

**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

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

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OFFICE OF THE GOVERNMENT REMUNERATION TRIBUNAL

GRT DETERMINATION 28 OF 2024

Notice No. of 2024

JUDICIAL SERVICE COMMISSION

GRT DETERMINATION ON JOB CLASSIFICATION STANDARDS AND SALARY STRUCTURES FOR THE COURT PERSONNEL OF THE JUDICIAL SERVICE, SUPPORT STAFF FOR THE OFFICE OF THE ATTORNEY GENERAL, OFFICE OF THE PUBLIC PROSECUTOR, AND OFFICE OF THE PUBLIC SOLICITOR

This Determination sets out the Job Classification Standard and the Salary Structures for the Court Personnel of the Judicial Service, Support staff in the office of the Attorney General, Support staff in the office of the Public Prosecutor, and Support staff of the office of 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:

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PART 1. GENERAL

1.1 Authority

- 1.1.1 This Determination is issued pursuant to subsection 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 employing bodies in the administration of this Determination.

1.2 Application

- 1.2.1 The Determination applies to those persons appointed as a Court Personnel of the Judicial Service, staff of the Office of the Attorney General, staff for the Office of the Public Prosecutor, and as staff for the office of the Public Solicitor.
- 1.2.2 This Determination applies to all jobs placed under Leadership (Levels L2-L6), Technical (Levels T1-T3), Operation (Levels O1-O6), and Customer and Business Support (Levels S1-S6) career pathways of SP10 JobWise® Framework.

PART 2. CLASSIFICATION STANDARDS AND SALARY STRUCTURES

- 2.1 Classification Standards: The Job Classification Standard for the positions of officers stated in Application 1.2.1 is as set out in series of Tables A1 to this Determination.
- 2.2 Salary Structures: The Salary Structures for the officers stated in Application 1.2.1 is as set out in series of Tables A2 to this Determination

PART 3 RULES FOR APPLICATION AND RELATED MATTERS

3.1 Setting the Salary

- 3.1.1 The Employing Body shall determine the value for the positions stated in Application 1.2.1 of this Determination in accordance with the Job Classification Standards set out on Table A1 and the Salary Structure set out on Table A2 to this Determination.
- 3.1.2 In determining the value of a position, specified in Application 1.2.1, the Employing Body is expected to exercise prudent business judgment commensurate with the responsibilities and accountabilities of the office as depicted by the Job Classification Standards set out in series of Tables A1 to this Determination.
- 3.1.3 An officer other than the officer serving her or his probation, when acting in a position higher than her or his substantive position should be paid the salary for that position until such time she or he is no longer acting.
- 3.1.4 A new person appointed to a vacant or new position shall be paid the minimum annual salary (or base salary) belonging to the Band and pathway Level to which the position has been formally assigned.
- 3.1.5 A Cadet and an Intern shall be paid an hourly rate as determined below

	VQF	Grade	Hourly Rate
Intern	Level 7	Gs S 3.9 Maximum	670VT
		Gs S 3.1 Minimum	580VT
Cadet	Level 1 or Level 2	Gs S 1.9 Maximum	480VT
		Gs S 1.1 Minimum	320VT

3.2 Adjustment to Salary:

- 3.2.1 Subject to Part 2(2.1) and Part 2(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 qualifications and skills.
- 3.2.2 A salary increment shall apply only to a person who has demonstrated, based on established performance standards, an outstanding performance consistently for two (2) consecutive years or more.
- 3.2.3 An increment to be applied to salary grades below the salary midpoint range within a Band shall be administered upon approval of the Head of the agency.
- 3.2.4 An increment to be applied to salary grades lying above the mid-point range within a Band 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.

3.2.5 The Employing Body may promote a person specified in Application 1.2.1 to a position assigned to the Band higher than the officer's current post, if that officer has met the job requirements contained in the relevant Job Classification Standards, as set out in PART 2 (Table A1), which specify the factor descriptors related to that Band.

3.3 Application to other officers:


This Determination shall apply to a clerk of the Island Court, an officer of the Financial Services Unit, an officer appointed to assist in the general administration or support of the Judicial Service, the Office of the Attorney General, the Office of the Public Prosecutor, or the Office of Public Solicitor.


PART 4. EFFECTIVE DATE

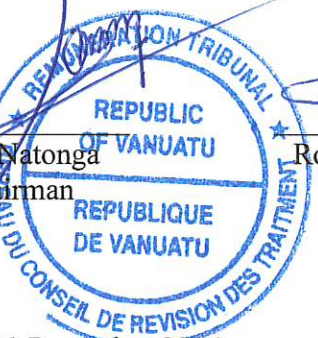
This Determination takes effect as of 1st December 2024.

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

Signed this 17th 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 28 of 2024: Tables A1 (Leadership) – The Job Classification Standards Table for the Court Leadership personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table I. Gs L6		The Job Classification Standards Table for the positions of personnel assigned to Band I and the Leadership pathway Level L6 (Gs L6)			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L6 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Job
I	L6 521-591 (Gs L6)	Team Manager: 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 and associated budgets.	Education	I. TERTIARY / SPECIALIST Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. VQF 6-7	Corporate Manager Manager
			Experience	H. SPECIALISED EXPERIENCE The job requires extensive specialised experience in a technical, scientific, or professional field, normally gained through relevant professional qualifications together with significant post qualification practical experience; OR Experience of a more general	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	D. MANAGERIAL Management or control of a significant operational or functional unit / division, including the planning, directing and controlling of all activities within the unit, or a CEO / Director General of very small organisation.	
			Problem Solving	C. ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	C. PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	B. 1 IMPACT Direct impact of a single discretionary decision causes some impact, which can be expressed in vatu terms of hundreds of vatu	
			Interpersonal Skills	C. ADVISE / SUPERVISE Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	B Financial Authority. Authorises minor expenditure from another person's budget.	
			People Management	B. Has full supervisory / managerial responsibility for up to 10 staff. This includes allocation of work, accountability for their outputs, quality etc. and appraisal of their performance	

Table H. Gs L5		The Job Classification Standards Table for the positions of personnel assigned to Band H and the Leadership pathway Level L5 (Gs L5)			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L5 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Job
H	L5 456-520 (Gs L5)	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.	Education	I. TERTIARY / SPECIALIST Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. VQF 6-7	Principal Officer Head of Section Coordinator Trainer
			Experience	H. SPECIALISED EXPERIENCE The job requires extensive specialised experience in a technical, scientific, or professional field, normally gained through relevant professional qualifications together with significant post qualification practical experience; OR Experience of a more general	
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			Scope	D. MANAGERIAL Management or control of a significant operational or functional unit / division, including the planning, directing and controlling of all activities within the unit, or a CEO / Director General of very small organisation.	
			Problem Solving	D. VARIED Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, level needs research, required extending between 1 – 3 months.	
			Freedom to Act	D. GENERAL INSTRUCTIONS Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.	
			Impact of Decisions	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	D. INFLUENCE / PERSUADE Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills.	
			Authority	B. FINANCIAL AUTHORITY (LOW) Authorises minor expenditure from another person's budget	
			People Management	C. 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. Gs L4 The Job Classification Standards Table for the positions of personnel assigned to Band G and the Leadership pathway Level L4 (Gs L4)


Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L4 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Job
G	L4 395-455 (Gs L4)	<p>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.</p>	Education	<p>I. TERTIARY / SPECIALIST Requires a specialist diploma at under-graduate level or a generic university bachelor’s degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialised technical or scholastic skills to analyse, evaluate and interpret a wide range of information and resolve both concrete and sometimes abstract problems and issues. Specialised knowledge with depth in more than one area. VQF 6-7</p>	Project Coordinator
			Experience	<p>G. ADVANCED The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. 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)</p>	Principal Finance Officer
			Complexity	<p>B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.</p>	Human Resource Manager
			Scope	<p>C. INFLUENCING/SUPERVISORY Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.</p>	Trainer
			Problem Solving	<p>C. ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.</p>	
			Freedom to Act	<p>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.</p>	
			Impact of Decisions	<p>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)</p>	
			Interpersonal Skills	<p>C. ADVICE/ SUPERVISE (MEDIUM) Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.</p>	
			Authority	<p>B. FINANCIAL AUTHORITY (LOW) Authorises minor expenditure from another person’s budget</p>	
			People Management	<p>B. STAFF RESPONSIBILITY (LOW) 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</p>	

Table F, Gs L3		The Job Classification Standards Table for the positions of personnel assigned to Band F and the Leadership pathway Level L3 (Gs L3)			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L3 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Job
F	L3 335-394 (Gs L3)	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.	Education	H. TERTIARY/ DIPLOMA VQF Level 4-6 Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field, VQF 6	Upper Supervisor
			Experience	F. SKILLED EXPERIENCE 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)	
			Complexity	PRACTICAL (LOW) The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement	
			Scope	C. INFLUENCING/SUPERVISORY Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	C. ROUTINE/VARIED (MEDIUM) Much of the work is routine but problems require reference to precedent and / or extensive interpretation of detailed instructions	
			Freedom to Act	C. PROCEDUES (MEDIUM) Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are	
			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	C. ADVICE/ SUPERVISE (MEDIUM) Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
People Management	B. STAFF RESPONSIBILITY (LOW) 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. Gs L2		The Job Classification Standards Table for the positions of personnel assigned to Band H and the Leadership pathway Level L2 (Gs L2)			
Band	Grade & Score	Jobwise Pathway Descriptor	Leadership Career Pathway Level L2 Factor Descriptors (Jobs requiring varied degree of supervision of people, power, and oversight of general management functions)		Example Job
H	L2 286-334 (Gs L2)	Working Supervisor: 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	Education	H. TERTIARY/ DIPLOMA VQF Level 4-6 Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field;	Lower Supervisor
			Experience	E. PROFICIENT EXPERIENCE The 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.	
			Complexity	PRACTICAL (LOW) The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement	
			Scope	C. INFLUENCING/SUPERVISORY 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. ROUTINE Problems are minor. Some individual judgement is required to interpret rules and instructions	
			Freedom to act	B. INSTRUCTIONS Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	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	C. ADVICE/ SUPERVISE (MEDIUM) Discusses and seeks cooperation from people in other areas of the organisation, and / or has some supervisory responsibility.	
			Authority	B. FINANCIAL AUTHORITY (LOW) Authorises minor expenditure from another person's budget	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of December 2024


Saby Natonga
Chairman


Rosemary Leona
Member


Nigel T. Malosu
Member

Effective as of 1 December 2024

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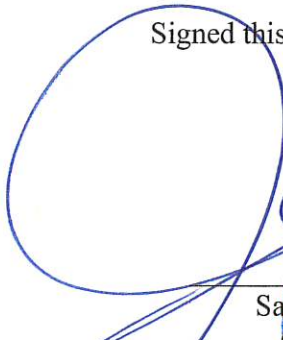
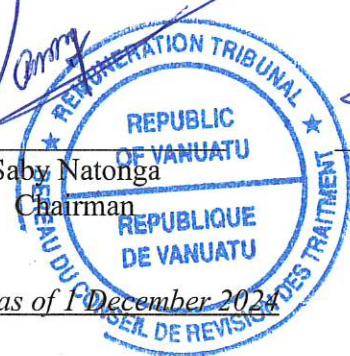
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GRT Determination 28 of 2024: Table A2 (Leadership) – The Salary structure for the Court leadership personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure – Determination for the Leadership Pathway			
Leadership Personnel			
Band	Grade	Salary	Range
I	Gs L 6.9	4,347,000	Maximum
	Gs L 6.8	4,291,000	
	Gs L 6.7	4,235,000	
	Gs L 6.6	4,180,000	
	Gs L 6.5	4,124,000	Midpoint
	Gs L 6.4	4,068,000	
	Gs L 6.3	4,012,000	
	Gs L 6.2	3,956,000	
	Gs L 6.1	3,900,000	Minimum
H	Gs L 5.9	3,844,000	Maximum
	Gs L 5.8	3,788,000	
	Gs L 5.7	3,732,000	
	Gs L 5.6	3,676,000	
	Gs L 5.5	3,620,000	Midpoint
	Gs L 5.4	3,564,000	
	Gs L 5.3	3,509,000	
	Gs L 5.2	3,453,000	
	Gs L 5.1	3,397,000	Minimum
G	Gs L 4.9	3,341,000	Maximum
	Gs L 4.8	3,285,000	
	Gs L 4.7	3,229,000	
	Gs L 4.6	3,173,000	
	Gs L 4.5	3,117,000	Midpoint
	Gs L 4.4	3,061,000	
	Gs L 4.3	3,005,000	

	Gs L 4.2	2,949,000	
	Gs L 4.1	2,893,000	Minimum
F	Gs L 3.9	2,838,000	Maximum
	Gs L 3.8	2,782,000	
	Gs L 3.7	2,726,000	
	Gs L 3.6	2,670,000	
	Gs L 3.5	2,614,000	Midpoint
	Gs L 3.4	2,558,000	
	Gs L 3.3	2,502,000	
	Gs L 3.2	2,446,000	
	Gs L 3.1	2,390,000	Minimum
E	Gs L 2.9	2,334,000	Maximum
	Gs L 2.8	2,278,000	
	Gs L 2.7	2,222,000	
	Gs L 2.6	2,167,000	
	Gs L 2.5	2,111,000	Midpoint
	Gs L 2.4	2,055,000	
	Gs L 2.3	1,999,000	
	Gs L 2.2	1,943,000	
	Gs L 2.1	1,887,000	Minimum

Signed this 17th day of December 2024



 Saby Natonga
 Chairman


 Rosemary Leona
 Member


 Nigel T. Malosu
 Member

Effective as of 1st December 2024

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GRT Determination 28 of 2024: Tables A1 (Technical) – The Job Classification Standards Table for the positions of Court Technical personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table F. Gs T3		The Job Classification Standard Table for the positions of the personnel assigned to Band F and the Technical pathway Level T3 (Gs 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 (Gs T3)	First level Specialist: First level of Technicians specialization. Problems of moderate scope and complexity requiring analytical and creative input, initiative and judgement. Jobs at this level assess, investigate, analyse and interpret information.	Education	I. TERTIARY / SPECIALIST VQF LEVEL 7 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.	Senior Officer (FIU)
			Experience	F SKILLED 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. PRACTICAL The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others required and / or coordination of resources and process (human / physical / financial), or some degree of influence within the unit.	
			Problem Solving	C. ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	B. INSTRUCTIONS Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vanuatu terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	B. RELATE (HIGH)	

				Discusses work with employee and communicates information to other people.
			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.
			People Management	A 1. 0. Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.

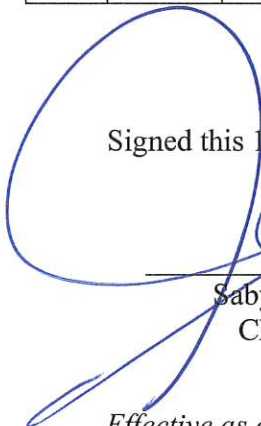
Table E. Gs T2		The Job Classification Standard Table for the positions of the personnel assigned to Band E and the Technical pathway Level T2 (Gs T2)			
Band	Grade & Score	Jobwise Pathway Descriptor	Technical Career Pathway T2 Factor Descriptors (Technical pathway Jobs requires highly specialised skills and qualifications, that is job specific.)		Example Job
E	T2 286-334 (Gs T2)	Technical / Entry level Specialist: Jobs at this level are accountable for results of and processes within portions of work or projects or for providing specialised technical service in their own right. Varied problems requiring judgement and interpretation and perhaps analysis.	Education	I. TERTIARY / SPECIALIST VQF LEVEL 7 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.	FIU 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. (typically, 1 – 2 years' related experience)	
			Complexity	B. PRACTICAL The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	C. ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions	
			Freedom to Act	B. INSTRUCTIONS Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatv terms of less than VT 7,000. (the cost of the individual's own time)	
			Interpersonal Skills	B. RELATE (HIGH) Discusses work with employee and communicates information to other people	

			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A 1. 0. Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	


Table D. Gs T1		The Job Classification Standard Table for the positions of personnel assigned to Band D and the Technical pathway Level T1 (Gs 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 (Gs T1)	Technical Support: Entry level technician or technical support roles with accountability for results of and processes within portions of work or projects. Varied problems requiring judgement and interpretation within recognised patterns,	Education	H. TERTIARY/ DIPLOMA VQF Level 4-6 Requires 4 – 5 years’ secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialised field;	FIU officer
			Experience	F. SKILLED The job requires highly relevant experience in a specific area of work, often involving specialised training in order to achieve competence. acquiring the job skills. (2 – 5 years’ relevant experience)	
			Complexity	B. PRACTICAL The application of Practical skills or acquired knowledge to undertake well-defined activity, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	C. REPETITIVE/ROUTINE Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt. Some individual judgement is required to interpret rules and instructions	
			Freedom to Act	C. PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available	
			Impact of Decisions	A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (the cost of the individual’s own time)	
			Interpersonal Skills	B. RELATE (HIGH) Discusses work with employee and communicates information to other people	

			Authority	A0. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A 1. 0. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

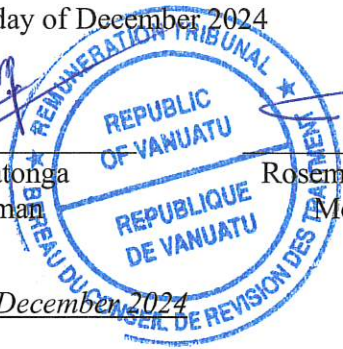
Signed this 17th day of December 2024



Saby Natonga
Chairman



Rosemary Leona
Member




Nigel T. Malosu
Member

Effective as of 1 December 2024

**GOVERNMENT OF THE
REPUBLIC OF VANUATU**

OFFICE OF THE GOVERNMENT
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**GOVERNEMENT DE LA
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GRT Determination 28 of 2024: Table A2 (Technical) – The Salary Structure for the positions of Court technical personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure – Determination for the Technical Pathway			
Technical Personnel			
Band	Grade	Salary	Range
F	Gs T 3.9	3,300,000	Maximum
	Gs T 3.8	3,202,000	
	Gs T 3.7	3,103,000	
	Gs T 3.6	3,004,000	
	Gs T 3.5	2,905,000	Midpoint
	Gs T 3.4	2,806,000	
	Gs T 3.3	2,707,000	
	Gs T 3.2	2,609,000	
	Gs T 3.1	2,510,000	Minimum
E	Gs T 2.9	2,411,000	Maximum
	Gs T 2.8	2,312,000	
	Gs T 2.7	2,213,000	
	Gs T 2.6	2,114,000	
	Gs T 2.5	2,015,000	Midpoint
	Gs T 2.4	1,917,000	
	Gs T 2.3	1,818,000	
	Gs T 2.2	1,719,000	
	Gs T 2.1	1,620,000	Minimum
D	Gs T 1.9	1,521,000	Maximum
	Gs T 1.8	1,422,000	
	Gs T 1.7	1,324,000	
	Gs T 1.6	1,225,000	
	Gs T 1.5	1,126,000	Midpoint
	Gs T 1.4	1,027,000	
	Gs T 1.3	928,000	
	Gs T 1.2	929,000	
	Gs T 1.1	730,000	Minimum

Signed this 17th 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 28 of 2024: Tables A1 (Operations) – The Job Classification Standards
Tables for the positions of Court Operations personnel of the Judicial Services, the Office of the
Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.**

Table F. Gs O6		The Job Classification Standards Table for the positions of staff assigned to Band F and the Operations pathway Level O6 (Gs O6)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O6 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
F	O6 335-394 (Gs O6)	Technician 2: Specialised Technical roles accountable for complex tasks requiring analytical and creativity input, judgement, element of research. As senior technicians, jobs at this level access, investigate, analyse and interpret information	Education	I. TERTIARY / SPECIALIST Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialized technical or scholastic skills to analyse, 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	Enforcement Sr. Intel Sr. Supervisor (Banking/CTSP)
			Experience	F. SKILLED 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, longer-term experience, predominantly focused on acquiring the job skills. (2 – 5 years' relevant experience)	
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimise efficiency.	
			Scope	B. Related Supervision of others not required but close liaison with others is necessary in coordinating specific activities.	
			Problem Solving	C. Routine/Varied Much of the work is routine but problems require reference to precedents and /or extensive interpretation of detailed instruction.	
			Freedom to Act	C PROCEDURES Work conforms to specific procedures and the results are clearly defined. Work is subject to in progress review and guidance and assistance are readily available.	
			Impact of Decisions	A. Impact Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.	
			Interpersonal Skills	B-Relate Discuss work with employees and communicates information to others.	
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	A. Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management.	

Table E. Gs O5		The Job Classification Standards Table for the positions of staff assigned to Band E and the Operations pathway Level O5 (Gs O5)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O5 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
E	O5 286-334 (Gs O5)	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	Analyst Sanction 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)	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	C. PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	A. Impact Single Division Direct impact of a single discretionary decision course minor impact. Manage own budget.	
			Interpersonal Skills	B-Relate Discuss work with employees and communicates information to others.	
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	


Table D. Gs O4		The Job Classification Standards Table for the positions of staff as assigned to Band D and the Operations pathway Level O4 (Gs O4)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O4 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
D	O4 236-285 (Gs O4)	Trades 2: Skilled trades or technical roles with accountability for results of and processes within portions of work or projects. Work under limited supervision performing moderately complex and Varied problems requiring judgement and interpretation.	Education	H. TERTIARY / DIPLOMA Requires 4 – 5 years' secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialized field; or significant and regular part-time courses of study extending over 5 or more years. Requires a wide range of specialized technical or scholastic skills to determine solutions. -VQF 4-6	Deputy Sheriff Assistant Sheriff
			Experience	D. SEMI ROUTINE Routine work practices, but experience in dealing with exceptions and special circumstances required. Experience may be related to the specific task or involve wider issues affecting the organization's operations. Able to be mastered relatively quickly, within a year. (6 – 12 months' experience)	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	C.PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	IMPACT A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	B. RELATE Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. Gs O3		The Job Classification Standards Table for the positions of staff assigned to Band C and the Operations pathway Level O3 (Gs O3)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O3 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
C	O3 191-235 (Gs O3)	Trades 1: Skilled or semi-skilled roles working more independent on varied range of well-defined tasks requiring a broader understanding of processes, procedures and work routines. May be required to operate machinery requiring proficiency	Education	G. SECONDARY / VOCATIONAL Requires 4 – 5 years' secondary schooling through to achievement of school leaving qualification and / or extended on-the-job training. Requires a range of well-developed skills and some relevant theoretical knowledge to deliver assigned job outcomes with some autonomy, discretion and judgement. -VQF 2-4	Entry level data Officer (surveyors) Qualified Auto Technician/ Electrician/Welder
			Experience	C. ROUTINE Experience familiarity with standardized work routines which may involve the use of simple equipment and machines. Able to be mastered over several months. (3 – 6 months' experience)	
			Complexity	B. Practical The application of practical skills or acquired knowledge to undertake define activities.	
			Scope	B. Related Supervision of others not required but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	B. Instructions Detailed instruction are given on a range of tasks but the jobholder has some freedom to determine the order of task to be commenced. work is closely monitored and checked.	
			Impact of Decisions	IMPACT A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	B. RELATE Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

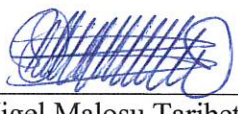
Table B. Gs O2		The Job Classification Standards Table for the positions of staff as assigned to Band B and the Operations pathway Level O2 (Gs O2)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O2 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
B	O2 145-190 (Gs O2)	Manual Labour 2: Unskilled or semi-skilled roles where accountability is limited to achievement of, straight forward day to day tasks under close supervision in routine situations.	Education	B. ELEMENTARY (PRIMARY) Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.	Porter Groundsman
			Experience	B. SIMPLE TASKS Simple tasks which can be adequately learned within a few weeks. Instruction is normally given verbally but basic written procedures maybe provided.	
			Complexity	B. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives.	
			Problem Solving	A. ROUTINE Problems are minor. Some individual judgement is required to interpret rules and instructions.	
			Freedom to Act	B. INSTRUCTIONS Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly.	
			Impact of Decisions	A 1. IMPACT. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	A. COURTESY Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table A. Gs O1		The Job Classification Standards Table for the positions of staff as assigned to Band A and the Operations pathway Level O1 (Gs O1)			
Band	Grade & Score	Jobwise Pathway Descriptor	Operations Career Pathway O1 Factor Descriptors (Jobs that related mostly to technical roles and trades requiring use of tools, equipment, machine, etc and applications of specialised knowledge and skills to analyse and solve technical problems)		Example Jobs
A	O1 177-144 (Gs O1)	Manual Labour 1: 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	Education	A. Basic 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.	Back-office support Gardener
			Experience	A. BASIC Basic tasks requiring no prior experience. Any training can be given on the job in a matter of hours.	
			Complexity	A -Basic Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder.	
			Scope	A. HIGHLY SPECIFIC Performance of specific tasks and activities that do not involve supervision or close liaison with others.	
			Problem Solving	A. REPETITIVE Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.	
			Freedom to Act	A. CLOSE Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.	
			Impact of Decisions	A. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	A COURTESY Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Signed this 17th day of December 2024


Saby Natonga
Chairman


Rosemary Leona
Member


Nigel Malosu Taribete
Member

Effective as of 1 December 2024

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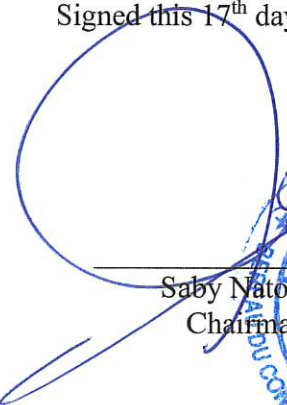
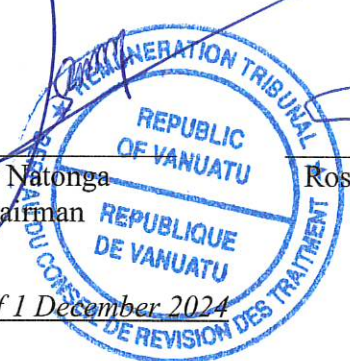
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GRT Determination 28 of 2024: Table A2 (Operations) – The Salary Structure for the positions of Court Operations personnel of the Judicial Services, Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.


GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure Determination for the Operation Pathway			
Operations Personnel			
Band	Grade	Salary	Range
F	Gs O 6.9	3,160,000	Maximum
	Gs O 6.8	2,914,000	
	Gs O 6.7	2,827,000	
	Gs O 6.6	2,741,000	
	Gs O 6.5	2,654,000	Midpoint
	Gs O 6.4	2,568,000	
	Gs O 6.3	2,481,000	
	Gs O 6.2	2,392,000	
	Gs O 6.1	2,308,000	Minimum
E	Gs O 5.9	2,221,000	Maximum
	Gs O 5.8	2,135,000	
	Gs O 5.7	2,048,000	
	Gs O 5.6	1,961,000	
	Gs O 5.5	1,875,000	Midpoint
	Gs O 5.4	1,788,000	
	Gs O 5.3	1,702,000	
	Gs O 5.2	1,615,000	
	Gs O 5.1	1,528,000	Minimum
D	Gs O 4.9	1,435,000	Maximum
	Gs O 4.8	1,421,000	
	Gs O 4.7	1,407,000	
	Gs O 4.6	1,393,000	
	Gs O 4.5	1,378,000	Midpoint
	Gs O 4.4	1,364,000	
	Gs O 4.3	1,350,000	
	Gs O 4.2	1,336,000	
	Gs O 4.1	1,321,000	Minimum
	Gs O 3.9	1,307,000	Maximum

C	Gs O 3.8	1,293,000	
	Gs O 3.7	1,279,000	
	Gs O 3.6	1,265,000	
	Gs O 3.5	1,250,000	Midpoint
	Gs O 3.4	1,236,000	
	Gs O 3.3	1,222,000	
	Gs O 3.2	1,208,000	
	Gs O 3.1	1,193,000	Minimum
B	Gs O 2.9	1,179,000	Maximum
	Gs O 2.8	1,165,000	
	Gs O 2.7	1,151,000	
	Gs O 2.6	1,137,000	
	Gs O 2.5	1,122,000	Midpoint
	Gs O 2.4	1,108,000	
	Gs O 2.3	1,094,000	
	Gs O 2.2	1,080,000	
	Gs O 2.1	1,065,000	Minimum
A	Gs O 1.9	1,059,000	Maximum
	Gs O 1.8	1,008,000	
	Gs O 1.7	957,000	
	Gs O 1.6	906,000	
	Gs O 1.5	855,000	Midpoint
	Gs O 1.4	805,000	
	Gs O 1.3	754,000	
	Gs O 1.2	703,000	
	Gs O 1.1	652,000	Minimum


Signed this 17th day of December 2024

 Saby Natonga
 Chairman



 Rosemary Leona
 Member



 Nigel T. Malosu
 Member

Effective as of 1 December 2024

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REPUBLIC OF VANUATU**

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GRT Determination 28 of 2024: Tables A1(Customer Support) – The Job Classification Standard Tables for the positions of Court Support personnel of the Judicial Services, the Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.

Table F. Gs S6		The Job Classification Standards Table for the position of the support staff assigned to Band F and the Support pathway Level S6 (Gs S6)			
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S6 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
F	S6 335-394 (Gs S6)	Senior Specialized Business Support: Accountability for a specialized area of admin 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.	Education	J. TERTIARY / PROFESSIONAL Requires applied knowledge and understanding of the theoretical knowledge base in a specialized field or equivalent level of management. One or more academic degrees in a specific discipline is essential to perform complex assignments and formulate appropriate responses to resolve both concrete and abstract problems requiring analytical, specialist technical and creative input. VQF 8-9	Coordinator Principal Officer Principal M&E HRM Corporate Manager Finance & HRO Executive Manager Technology & System Finance Manager
			Experience	G. ADVANCED The job requires experience of a broad nature, above that of a skilled operator / technician. Normally involves an awareness of work activities beyond the immediate job situation and the impact of the job on these activities. 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)	
			Complexity	D. INVOLVED While the end results are generally defined, the means of achieving them are unspecified. Continuous balancing of conflicting demands from diverse sources is required and a high level of unpredictability and variability	
			Scope	C. INFLUENCING / SUPERVISORY Supervision of others required and / or coordination of resources and processes (human /physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.	
			Problem Solving	E. COMPLEX Problems contain unusual and unexpected elements which have not been previously encountered. Extensive research may be required, possibly extending up to 9 – 12 months. Corporate policies and in-house expertise will not provide a complete answer to the problem.	
			Freedom to Act	E. GUIDANCE The jobholder is expected to work with a large degree of independence within the organization's plans, policies and reporting requirements. Overall guidelines and objectives are discussed initially, and progress is reviewed intermittently and informally.	
			Impact of Decisions	IMPACT 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)	

			Interpersonal Skills	D. INFLUENCE / PERSUADE Considerable contact influencing staff either in a management role requiring sound communication skills or in roles requiring well-developed advisory / consultative / facilitation skills	
			Authority	A. No authority to commit routine expenditure or capital expenditure, approve loans or extend credit. At the upper level there may be authority to sign external correspondence.	
			People Management	A. Controls no staff. At middle and upper levels, there may be a requirement to allocate tasks to others, possibly with limited supervisory responsibility, or with some involvement in training / guiding or project management	

Table E. Gs S5		The Job Classification Standards Table for the position of the support officer assigned to Band E and the Support pathway Level S5 (Gs S5)			
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S5 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
E	S5 286-334 (Gs S5)	Specialized Admin/Customer Focus Jobs at this level tend to be more self-directed. Accountability for a specialized area of administration for the organization with measurable impact. Varied problems of moderate complexity, requiring judgement and interpretation and perhaps analysis and research	Education	I. TERTIARY / SPECIALIST Requires a specialist diploma at under-graduate level or a generic university bachelor's degree, i.e., no specific discipline, or equivalent level of education. Requires a command of specialized technical or scholastic skills to analyze, evaluate and interpret. VQF 6 & 7	Managers Compliance Assistant Legal Executive Finance officer Assistant drafting Librarian Para – legal Victim support Case Analyst Consolidator
			Experience	E. PROFICIENT The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short term. (typically, 1 – 2 years' related experience)	
			Complexity	C. DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency.	
			Scope	C. INFLUENCING / SUPERVISORY Supervision of others required and / or coordination of resources and processes (human /physical / financial), or a high degree of influence across the organization, in order to achieve significant outcomes.	
			Problem Solving	D. VARIED Problems are varied and the solution requires research through diverse and perhaps contradictory cases. Initiative and judgement is necessary in interpretation. In general, many of these problems extend far beyond the need for short term solutions, with the research required extending between 1 – 3 months.	
			Freedom to act	D. GENERAL INSTRUCTIONS Work is subject to general instructions only, and specific completion targets are normally specified. Progress reviews are usually undertaken but in most instances assistance by a superior is given only when requested.	
			Impact of Decisions	IMPACT 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)	
			Interpersonal Skills	C. ADVISE / SUPERVISE Discusses and seeks cooperation from people in other areas of the organization, and / or has some supervisory responsibility.	
			Authority	Financial Authority B. Authorizes minor expenditure from another person's budget. (i.e. not accountable for an expenditure budget)	
People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)				

Table D. Gs S4 The Job Classification Standards Table for the position of the support officer assigned to Band D and the Support pathway Level S4 (Gs S4)					
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S4 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
D	S4 236-285 (Gs S4)	Technical Admin/Customer Focus 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	Education	H. TERTIARY / DIPLOMA Requires 4 – 5 years’ secondary schooling and a further full-time course of study for 2 – 3 years in a technical or specialized field; or significant and regular part-time courses of study extending over 5 or more years. Requires a wide range of specialized technical or scholastic skills to determine solutions VQF 4-6	Snr Finance Para-legal Finance Administration Officer Island Court Clerk State clerk Assistant Registrar Filling Procurement Secretary to the Judge Executive Secretary Executive Assistant Secretary to Peak Position IT support
			Experience	E. PROFICIENT The job requires adeptness in a skill and experience in a variety of tasks. The skill may be related to specific activities, equipment or general activities that take time to acquire, extending beyond the short term. (typically, 1 – 2 years’ related experience)	
			Complexity	C.DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	C.PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	IMPACT A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual’s own time)	
			Interpersonal Skills	B. RELATE Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table C. Gs S3		The Job Classification Standards Table for the position of the support officer assigned to Band C and the Support pathway Level S3 (Gs S3)			
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S3 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
C	S3 191-235 (Gs S3)	Administration/Customer Support: 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.	Education	G. SECONDARY / VOCATIONAL Requires 4 – 5 years’ secondary schooling through to achievement of school leaving qualification and / or extended on-the-job training. Requires a range of well-developed skills and some relevant theoretical knowledge to deliver assigned job outcomes with some autonomy, discretion and judgement VQF 2-4	Assistant Officer Filling clerk Secretary to the Magistrate Secretary / Administrator Finance officer Entry Level IT support Court Orderly
			Experience	A. ROUTINE 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	C.DEFINED The end results required and policy frameworks are defined but independent thought is necessary to coordinate conflicting demands and optimize efficiency	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	C.ROUTINE / VARIED Much of the work is routine but problems require reference to precedents and / or extensive interpretation of detailed instructions.	
			Freedom to Act	C.PROCEDURES Work conforms to specified procedures and the results are clearly defined. Work is subject to in-progress review and guidance and assistance are readily available.	
			Impact of Decisions	IMPACT A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual’s own time)	
			Interpersonal Skills	B. RELATE Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)				

Table B. Gs S2		The Job Classification Standards Table for the position of the support officer assigned to Band B and the Support pathway Level S2 (Gs S2)			
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S2 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
B	S2 145-190 (Gs S2)	Office Support: 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.	Education	E. BASIC OCCUPATIONAL Requires 2 – 3 years’ secondary schooling plus a course of basic occupational skills, mostly learnt on the job. Utilizes 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	Clerical support Driver / Messenger Driver to peak position Filling Assistant Clerical/ Receptionist Receptionist Data input Cleaner
			Experience	C. ROUTINE 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	A. PRACTICAL The application of practical skills or acquired knowledge to undertake well-defined activities, but with the need for individual judgement.	
			Scope	B. RELATED Supervision of others is not required, but close liaison with others is necessary in coordinating specific activities to achieve common objectives	
			Problem Solving	B. ROUTINE Problems are minor. Some individual judgement is required to interpret rules and instructions.	
			Freedom to Act	B. INSTRUCTIONS Detailed instructions are given on a range of tasks, but the jobholder has some freedom to determine the order of tasks to be commenced. Work is closely monitored and checked regularly	
			Impact of Decisions	IMPACT A 1. Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatw terms of less than VT 7,000. (The cost of the individual’s own time)	
			Interpersonal Skills	B. RELATE Discusses work with employees and communicates information to other people.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

Table A. Gs S1		The Job Classification Standards Table for the position of the support officer assigned to Band A and the Support pathway Level S1 (Gs S1)			
Band	Grade & Score	Jobwise Pathway Descriptor	Customer & Business Support Career Pathway Level S1 Factor Descriptors (Jobs that are client facing and most of the tasks relate to varied degree of administrative functions.)		Example Jobs
A	S1 177-144 (Gs S1)	Task Support: Task focused support roles where the work is limited to clearly defined tasks governed by simple rules and clear or detailed instructions	Education	B. ELEMENTARY (PRIMARY) Basic schooling with ability to read and write and understand simple written instructions to carry out set and familiar routines as directed.	Back-office support Support officer Driver Cleaner Security Gardener
			Experience	B. SIMPLE TASKS 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. BASIC Simple and routine tasks specifically defined, easily learnt and requiring minimal independent thought or significant decision making by jobholder	
			Scope	A. HIGHLY SPECIFIC Performance of specific tasks and activities that do not involve supervision or close liaison with others.	
			Problem Solving	A. REPETITIVE Work is simple and repetitive. Problems are minor and are solved by the simple choice of responses or actions already learnt.	
			Freedom to Act	A. CLOSE Work is subject to close supervision. Simple tasks are assigned and all work is checked in detail.	
			Impact of Decisions	C. IMPACT Direct impact of a single discretionary decision causes minor impact, which can be expressed in vatu terms of less than VT 7,000. (The cost of the individual's own time)	
			Interpersonal Skills	A. COURTESY Little contact with other staff other than normal pleasantries and basic courtesy.	
			Authority	A. FINANCIAL AUTHORITY No authority to commit routine expenditure or capital expenditure.	
			People Management	A. STAFF RESPONSIBILITY There may be a requirement to allocate tasks to others, possibly with limited supervisory responsibilities. (up to 8 Staff)	

**GOVERNMENT OF THE
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**GOVERNEMENT DE LA
RÉPUBLIQUE DE VANUATU**

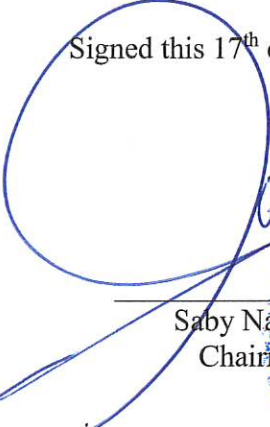

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GRT Determination 28 of 2024: Table A2 (Customer Support) – The Salary Structure for the Court Support personnel of the Judicial Services, Office of the Attorney General, Office of the Public Prosecutor, and Office of the Public Solicitor.


GOVERNMENT REMUNERATION TRIBUNAL			
Performance Based Salary Structure Determination for the Customer Support Pathway			
Support Staff			
Band	Grade / Level	Salary	Range
F	Gs S 6.9	3,100,000	Maximum
	Gs S 6.8	3,035,000	
	Gs S 6.7	2,970,000	
	Gs S 6.6	2,904,000	
	Gs S 6.5	2,839,000	Midpoint
	Gs S 6.4	2,774,000	
	Gs S 6.3	2,708,000	
	Gs S 6.2	2,643,000	
	Gs S 6.1	2,577,000	Minimum
E	Gs S 5.9	2,512,000	Maximum
	Gs S 5.8	2,447,000	
	Gs S 5.7	2,381,000	
	Gs S 5.6	2,316,000	
	Gs S 5.5	2,250,000	Midpoint
	Gs S 5.4	2,185,000	
	Gs S 5.3	2,120,000	
	Gs S 5.2	2,054,000	
	Gs S 5.1	1,989,000	Minimum
D	Gs S 4.9	1,924,000	Maximum
	Gs S 4.8	1,858,000	
	Gs S 4.7	1,793,000	
	Gs S 4.6	1,727,000	
	Gs S 4.5	1,662,000	Midpoint
	Gs S 4.4	1,597,000	
	Gs S 4.3	1,531,000	
	Gs S 4.2	1,466,000	
	Gs S 4.1	1,400,000	Minimum
	Gs S 3.9	1,380,000	Maximum

C	Gs S 3.8	1,359,000	
	Gs S 3.7	1,378,000	
	Gs S 3.6	1,316,000	
	Gs S 3.5	1,295,000	Midpoint
	Gs S 3.4	1,273,000	
	Gs S 3.3	1,252,000	
	Gs S 3.2	1,230,000	
	Gs S 3.1	1,209,000	Minimum
B	Gs S 2.9	1,187,000	Maximum
	Gs S 2.8	1,166,000	
	Gs S 2.7	1,144,000	
	Gs S 2.6	1,123,000	
	Gs S 2.5	1,101,000	Midpoint
	Gs S 2.4	1,080,000	
	Gs S 2.3	1,058,000	
	Gs S 2.2	1,037,000	
	Gs S 2.1	1,015,000	Minimum
A	Gs S 1.9	1,002,000	Maximum
	Gs S 1.8	958,000	
	Gs S 1.7	914,000	
	Gs S 1.6	871,000	
	Gs S 1.5	827,000	Midpoint
	Gs S 1.4	783,000	
	Gs S 1.3	740,000	
	Gs S 1.2	696,000	
	Gs S 1.1	652,000	Minimum

Signed this 17th day of December 2024

Saby Natonga
Chairman


Rosemary Leona
Member



Nigel T. Malosu
Member

Effective as of 1 December 2024