

**GOVERNMENT OF THE  
REPUBLIC OF VANUATU**

OFFICE OF THE GOVERNMENT  
REMUNERATION TRIBUNAL  
PMB 9094 Port Vila, Vanuatu  
Tel: (678) 23625 Fax: 263181



**GOVERNEMENT DE LA  
RÉPUBLIQUE DE VANUATU**

BUREAU DE CONSEIL DE RÉVISION DES  
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SPR 9094 Port-Vila, Vanuatu  
Tél: (678) 23625 Télécopie: 263181

**OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL**

**GRT DETERMINATION 27 OF 2024**

Notice No. of 2024

**JUDICIAL SERVICE COMMISSION AND PUBLIC SECTOR LAWYERS**

**GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY  
STRUCTURE FOR THE POSITIONS OF ATTORNEY GENERAL OR A LEGAL  
OFFICER FOR THE OFFICE OF THE ATTORNEY GENERAL, THE PUBLIC  
PROSECUTOR OR A PROSECUTOR FOR THE OFFICE OF THE PUBLIC  
PROSECUTOR, AND THE PUBLIC SOLICITOR OR A LEGAL OFFICER ASSISTING  
THE PUBLIC SOLICITOR**

This Determination sets out the Job Classification Standards and the Salary Structure for the positions of Attorney General and legal officers of the office of the Attorney General, the Public Prosecutor and the Prosecutors of the office of the Public Prosecutor, the Public Solicitor and the legal officers assisting the Public Solicitor, pursuant to subsection 13(1) of the Government Remuneration Tribunal Act No.20 of 1998 [CAP 250]. It sets out the contents as follows:

<b>PART</b>	<b>CONTENT</b>	<b>PAGE</b>
1	GENERAL	2
2	JOB CLASSIFICATION STANDARDS, SALARY STRUCTURE, AND RELATED MATTERS	2 - 3
3	EFFECTIVE DATE	3
4	JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURE TABLES	4
	TABLE 4.1A – CLASSIFICATION STANDARDS	4 - 10
	TABLE 4.1B – SALARY STRUCTURE FOR POSITIONS OF SENIOR PUBLIC LAWYERS	11
	TABLE 4.1C – SALARY STRUCTURE FOR POSITIONS OF PUBLIC LAWYERS	12

## **PART 1. GENERAL**

- 1.1 This Determination is issued pursuant to subsection 13(1) of the Government Remuneration Tribunal Act No. 20 of 1998 [CAP 250].
- 1.2 The Determination applies to the person appointed to the position of:
- (i) Attorney General,
  - (ii) Public Prosecutor,
  - (iii) Public Solicitor,
  - (iv) Legal officer of the State Law Office,
  - (v) Prosecutor of the Office of the Public Prosecutor, or
  - (vi) Legal officer assisting the Public Solicitor
- 1.3 The Tribunal may issue guidance notes from time to time to assist employing bodies in the administration of this Determination.

## **PART 2. JOB CLASSIFICATION STANDARDS, SALARY STRUCTURE AND RELATED MATTERS**

1. Job Classification standards: The Job Classification Standards for the positions stated in Part 1.2 is as set out in Table A1 to this Determination.
2. Salary Structure: The salary structure for the positions stated in Part 1.2 is as set out in Table A2 to this Determination.

### **3. Related matters**

#### **3.1 Setting the Salary**

- 3.1.1 The Employing Body shall determine the value for a position stated in Part 1.2 of this Determination in accordance with the Classification standards set out in Table A1 and the Salary structure set out in Table A2 to this Determination.
- 3.1.2 In determining the value of a position, subject to Part 2(1) and Part 2(2), the Employing body is expected to exercise prudent business judgment commensurate with the responsibilities and accountabilities of the office.

#### **3.2 Adjustment to Salary**

- 3.2.1 Subject to Part 2(1) and Part 2(2) of this Determination, adjustment to salary shall be made in accordance with established performance guidelines and within the ability of the Employing body to retain the person with the necessary qualification and skills.

#### **3.3 Application to other Legal Practitioners**

3.3.1 This Determination shall apply to any other legal practitioner appointed to assist the office of the Attorney General, the office of the Public Prosecutor, the office of the Public Solicitor.

3.4 Maximum Salary levels payable based on classification standard for Public Lawyers

Position	Maximum Salary payable
Peak Position – OAG, OPP & PSO	9,760,000
Deputy to Peak Position	7,447,000
Principal Public Lawyer	6,162,000
Senior Public Lawyer	5,390,000
Public Lawyer	3,773,000
Public Lawyer entry	1,521,000


### PART 3. EFFECTIVE DATE

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

The Determination supersedes and revokes any determination or decision relating to any form of salary payable to officers mentioned on this Determination.

Signed this 17<sup>th</sup> day of December 2024

  
Saby Natonga  
Chairman

  
Rosemary Leona  
Member

  
Nigel T. Malosu  
Member

Effective as of 1 December 2024



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**GRT Determination 27 of 2024**

**PART 4 – JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURES**

**Table 4.1A – Job Classification Standards for the positions of Public Lawyers**

Table L. SPL L9		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band L and the Leadership pathway Level L9			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L9 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Jobs
<b>L</b>	<b>L9</b>  774-875	<b>Senior Manager:</b>  Leadership of a single function or aspect of a large function where the impact on overall organization end results (Political, strategic, and financial) is major and direct	Education	<b>K. TERTIARY / ADVANCED PROFESSIONAL</b> Requires multiple degrees in diverse disciplines, e.g., Medical Specialist / LLB extending beyond PhD level, applying advanced theoretical and applied knowledge at the international forefront of the discipline or enterprise.	Attorney General  Public Prosecutor  Public Solicitor  (Peak Positions)
			Experience	<b>K. EXECUTIVE DIRECTION</b> Extensive experience in managing, leading and directing a major division/ function of a large organisation, or the CEO / Director General of a small organisation.	
			Complexity	<b>E. COMPLEX</b> High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonies, and motivate all or major sections of a large and diverse organization, within continuously changing environment, both locally and internationally.	
			Scope	<b>F. GENERAL MANAGEMENT</b> Coordination and direction of multiple divisions and functions or departments in an organization.	
			Problem Solving	<b>F. EVALUATIVE</b> Little routine is involved. Problems are primarily of a strategic nature requiring analysis and evaluation of several alternative solutions. Guidelines may provide a general framework, but considerable judgment and initiative are required to find the best possible solution.	
			Freedom to Act	<b>G. BROAD GUIDANCE</b> Determines own strategies to meet the overall objectives of the organization. Little guidance is available on the range of business activities that can be undertaken. Expected to resolve all but major corporate-wide problems independently.	
			Impact of Decisions	<b>E. IMPACT</b> Direct impact of a single discretionary decision causes critical impact, which can be expressed in vatu terms of hundreds of thousands of vatu.	
			Interpersonal Skills	<b>F. LEAD/ DIRECT (LARGE ORGANISATION)</b> Coordinating and direction of senior management from all areas of the organization	
			Authority	<b>D. FINANCIAL AUTHORITY.</b> Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
			People Management	<b>D 3.</b> Has full supervisory / managerial responsibility for 30–99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. (may also apply to medium and larger staff numbers)	

Table K. SPL L8		The Job Classification Standard Table for the positions of Public Lawyers assigned to Band K and the Leadership pathway Level L8			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L8 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Jobs
K	L8	<b>Function Manager:</b>  Leadership of a single function or aspect of a large function where the impact on overall organization end results is significant. Typically managing managers or team leaders with staff in technical/specialist roles requiring high levels of expertise.	<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 8-10	Parliamentary Counsel  Solicitor General  General Counsel  (Deputy to Peak Positions)
			<b>Experience</b>	<b>J. DIVERSE EXPERIENCE</b> The job requires experience in managing and administering a major function or a small / medium organization, or a major department / brand of a large organization.	
			<b>Complexity</b>	<b>D. INVOLVED</b> While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing o conflicting demands from diverse sources is required and a high level of unpredictability and variability is encountered.	
			<b>Scope</b>	<b>E. CORPORATE</b> Functional responsibility at a corporate level, involving central coordination of a specialist or staff function and requiring the integration or coordination of activities and influence over relevant policy and procedures in all operating areas of a large organization.	
			<b>Problem Solving</b>	<b>E. COMPLEX</b> Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research ay be required, possibly extending up to 9-12months. 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>D. IMPACT</b> Direct impact of a single discretionary decision causes major impact, which can be expressed in vatu terms of tens of thousands of vatu.(managers of larger teams and more resources)	
			<b>Interpersonal Skills</b>	<b>E RESOLVE/SHAPE</b> Extensive contact at a senior level requiring high level of communication skills (e.g. mediating, advocating, counselling, and negotiating) on sensitive, difficult, and complex issues; and / or the skills required for leading a very small organization.	
			<b>Authority</b>	<b>D. FINANCIAL AUTHORITY.</b> Approves routine expenditure within budgetary limits and is accountable for an expenditure budget.	
<b>People Management</b>	<b>D 1 - 2. STAFF RESPONSIBILITY</b> Has full supervisory / managerial responsibility for 30-99 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance. OR Project Coordinator (Managing Project Manager) of projects long than 4 years who have oversight of Project Managers, project teams of over 100 people.				

Table I. SPL T6		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band I and the Technical pathway Level T6			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T6 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
I	T6 521-591	<b>Advanced Specialist:</b>  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> Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. -VQF 9	Principal Public Lawyer
			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; 10-11 Years	
			Complexity	<b>E. COMPLEX</b> High level of innovation and adaptability required to react to rapidly changing circumstances. Significant demands made to control, harmonies and motivate all or major sections of a large and diverse organization.	
			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 organization'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. 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 H. SPL T5		The Job Classification Standards Table for the positions of public lawyers assigned to Band H and the Technical pathway Level T5			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T5 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
H	T5 335-394	<b>Senior Level Specialist:</b>  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 principles from relevant discipline	Education	<b>J. TERTIARY / PROFESSIONAL</b> Requires applied knowledge and understanding of the theoretical knowledge base in a specialised field or equivalent level of management. --VQF Level 8 & 9	Senior Public Lawyer
			Experience	<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. (5 – 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>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. 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 organization'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 G, PL T3		The Job Classification Standard Table for the positions of Public Lawyers assigned to Band G and the Technical pathway Level T3			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T3 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
F	T3 335-394	<b>First level Specialist:</b>  First level of Technicians specialization. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgment. Jobs at this level assess, investigate, analyses and interpret information.	Education	<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 LEVEL 8	Public Lawyers
			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. (2 – 5 years' relevant experience)	
			Complexity	<b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgment.	
			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> 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 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>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>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people.	
			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 E. PL T2		The Job Classification Standards Table for the positions of Public Lawyers assigned to Band E and the Technical pathway Level T2			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T2 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
<b>E</b>	<b>T2</b> 286-334	<b>Technical / Entry Level Specialist:</b>  Jobs at this level are accountable for results of and processes within portions of work or projects or for providing specialized technical service in their own right. Varied problems requiring judgment and interpretation and perhaps analysis.	<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. Specialised knowledge with depth in more than one area. -VQF LEVEL 8	Public Lawyers
			<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. (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 judgment.	
			<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>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. 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.</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 D. PL T1		The Job Classification Standards Table for the positions of public lawyers assigned to Band D and the Technical pathway Level T1			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T1 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
D	T1 236-285	Technical Support:  Entry level technician or technical support roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognised patterns,	Education	<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 7-8	Public Lawyers (Entry)
			Experience	<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)	
			Complexity	<b>B. PRACTICAL</b> The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			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.	
			Problem Solving	<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	
			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	
			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>B. RELATE (HIGH)</b> Discusses work with employee and communicates information to other people	
			Authority	<b>A0. FINANCIAL AUTHORITY</b> No authority to commit routine expenditure or capital expenditure.	
			People Management	<b>A 1. 0. 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 of 2024

Saby Natonga  
Chairman

Rosemary Leona  
Member

Nigel T. Malosu  
Member

Effective as of 1 December 2024

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**Table 4.1B – Salary Structures for the positions of Senior Public Lawyers**

<b>GOVERNMENT REMUNERATION TRIBUNAL</b>			
<b>Performance Based Salary Structure</b>			
<b>Senior Public Lawyers</b>			
<b>BAND</b>	<b>Grade / Level</b>	<b>Annual Salary</b>	<b>Range</b>
L Peak Position	SPL L 9.9	9,760,000	Maximum
	SPL L 9.8	9,503,000	
	SPL L 9.7	9,246,000	Midpoint
	SPL L 9.6	8,989,000	
	SPL L 9.5	8,732,000	Minimum
K Deputy to Peak Position	SPL L 8.9	7,700,000	Maximum
	SPL L 8.8	7,190,000	
	SPL L 8.7	6,676,000	Midpoint
	SPL L 8.6	6,419,000	
	SPL L 8.5	6,250,000	Minimum
I Principal	SPL T 6.6	6,162,000	Maximum
	SPL T 6.5	6,046,000	
	SPL T 6.4	5,894,000	
	SPL T 6.3	5,743,000	Midpoint
	SPL T 6.2	5,591,000	
	SPL T 6.1	5,440,000	Minimum
H Senior	SPL T 5.9	5,390,000	Maximum
	SPL T 5.8	5,137,000	
	SPL T 5.7	4,985,000	
	SPL T 5.6	4,834,000	
	SPL T 5.5	4,682,000	Midpoint
	SPL T 5.4	4,530,000	
	SPL T 5.3	4,379,000	
	SPL T 5.2	4,227,000	
	SPL T 5.1	4,076,000	Minimum

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

Saby Natonga  
Chairman

Rosemary Leona  
Member

Nigel Malosu  
Member

Effective as of 1 December 2024



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**Table 4.1C – Salary Structures for the positions of Public Lawyers**

<b>GOVERNMENT REMUNERATION TRIBUNAL</b>			
<b>Performance Based Salary Structure</b>			
<b>Public Lawyers</b>			
<b>Band</b>	<b>Grade / Level</b>	<b>Salary</b>	<b>Range</b>
F	PL T 3.9	3,773,000	Maximum
	PL T 3.8	3,621,000	
	PL T 3.7	3,470,000	
	PL T 3.6	3,318,000	
	PL T 3.5	3,167,000	Midpoint
	PL T 3.4	3,015,000	
	PL T 3.3	2,864,000	
	PL T 3.2	2,712,000	
	PL T 3.1	2,560,000	Minimum
E	PL T 2.9	2,411,000	Maximum
	PL T 2.8	2,312,000	
	PL T 2.7	2,213,000	
	PL T 2.6	2,114,000	
	PL T 2.5	2,015,000	Midpoint
	PL T 2.4	1,917,000	
	PL T 2.3	1,818,000	
	PL T 2.2	1,719,000	
	PL T 2.1	1,620,000	Minimum
D	PL T 1.9	1,521,000	Maximum
	PL T 1.8	1,422,000	Midpoint
	PL T 1.7	1,324,000	Minimum

Signed this 17<sup>th</sup> day of December 2024

  
Saby Natonga  
Chairman

  
Rosemary Leona  
Member

  
Nigel T. Malosu  
Member

*Effective as of 1 December 2024*