>s</sub> S 5.1 | 1,989,000            | Minimum      |
| <b>D</b>   | P <sub>s</sub> S 4.9 | 1,924,000            | Maximum      |
|  | P <sub>s</sub> S 4.8 | 1,858,000            |              |
|  | P <sub>s</sub> S 4.7 | 1,793,000            |              |
|  | P <sub>s</sub> S 4.6 | 1,727,000            |              |
|  | P <sub>s</sub> S 4.5 | 1,662,000            | Midpoint     |

|           |           |           |          |
|-----------|-----------|-----------|----------|
| <b>D</b>  | P s S 4.4 | 1,597,000 |          |
|           | P s S 4.3 | 1,531,000 |          |
|           | P s S 4.2 | 1,466,000 |          |
|           | P s S 4.1 | 1,400,000 | Minimum  |
| <b>C</b>  |           |           | Maximum  |
|           | P s S 3.9 | 1,380,000 |          |
|           | P s S 3.8 | 1,359,000 |          |
|           | P s S 3.7 | 1,338,000 |          |
|           | P s S 3.6 | 1,316,000 |          |
|           | P s S.3.5 | 1,295,000 | Midpoint |
|           | P s S 3.4 | 1,273,000 |          |
|           | P s S 3.3 | 1,252,000 |          |
|           | P s S 3.2 | 1,230,000 |          |
| P s S 3.1 | 1,209,000 | Minimum   |          |
| <b>B</b>  |           |           | Maximum  |
|           | P s S 2.9 | 1,187,000 |          |
|           | P s S 2.8 | 1,166,000 |          |
|           | P s S 2.7 | 1,144,000 |          |
|           | P s S 2.6 | 1,112,300 |          |
|           | P s S 2.5 | 1,101,000 | Midpoint |
|           | P s S 2.4 | 1,080,000 |          |
|           | P s S 2.3 | 1,058,000 |          |
|           | P s S 2.2 | 1,037,000 |          |
| P s S 2.1 | 1,015,000 | Minimum   |          |
| <b>A</b>  |           |           | Maximum  |
|           | P s S 1.9 | 1,002,000 |          |
|           | P s S 1.8 | 958,000   |          |
|           | P s S 1.7 | 914,000   |          |
|           | P s S 1.6 | 871,000   |          |
|           | P s S 1.5 | 827,000   | Midpoint |
|           | P s S 1.4 | 783,000   |          |
|           | P s S 1.3 | 740,000   |          |
|           | P s S 1.2 | 696,000   |          |
| P s S 1.1 | 652,000   | Minimum   |          |

Signed this 17<sup>th</sup> day December, 2024.

Saby Natonga  
Chairman



Rosemary Leona  
Member

Nigel Malosu  
Member

Effective as of date of détermination.