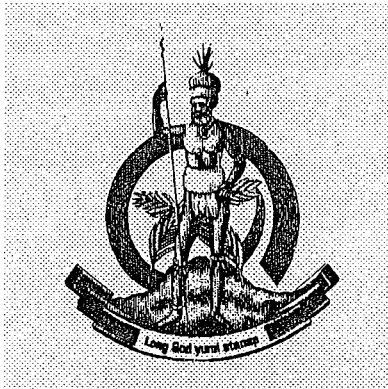


**REPUBLIQUE  
DE  
VANUATU  
JOURNAL OFFICIEL**



**REPUBLIC  
OF  
VANUATU  
OFFICIAL GAZETTE**

**21 DECEMBRE 2006**

**EXTRAORDINARY GAZETTE  
NUMERO SPECIAL  
NO. 14**

**21 DECEMBER 2006**

**SONT PUBLIES LES TEXTES SUIVANTS**

**NOTIFICATION OF PUBLICATION**

**GOVERNMENT REMUNERATION TRIBUNAL  
ACT NO. 20 OF 1998**

**GRT DETERMINATION –**

- JUDICIAL SERVICES COMMISSION
- STATE LAW OFFICE
- OFFICE OF THE PUBLIC SOLICITOR
- OFFICE OF THE PUBLIC PROSECUTOR
- POLICE SERVICES COMMISSION

**GRT DETERMINATION**  
**JUDICIAL SERVICES COMMISSION**  
**&**  
**STATE LAW**

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**I. JUDICIAL SERVICES AND STATE LAW SUBMISSION.**

**1.1. Introduction**

The Secretariat of the Government Remuneration Tribunal (GRT) received on 30<sup>th</sup> June 2006 submission from the State Law Office, the request was for a review of the State Law Salary scales to be inline with Private Sector and inline with the importance of the office and the work the officers are doing for the State.

The GRT also received in the month of July submission from the Judiciary ( Courts) requesting review of the salaries of the Various level of Courts and the administrative staff of the Court, The argument given in the submission were that, the value of the jobs does not equate the work volume and importance of the work of the Judiciary as a constitutional institutions. They also request that, the Government Remuneration Tribunal board (hereinafter "the Tribunal" review their Scales inline with other jurisdiction.

**1.2. The Review**

The Tribunal resolved to review the Judicial Services Salary Structures including, that of other legal offices in order to avoid having to independently review the Legal institutions in the country. These offices have therefore been grouped together, for the purpose of remuneration review only.

**1.3. Judiciary**

The Judiciary is a constitutional institution, and operates independently of the Parliament and other Government institutions. The Chief Justice is the Chief Administrator of the courts. The Chief Justice and the supreme Court Judges are paid under the OSA and also have their entitlements specified therein while all other Judges are permanent Court Officials catered for under the Judicial Services Act.

In year 2003 a Judicial Services and Courts Act came into force, to further strengthen the independency of the court. The act also sets out the salaries of the senior officials of the court including the sitting allowances, the effect of this was an increase in the budgetary allocation to the Judiciary of 64 million vatu termed "the effect of the Act". Giving a rise in the overall salaries of the Judicial services by approximately 20 – 31 %. At that particular point in time the rate seemed to be higher than, that of the of the Public Service, but comparable to those under OSA.

In 2005, the Tribunal reviewed the salaries of the Civil Servants, bringing them in line with the CPI, and work value. At this time as the Judiciary had not made a submission the Courts salary structure was not reviewed, the result of which means that the Judicial salary structure is now comparatively lower than that of the Civil Servants.

**1.4. Determination.**

The Tribunal has given careful consideration to the submission from the Chief Justice on behalf of the Judiciary ,inline with other Public Services, and had revaluated the different posts based on the breath and depth of each job. The Tribunal has also revised the salary structures of the Judiciary and mapped existing positions to the new structure on a one to one basis. This salary structure is attached as Annex 1 of this document.

### **Allowances of the Judiciary.**

The tribunal notes that, the weight of the responsibilities in administering the courts in Vanuatu, rested on three key positions; namely the Chief Justice, the Chief Registrar, and the Chief Magistrate. These administrative responsibilities could be shifted based on the contracts of each position, In such cases the tribunal agrees that, an administrative allowance will be provided, in addition to the basic salary rate. This is not a permanent allowance, and only applies when an officer is acting on one of the three positions. The amount is to be derived from the special skills allowance , using the point matrix system formula. This is to allow flexibility, when the post is rotated, or in the case when another person is appointed to the post after the expiry of a contract.

A standard allowance is also provided for other officers of the courts which is attached in Annex II of this document. However, in line with the Tribunal previous determination to suspend all new allowances until 2008 and based on the capacity to pay and with respect to the Government Budgetary processes, only Housing allowances and family allowances and Security allowances will apply upon commencement of this determination.

#### **Child Allowances**

In order to be consistent with the previous determination, and the increases in salary rate of all Public Servants, the Tribunal resolved to standardise all non performance allowances such Child Allowances and housing allowance. The Child allowance is vt24,000 per annum for first child and vt48,000 per annum for more than one child.

#### **Housing Allowances**

The normal housing allowance of vt180 000 will apply for administrative staff who are not housed by the Government. All Court Judges and those senior officials who under the Judicial services Act are entitled to a rent free furnished house will be entitled to this rent free furnished house.

Where a rent free furnished house is provided to a Supreme Court Judge but the Supreme Court Judge elects to remain at his own private residence the Judge will be entitled to a housing allowance of vt 50,000 per month.

#### **Security Allowances.**

In addition to the approved benefits of the Chief Justice and the Supreme Court Judges, under the Judicial Services Act, the Tribunal endorses that, a cost for a personal security at the residence of the Supreme Court Judges, including the Chief Justice must be provided under the Budget Provisions of the Court. The court shall be responsible for providing and remunerating the Security persons.

### **1.5. Performance Management System.**

In view of the increases in salaries and allowances, and the fact that, the payments are based on the value of work done, the Tribunal resolved that, all institutions affected by the GRT must develop a performance Management system (PMS) to assist in assessing promotions and disciplinary matters and to ensure that value for money is attained in the wider public service..

## **1.6. Back Pay**

The Board deliberated on whether consideration should be given to back paying of the Judiciary officers in line with the previous determination for other Public officers. The Board notes that, the judiciary submission is a separate submission of which a determination has not yet been made and hence does not form part of the 2005 determination and notes therefore that there is no legal basis for the back pay claims, hence have rejected the back pay claims.

## **1.7. Effective Date.**

The tribunal further determined that the effective date for this determination be the 1<sup>st</sup> of January 2007.

## **Submission 6 of 2006**

## **II. STATE LAW OFFICE.**

### **1.8. Introduction**

The State Law Office [SLO] was formally, a Government Department until the enactment of the State Law Act in 2000, giving the power to the Attorney General to recruit State Legal Officers, and also to determine their Salaries.

In June 2006, a submission was received from the acting Attorney General, requesting a review in salary structure with a view to increasing the remuneration of the State Law officers in line with the CPI and the Private sector.

### **1.9. Determination.**

The Tribunal undertook a survey of the Legal Practitioners in the Private sector, and notes that, the salaries of those in the Private sectors are by far higher than those of the State law Officers.

The Tribunal notes that, with the enactment and amendment to State Law Act, the conditions of employment of the State Law Officers have improved dramatically, with significant increases salaries, housing allowances and the payment of bonuses at the end of each year out of a SLO trust. This better treatment however, does not equate that of the Private legal Practitioners base salary and also of the other legal institutions such as the Public Prosecutor and the Public Solicitor who service the wider general public.

The Tribunal reviewed and endorsed a Salary Structure for the State Law Office in line with the increase in salaries of other Public Office holders including that of those under OSA.

Using the same salary Structure of the Judiciary (see Annex I), the Tribunal has now mapped the Legal officers of the State Law office, to their revised grades based on the work value and work levels.

The Tribunal did not review the other benefits such as allowances as these are covered under their Act, but primarily because the allowances of the SLO are already of better value

than the standard allowances of the other Public Servants. An exception is made only to the Child Allowances entitlements.

#### **Child Allowances**

In order to be consistent with the previous determination, and the increases in salary rate of all Public Servants, the Tribunal resolved to standardise all non performance allowances such Child Allowances and housing allowance. The Child allowance is vt24,000 per annum for first child and vt48,000 per annum for more than one child.

#### **Housing Allowances**

The State Law will continue to keep its current housing allowance rate. All other allowances shall remain the same at their current rates.

#### **The Trust Fund and Bonuses**

The tribunal further approved that, the State Law Office Act be reviewed to remove the trust account provision for the payment of bonuses in the Act as this privilege is deemed to be abused, and inconsistent with the PFEM Act and with this determination of the GRT the bonus provision is necessary as their salaries have been increased and because the bonuses are not applied uniformly throughout the legal sector institutions of the country.

#### **1.10. Back Pay**

The Board deliberated on whether consideration should be given to back paying of the SLO officers in line with the previous determination for other Public officers. The Board notes that, the SLO submission is a separate submission of which a determination has not yet been made and hence does not form part of the 2005 determination and notes therefore that there is no legal basis for the back pay claims, hence have rejected the back pay claims.

#### **1.11. Performance Management System.**

In view of the increases in salaries and allowances, and the fact that, the payments are based on the value of work done, the Tribunal resolved that, all institutions affected by the GRT must develop a performance Management system (PMS) to assist in assessing promotions and disciplinary matters and to ensure that value for money is attained in the wider public service.

#### **1.12. Effective Date.**

The tribunal further determined that the effective date for this determination be the 1<sup>st</sup> of January 2007.

### **III. PUBLIC PROSECUTOR AND PUBLIC SOLICITORS OFFICE.**

The above two institutions are quasi- Public Service institutions, operating independently but having some elements of a normal Government Department, although Public Prosecutor, now has its own Act, it does not have an administrative manual, thus continues to use the PSC Manual to administer its personnel & administrative roles and functions. In as far as the salaries of these two institutions are concerned, the head of the organisations are under the OSA while their officers are public Servant under normal PSC scales.

### **1.13. Determination**

After considering the submissions the Tribunal endorsed a revised salary structure for the Public Solicitor and Public Prosecutors as attached in Annex I of this document.

The Tribunal also considers that in the light of the absence of a Staff Manual for the above two Legal offices, that, the standard allowances used for Public Service Commission employees also be applicable to the two institutions staff who are not under the OSA.

### **1.14. Back Pay**

The Board deliberated on whether consideration should be given to back paying of the Public Solicitors and Public Prosecutors officers in line with the previous determination for other Public officers.

The Board notes that, the submission is a separate submission of which a determination has not yet been made and hence does not form part of the 2005 determination and notes therefore that there is no legal basis for the back pay claims, hence have rejected the back pay claims.

### **1.15. Performance Management System.**

In view of the increases in salaries and allowances, and the fact that, the payments are based on the value of work done, the Tribunal resolved that, all institutions affected by the GRT must develop a performance Management system (PMS) to assist in assessing promotions and disciplinary matters and to ensure that value for money is attained in the wider public service.

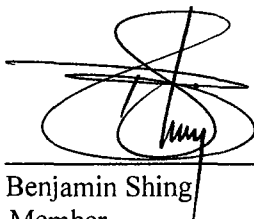
### **1.16. Effective Date.**

The tribunal further determined that the effective date for this determination be the 1<sup>st</sup> of January 2007.

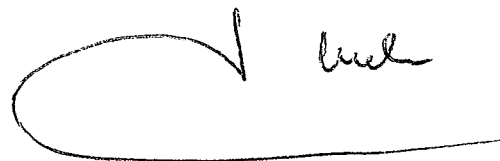
This determination is made this 14<sup>th</sup> day of December 2006



Selwyn Aru  
Chairman



Benjamin Shing  
Member



Anatole Hymak  
Member



IV. ANNEX I: SALARY STRUCTURE OF THE JUDICIARY

GRADE	LEVEL	REVISED SALARY	FH	HA	FA
K	1	Js 1.0	352,800		
	2	Js 1.1	388,080		
	3	Js 1.2	423,360		
	4	Js 1.3	458,640		
	5	Js 1.4	493,920		
	6	Js 1.5	529,200		
	7	Js 1.6	564,480		
	8	Js 1.7	599,760		
	9	Js 1.8	635,040		
	200	10	Js 1.9	670,320	
J	1	Js 2.0	705,600		
	2	Js 2.1	740,880		
	3	Js 2.2	776,160		
	4	Js 2.3	811,440		
	5	Js 2.4	846,720		
	6	Js 2.5	882,000		
	7	Js 2.6	917,280		
	330	8	Js 2.7	952,560	
I	1	Js 3.0	1,058,400		
	2	Js 3.1	1,093,680		
	3	Js 3.2	1,128,960		
	4	Js 3.3	1,164,240		
	5	Js 3.4	1,199,520		
	420	6	Js 3.5	1,234,800	
H	1	Js 4.0	1,411,200		
	2	Js 4.1	1,446,480		
	3	Js 4.2	1,481,760		
	4	Js 4.3	1,517,040		
	5	Js 4.4	1,552,320		
	500	6	Js 4.5	1,587,600	
G	1	Js 5.0	1,764,000		
	2	Js 5.1	1,799,280		
	3	Js 5.2	1,834,560		
	4	Js 5.3	1,869,840		
	5	Js 5.4	1,905,120		
	590	6	Js 5.5	1,940,400	
F	1	Js 5.7	2,010,960		
	2	Js 5.8	2,046,240		
	3	Js 5.9	2,081,520		
	4	Js 6.0	2,116,800		
	5	Js 6.1	2,152,080		
	680	6	Js 6.2	2,187,360	
E	1	Js 6.3	2,222,640		
	2	Js 6.4	2,257,920		
	3	Js 6.5	2,293,200		
	4	Js 6.6	2,328,480		
	5	Js 6.7	2,363,760		
	720	6	Js 6.8	2,399,040	
D	1	Js 7.0	2,469,600		
	2	Js 7.1	2,504,880		
	3	Js 7.2	2,540,160		
	4	Js 7.3	2,575,440		
	800	5	Js 7.4	2,610,720	
C	1	Js 8.0	2,822,400		
	2	Js 8.1	2,857,680		
	850	3	Js 8.2	2,892,960	
900	1	Js 9.0	3,175,200		
	2	Js 9.1	3,210,480		
	3	Js 9.2	3,245,760		
B	4	Js 10.0	3,528,000		
	5	Js 10.1	3,563,280		
	950	6	Js 10.2	3,598,560	
A	1	Js 11.0	3,880,800		
	2	Js 11.1	3,916,080		
	1000	3	Js 11.2	3,951,360	

V. ANNEX II: ALLOWANCES AND ADDITIONAL BENEFITS.

<b>Allowances &amp; Extra payments</b>	<b>Adjustments</b>
Overtime	Time and a quarter with a minimum payment as one hour of over time.
Unsocial hours rates	Time and a quarter
Remote allowance	Vt10 000 per month
Shift allowances	Vt 3 500 per month
Acting allowance	Percentage of difference between salaries determined by the Head of Institution within a set scale
Responsibility allowance	Js4.0 to Js 10.2 Vt 120 000 to vt180 000 per annum JS 1.0 to Js.3.5 Vt 60 000 to Vt 120 000
Permanent posting to different locality allowance	* One off payment of Vt 50 000 vatu <ul style="list-style-type: none"> <li>Establishment allowance of vt30 000</li> </ul>
Domestic travel allowance	All permanent officers will receive a per diem of vt10 000 per day. This allowance includes subsistence and accommodation cost.  Transport allowance - Vt 200 per km to be paid in advance based on Mileage to be covered.
Home Island Leave	75 % of Total Domestic Travel cost , This covers dependents less than 21 years only.
Overseas travel Pacific Islands	Class A Vt 20 000 per day Class B Vt15 000 per day
Australia & Asia	Class A Vt25 000 per day Class B Vt18 500 per day
Europe & US	Class A Vt 50 000 per day Class B Vt35 000 per day  (All allowances includes Subsistence, Accommodation, transport and incidental expenses)
Child allowance	Child allowance is limited to two children only at Vt 2000 per child and is limited to children less than 21 years of age.
Housing allowance and Rent deductions	<ul style="list-style-type: none"> <li>All Housing allowances will be consolidated with the Salaries.</li> <li>Only those position and grade with special entitlements will be allocated govt house, entitle grades are prescribed in the Judicial Act.</li> <li>Those who are not entitle will be oblige to pay 30% full market rate.</li> <li>The maintenance of the tied houses will be the responsibility of the chief administrator of the court.</li> </ul>
Medical expenses	<ul style="list-style-type: none"> <li>All Officers are entitle to free medical services at Government owned and run Medical centres/hospitals</li> <li>Overseas treatment will be the subject of an insurance cover.</li> </ul>
Trade man's Allowance	<ul style="list-style-type: none"> <li>Technical. Vt 120 000 to Vt 2.0 million per anum (Rate to be calculated using Point Matrix system – a guide is provided as schedule 1 to this annex)</li> </ul>
Dead while performing Services ( Accidents)	<ul style="list-style-type: none"> <li>For those officers employed for over 5 years continuous service - 6 months salary plus funeral expense.</li> <li>For those employed for 6 years and more - 1 years salary plus Funeral expense.</li> </ul>
Natural dead	<ul style="list-style-type: none"> <li>6 months</li> </ul>

**VI SCHEDULE 1 : A POINT SYSTEM MATRIX, A GUIDE TO DETERMINING SALARY GRADE, WITHIN THE 14 SCALE LEVEL.**

	<b>Compensable critical Factors</b>	<b>Minimum</b>	<b>Low</b>	<b>Moderate</b>	<b>High</b>
1	Responsibility				
	a) Policy & Corporate Planning	0 – 25	75	90	150
	b) Financial Management/accountability	0- 25	50	75	100
	c) Supervision/Responsible for others	0 – 30 (0 – 10 staff)	60 (11- 20 staff)	90 (20 – 50 staff)	150 (50 Plus)
	d) Equipments and Material/assets	0 – 20	45	60	50
	e) Training/assisting others	0- 5	20	35	50
	f) Output/ Quality Service delivery	0- 25	50	75	100
	g) Risk and extend of Risk/impact	0 – 15	25	45	50
2	Skill				
	a) Experience	0 – 20	45	75	100
	b) Education/training/Qualification	25	50	75	100
3	Effort				
	a) Physical	5	20	40	50
	b) Mental	0 – 15	30	40	50
4	<b>Working conditions</b>				
	a) Unpleasant /hazard Condition	5	20	30	50
	b) Work load	5	20	30	50
	Total Points				<b>1000</b>

**COURTS** (Estimated Costing using first point of salary range)

Post No.	Post Title	Current PSC Grade	Salary	GRT Grade	Salary	Salary Difference	Status	Payroll No.	Current Grade	Salary	Actual Difference
	Chief Justice	OSA	vt2,520,000	Js 11.0	vt3,880,800	vt1,360,800	Filled	430397	OSA	vt2,520,000	vt1,360,800
	Judge	OSA	vt2,500,000	Js 9.0	vt3,175,200	vt675,200	Filled	999995	OSA	vt2,500,000	vt675,200
	Judge	OSA	vt2,500,000	Js 9.0	vt3,175,200	vt675,200	Filled	153643	OSA	vt2,500,000	vt675,200
	Judge	OSA	vt2,500,000	Js 9.0	vt3,175,200	vt675,200	Filled	153601	OSA	vt2,500,000	vt675,200
	Chief Magistrate	P21.1	vt1,597,944	Js 7.0	vt2,469,600	vt871,656	Vacant				
	Magistrate/Acting Chief Registrar of the Supreme Court	P21.1	vt1,597,944	Js 7.0	vt2,469,600	vt871,656	Filled	468330	P21.1	vt1,597,944	vt871,656
	Senior Magistrate	P21.1	vt1,597,944	Js 7.0	vt2,469,600	vt871,656	Filled	153742	P21.1	vt1,597,944	vt871,656
	Senior Magistrate	P21.1	vt1,597,944	Js 7.0	vt2,469,600	vt871,656	Filled	153817	P21.1	vt1,597,944	vt871,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	802660	P19.1	vt1,359,984	vt862,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	148643	P19.1	vt1,359,984	vt862,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	803726	P19.1	vt1,359,984	vt862,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	215038	P19.1	vt1,359,984	vt862,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	491282	P19.1	vt1,359,984	vt862,656
	Magistrate	P19.1	vt1,359,984	Js 6.3	vt2,222,640	vt862,656	Filled	119818	P19.1	vt1,359,984	vt862,656
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	1069727	P9.1	vt599,448	vt458,952
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	808261	P9.3	vt628,320	vt430,080
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	741843	P9.2	vt615,360	vt443,040
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	153882	P9.3	vt628,320	vt430,080
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	153767	P9.2	vt615,360	vt443,040
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	149054	P9.2	vt615,360	vt443,040
	Island Court Clerk	P9	vt599,448	Js 3.0	vt1,058,400	vt458,952	Filled	122051	P9.2	vt615,360	vt443,040
	Receptionist, Port Vila	P8	vt554,232	Js 2.0	vt705,660	vt151,428	Filled	434779	P8.2	vt572,064	vt133,596
	Secretary, Registry Office	P9	vt599,448	Js 2.3	vt811,440	vt211,992	Filled	639393	P9.2	vt615,360	vt196,080
	Secretary, Registry Office	P9	vt599,448	Js 2.3	vt811,440	vt211,992	Filled	442848	P9.2	vt615,360	vt196,080
	Secretary, Supreme Court	P9	vt599,448	Js 2.3	vt811,440	vt211,992	Filled	231373	P9.2	vt615,360	vt196,080

			vt29,522,448		vt47,169,420	vt16,049,028				vt29,709,408	vt14,990,412
<i>Post Title</i>	<i>Current PSC Grade</i>	<i>Salary</i>	<i>GRT Grade</i>	<i>Salary</i>	<i>Salary Difference</i>	<i>Status</i>	<i>Payroll No.</i>	<i>Current Grade</i>	<i>Salary</i>	<i>Actual Difference</i>	
Secretary, Chief Justice	P11	vt722,568	Js 2.6	vt917,280	vt194,712	Filled	162990	P11.2	vt741,960	vt175,320	
Secretary, Supreme Court	P9	vt599,448	Js 2.3	vt811,440	vt211,992	Filled	552810	P9.2	vt615,360	vt196,080	
Secretary, Supreme Court	P9	vt599,448	Js 2.3	vt811,440	vt211,992	Filled	411710	P9.1	vt599,448	vt211,992	
Secretary, Magistrates Court			Js 2.2	vt776,160		Filled	806927	P9.1	vt599,448	vt176,712	
Secretary, Magistrates Court			Js 2.2	vt776,160		Filled	741868	P6.2	vt488,976	vt287,184	
Secretary, Magistrates Court			Js 2.2	vt776,160		Filled	135087	P6.2	vt448,976	vt287,184	
Secretary, Magistrates Court			Js 2.2	vt776,160		Filled	129882	P8.1	vt554,232	vt221,928	
Secretary, Magistrates Court			Js 2.2	vt776,160		Filled	726596	P9.1	vt599,448	vt176,712	
Assistant Sheriff - Luganville			Js 3.0	vt1,058,400		Vacant			vt1,058,400		
Sheriff of the Supreme Court	P14	vt914,784	Js 4.0	vt1,411,200	vt496,416	Filled	176180	P14.1	vt914,784	vt496,416	
Driver/ Messenger			Js 1.9	vt670,320		Vacant			vt670,320		
Driver, Chief Justice	P5	vt441,816	Js 1.9	vt670,320	vt228,504	Filled	585372	P5.2	vt450,168	vt220,152	
Cleaner, Port Vila	P1/2	vt282,576	Js 1.8	vt635,040	vt352,646	Filled	565523	P1.2	vt290,832	vt344,208	
Librarian			Js 3.3	vt1,164,240		Vacant			vt1,164,240		
Secretary to Sheriff Office	P9	vt599,448	Js 2.2	vt882,000	vt284,552	Filled	118141	P9.1	vt599,448	vt284,552	
Accountant	P15	vt997,728	Js 4.0	vt1,411,200	vt413,472	Filled	644286	P15.2	vt1,029,648	vt381,552	
Senior Administrator of Island Courts	P14	vt914,784	Js 3.2	vt1,128,960	vt214,176	Filled	706028	P14.1	vt914,784	vt214,176	
Assistant Registrar- Supreme Court	P12	vt784,656	Js 3.2	vt1,128,960	vt344,304	Filled	219709	P12.2	vt805,992	vt322,968	
Assistant Registrar- Magistrates Court	P10	vt663,840	Js 3.0	vt1,058,400	vt394,560	Filled	118159	P10.2	vt681,312	vt377,088	
		<b>vt7,521,096</b>		<b>vt17,640,000</b>	<b>vt3,347,326</b>				<b>vt13,227,776</b>	<b>vt4,374,224</b>	



**STATE LAW OFFICE** *(Estimated Costing using first point of salary range)*

Post No.	Post Title	Current PSC Grade	Salary	GRT Grade	Salary	Salary Difference	Status	Payroll No.	Current Grade	Salary	Actual Difference
	Attorney General	OSA	vt3,351,600	OSA	vt3,500,000	vt148,400	Vacant			vt3,500,000	
	Solicitor General	S31.1	vt2,640,000	Js 8.0	vt2,822,400	vt182,400	Filled	328849	S31.1	vt2,640,000	vt182,400
	Parliamentary State Counsel	S31.1	vt2,640,000	OSA	vt2,822,400	vt182,400	Filled	174391	S31.1	vt2,640,000	vt182,400
	Corporate Service Manager	P17-P19	vt1,158,192	Js 5.2	vt1,834,560	vt676,368	Filled	801035	P17.1	vt1,158,192	vt676,368
	FIU Financial Analyst	P17-P19	vt1,158,192	Js 5.2	vt1,834,560	vt676,368	Filled	176792	P17.1	vt1,158,192	vt676,368
	Compliance Officer	P15-17	vt997,728	Js 4.1	vt1,446,480	vt448,752	Filled	1062426	P15.1	vt997,728	vt448,752
	Principal State Counsel (Litigation)			Js 6.4	vt2,257,920	vt2,257,920	Vacant				
	Senior State Counsel (Litigation)	P21-23	vt1,597,944	Js 6.0	vt2,116,800	vt518,856	Filled	543611	P21.1	vt1,597,944	vt518,856
	Assistant State Counsel (Litigation)	P19-21	vt1,359,984	Js 5.7	vt2,010,960	vt650,976	Filled	194654	P19.1	vt1,359,984	vt650,976
	Assistant State Counsel (Litigation)	P19-21	vt1,359,984	Js 5.7	vt2,010,960	vt650,976	Filled	806307	P19.1	vt1,359,984	vt650,976
	State Counsel (Litigation)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	1068815	P16.1	vt1,070,496	vt728,784
	State Counsel (Litigation)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	808204	P16.1	vt1,070,496	vt728,784
	State Counsel (Litigation)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	808378	P16.1	vt1,070,496	vt728,784
	State Counsel (Litigation)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	806612	P16.1	vt1,070,496	vt728,784
	Paralegal (Litigation)	P11-13	vt722,568	Js 3.4	vt1,199,520	vt476,952	Vacant				
	Assistant Manager (Litigation)	P11-13	vt722,568	Js 3.4	vt1,199,520	vt476,952	Filled	801431	P12.1	vt784,656	vt414,864
	State Clerk	P06-08	vt479,016	Js 2.0	vt776,160	vt297,144	Filled	773036	P05.1	vt441,816	vt334,344
	Senior State Counsel (Drafting)	P21-23	vt1,597,944	Js 5.9	vt2,081,520	vt483,576	Vacant				

			<b>vt24,067,704</b>		<b>vt35,110,880</b>	<b>vt11,043,176</b>				<b>vt21,920,480</b>	<b>vt7,651,440</b>
<b>Post Title</b>	<b>Current PSC Grade</b>	<b>Salary</b>	<b>GRT Grade</b>	<b>Salary</b>	<b>Salary Difference</b>	<b>Status</b>	<b>Payroll No.</b>	<b>Current Grade</b>	<b>Salary</b>	<b>Actual Difference</b>	
State Counsel (Drafting)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	801506	P17.1	vt1,158,192	vt641,088	
State Counsel (Drafting)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	1066077	P16.1	vt1,070,496	vt728,784	
State Counsel (Drafting)	P16-18	vt1,070,496	Js 5.1	vt1,799,280	vt728,784	Filled	1069063	P16.1	vt1,070,496	vt728,784	
Assistant Manager (Drafting)	P11-13	vt722,568	Js 3.4	vt1,199,520	vt476,952	Filled	153536	P12.1	vt784,656	vt414,864	
Paralegal (Drafting)	P11-13	vt722,568	Js 3.4	vt1,199,520	vt476,952	Filled	210831	P12.1	vt784,656	vt414,864	
Executive Personal Assistant	P10-12	vt663,840	Js 2.3	vt917,280	vt253,440	Filled	659599	P10.1	vt663,840	vt253,440	
Finance & Resources Officer	P14-16	vt914,784	Js 4.0	vt1,411,200	vt496,416	Filled	120253	P15.1	vt997,728	vt413,472	
Receptionist	P05-07	vt441,816	Js 1.7	vt599,760	vt157,944	Filled	618033	P05.1	vt441,816	vt157,944	
Driver Messenger	P05-07	vt441,816	Js 1.7	vt599,760	vt157,944	Filled	806315	P05.1	vt441,816	vt157,944	
Office Cleaner	P04-06	vt408,696	Js 1.5	vt529,200	vt120,504	Filled	808196	P04.1	vt408,696	vt120,504	
		<b>vt6,457,080</b>		<b>vt10,054,800</b>	<b>vt3,597,720</b>				<b>vt6,664,200</b>	<b>vt3,390,600</b>	
		<b>vt30,524,784</b>		<b>vt45,165,680</b>	<b>vt14,640,896</b>				<b>vt28,584,680</b>	<b>vt11,042,040</b>	



**OFFICE OF THE PUBLIC SOLICITOR** *(Estimated Costing using first point of salary range)*

<b>Post No.</b>	<b>Post Title</b>	<b>Current PSC Grade</b>	<b>Salary</b>	<b>GRT Grade</b>	<b>Salary</b>	<b>Salary Difference</b>	<b>Status</b>	<b>Payroll No.</b>	<b>Current Grade</b>	<b>Salary</b>	<b>Actual Difference</b>
	Principle Solicitor	P19/20	vt1,359,984	Js 5.5	vt1,940,400	vt580,416	Vacant				
	Senior Legal Officer (Vila)	P18	vt1,246,344	Js 5.3	vt1,869,840	vt623,496	Filled	1065258	P18.1	vt1,246,344	vt623,496
	Senior Legal Officer (Santo)	P18	vt1,246,344	Js 5.3	vt1,869,840	vt623,496	Filled	806349	P18.1	vt1,246,344	vt623,496
	Legal Officer	P14	vt914,784	Js 4.5	vt1,587,600	vt672,816	Filled	1067464	P14.1	vt914,784	vt672,816
	Assistant Legal Officer	P14	vt914,784	Js 4.4	vt1,552,320	vt637,536	Filled	1069428	P14.1	vt914,784	vt637,536
	Assistant Legal Officer	P14	vt914,784	Js 4.4	vt1,552,320	vt637,536	Filled	1069429	P14.1	vt914,784	vt637,536
	Executive Secretary to the Public Solicitor & Lawyers	P10/11	vt663,840	Js 2.2	vt882,000	vt218,160	Vacant				
	Receptionist / Typist (Santo)	Bs 1.7					Filled				
	Receptionist / Typist (Vila)	Bs 1.9	vt670,320				Filled				
	Office Manager	P18/19	vt1,246,344	Js 2.2	vt882,000	vt218,160	Vacant				
	Finance Officer	P11/12	vt722,568	Js 2.2	vt882,000	vt218,160	Vacant				
	Messenger & Archivist	P4	vt408,696	Js 1.8	vt635,040	vt226,344	Vacant				
	Office Cleaner	C3.1	vt316,680	Js 1.4	vt493,920	vt177,240	Filled		C3.1	vt316,680	vt177,240
	Office Driver	C3.1	vt316,680	Js 1.4	vt493,920	vt177,240	Filled	177204	C2.1	vt292,200	vt201,720
			<b>vt10,942,152</b>		<b>vt14,641,200</b>	<b>vt5,010,600</b>				<b>vt5,845,920</b>	<b>vt3,573,840</b>

**OFFICE OF THE PUBLIC PROSECUTOR** (Estimated Costing using first point of salary range)

<b>Post No.</b>	<b>Post Title</b>	<b>Current PSC Grade</b>	<b>Salary</b>	<b>GRT Grade</b>	<b>Salary</b>	<b>Salary Difference</b>	<b>Status</b>	<b>Payroll No.</b>	<b>Current Grade</b>	<b>Salary</b>	<b>Actual Difference</b>
	Deputy Public Prosecutor	P22/23	vt1,743,467	Js 6.3	vt2,222,640	vt479,173	Vacant				
	Senior Assistant Legal Officer	P18/19	vt1,246,344	Js 5.1	vt1,799,280	vt552,936	Filled	454397	P16.1	vt1,070,496	vt728,784
	Assistant Legal Officer	P16/17	vt1,070,496	Js 4.4	vt1,552,320	vt481,824	Filled	1067309	P14.1	vt914,784	vt637,536
	Assistant Legal Officer	P14/15	vt914,784	Js 4.4	vt1,552,320	vt637,536	Vacant				
	Assistant Legal Officer (Santo)	P16/17	vt1,070,496	Js 4.4	vt1,552,320	vt481,824	Vacant				
	Case Manager	P10/11	vt663,840	Js 2.6	vt917,280	vt253,440	Filled	679365	P10.3	vt699,408	vt217,872
	Finance Officer	P10/11	vt663,840	Js 2.6	vt917,280	vt253,440	Filled	802454	P10.2	vt681,312	vt235,968
	Office Manager	P12/14	vt784,656	Js 3.0	vt1,058,400	vt273,744	Filled	153684	J Cs 2.5	vt882,000	vt176,400
	Secretary/Receptionist Vila	P8/9	vt554,232	Js 1.9	vt670,320	vt116,080	Filled	148791	P9.3	vt628,320	vt42,000
	Secretary/Receptionist Santo	P4/5	vt408,696	Js 1.7	vt599,760	vt191,064	Vacant				
	Messenger Filing Clerk	P5/6	vt441,816	Js 1.7	vt599,760	vt157,944	Vacant				
	Cleaner	P3/4	vt375,600	Js 1.4	vt493,920	vt118,320	Vacant				
			<b>vt9,938,267</b>		<b>vt13,935,600</b>	<b>vt3,997,325</b>				<b>vt3,805,824</b>	<b>vt1,309,776</b>

**GRT DETERMINATION**  
**POLICE SERVICES COMMISSION**

GOUVERNEMENT DE LA  
REPUPLIQUE DE VANUATU

**Bureau Du Conseil de revision  
des Traitements**

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GOVERNMENT OF THE  
REPUBLIC OF VANUATU

**Office Of The Government  
Remuneration Tribunal**

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## GOVERNMENT REMUNERATION TRIBUNAL BOARD PAPER

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## **I. POLICE SERVICE COMMISSION & POLICE COMMISSIONER SUBMISSIONS**

### **1.1. Introduction**

The GRT Secretariat (the Secretariat) received on the 30<sup>th</sup> of June 2006 a submissions paper from the Police Service Commission and the Police Commissioner on behalf of the police force and the subordinates association established under CAP 105.

The submission requested that the GRT Tribunal (hereinafter "the Tribunal") review their salary structures in line with the revised PSC salary structure and to review their allowances again inline with the revised PSC standard allowances.

Other issues that were raised in the submissions paper were that the Tribunal consider:

Their other administrative claims

CPI indexing when reviewing their claims as was the case in the PSC/TSC determination of 2005.

### **1.2. Background**

In order to understand the basis of the claims the Tribunal had to look into the background of the issues culminating in the claims. In their analyses of the schedule of events the following was derived.

The background to the Police claims stems from two issues.

The first was with the introduction of a consolidated Civil Servants Salary Structure, from the old condominium structure in 1984 followed by the Police Service and Teaching Service commission structures in 1986.

Secondly when cost of living allowance (COLA) was introduced in 1987, Police had the COLA built in with their basic salary, while the PSC had its COLA shown separately from the basic salaries.

It was at this particular point in time that the Police had requested an increase in their salaries, to be aligned with the PSC salary structure and when COLA was introduced, there was a misconception within the Police that this was the increase that they had anticipated. However, when the Police noticed that PSC had its COLA separated they thought they were missing out on COLA. This was adjusted in 1992, to ensure COLA was separately reflected on the pay slips of the Police Officers.

The Police were misled into thinking that, that they were not awarded any COLA from 1987 and begrudged the Civil Servants for getting this. Acting on this misunderstanding the Police then attempted to compare their basic salary scales to the PSC rates and factoring in pay-scale values for hours worked, physical risk involved in police work, and their overall duty to administer law and order in Vanuatu. The result of this exercise was to increase the relative work value of policing work, which would then be used to support moves for an increase in salary levels for the police officers.

Eventually this misunderstanding led to a climax in 1996, when the VMF stood down from duty and assaulted a number of Government officials in a bid to get their salary scales adjusted to be consistent with the PSC scales. Subsequently in 1997 a review was undertaken of the Police

Salary Scale structure to bring it in line with the PSC scales. This review was approved by Police Service Commission and the Council of Ministers meeting no 21, decision No 155 of September 1997.

It was in part due to this COM Decision 155 of 1997 that expectation amongst the Police Officers was that they would be paid immediately according to this new salary structure. In 1998 the Police lodged a log of claims to the Government, totalling approximately Vt320 million. These included the differences of the old salary scale structure and the new salary scale structure and certain promotional benefits, and claims for unpaid allowances.

In 1999 under pressure from the Police, the Government paid out a number of these claims, through an additional budget to the Police of Vt55.0 million. Through subsequent years to date Police have continued to lodge claims to various Governments for underpayments. These claims were never audited to determine the legitimacy of the same.

### **1.3. Summary of Decisions by the COM regarding pay differences to date.**

Following a commission of inquiry in 1996 the COM meeting No 3 of 15<sup>th</sup> November 1996 approved that a payment of Vt 1846 800 be paid to the Vanuatu Mobile Force (VMF). This payment was based on "an agreement" between the Government and VMF. The reviewers could not establish why this payment was made, nor has it sighted a copy of the agreement.

On 8<sup>th</sup> September 1997 the COM meeting No 21 approved an amendment to COM decision No. 155 regarding the underpay of the Police, that the Police Salary Structure be upgraded to be inline with the Public service salary Structure. They also approved that the payment be backdated from 1993 to 1994. The COM in that same meeting approved that the underpay be made by December 1998.

The COM also approved that, the Revised Police structure be effective as of January 1 1998.

The COM also approved that a 10% levy on the amounts accrued after 1994 and that this would also apply to those officers who had been discharged.

### **1.4. The Claim**

The current Police claim is a collective claim by individual officers, represented by the Police Subordinates Association (PSA) and Police Commissioner (PC). The claim is based on the variance in the job level the Police assumed was equivalent to their PSC counterpart positions and Job levels. They also requested that the GRT to review their salary structure inline with the CPI and the revised Public Service Commission Salary Structure.

## **II. COMPARATIVE ANALYSIS OF PSC SALARY SCALES AND POLICE. SALARY SCALES (CURRENT SCALE AND NEW SCALES)**

The Tribunal analysed both salaries and allowances paid to the Police Officers and PSC officers. The intention of this analyses was to bring out the difference in the two structures, and ascertain the basis for the underpay claims of the police.

The Tribunal concluded that comparing the salary scales of PSC to Police Service Structure is not a straightforward one to one mapping as the two structures are designed to be different because of the nature and the criteria for each jobs are different. The structures are also different because of the different functional roles that each service engages in.

In the PSC, it is important to note that, P1 scale usually, refers to officers, such as Cleaners, Gardeners, and other physical and labour intensive work that require very minimum qualification. The minimum qualification for the Police on the other hand is Form Four or year 10. The new recruits of the Police also have to undergo special training and discipline. In this

regard, the new Police recruits are better qualified than those on PSC scale of PI to P7. The set criteria for each position in the Public Service differs greatly for each position and the bases are wider in nature and have different technical skills requirements for each position, while the Police in Vanuatu have a narrow base which widens at the top tier as an officer is promoted to higher level and given more responsibilities

In order for the Tribunal to gain an insight into the police operations and understand the legal and administrative responsibilities of the Police, the Tribunal in accordance with the provisions of section 21 (d) of the GRT Act summoned the Director General, the Police Commissioner, and other senior officers of the force including the president and secretary of the PSA.

The Tribunal also made an analysis of the Police internal structure, and notes that, the Police Act and the standing orders gives a lot of emphasis in terms of power and responsibilities on the Police commissioner, and the normal Police chain of command places counter weight on the Senior Sergeant/ Sergeant Major. The weight of these responsibilities is reflected in the revised salary structure of the Police.

#### **1.5. Other claims reviewed.**

##### ***a) Hardship and Separation allowance***

There is no specific mention of Hardship and Separation allowances in the Police General Orders manual, however, there is a mention of Hard Touring allowance in Chapter E section 6 (602.1 and 2) of the Police General Orders. This allowance is to be claimed only in lieu of subsistence allowances. The rate of this allowance is not mentioned, but will be determined by the commissioner. The Tribunal resolved that the Police officers should only claim for normal domestic subsistence allowances.

##### ***b) Acting Allowances***

The Police hierarchical and ranking structure demands that when an office is vacant, an officer will need to fill in the vacant position, either by promotion or is appointed on an acting basis. In many instances, when an officer is appointed on an acting basis, at a senior level, it results in a landslide of acting appointments due to rank issues. This causes budgetary difficulties in meeting all the acting allowances. This is an administrative problem that must be resolved by the Police Service Commission or PC via an amendment/insertion to the Police General Orders.

#### **1.6. Analyses Conclusions**

1. One cannot compare the two scales on a one to one basis. The two scales are different because of the nature of the jobs and responsibilities and functionalities.
2. The newly recruited Police Officers are better trained before embarking on their new job, and could not be compared to a PI- P3 on the PSC scale.
3. The PSC Salary scale is slightly higher than the Police Scale, however, this difference is compensated by non cash items and other allowances that the police receive.
4. Police officers at lower and middle management have more allowances to compensate them for the difference in salary.

### **III. THE DETERMINATION**

#### ***c) Salary Structure***

Following this analysis, the Government Remuneration Tribunal determine that, the police structure be revised according to the CPI and be revaluated based on work value.

The Tribunal notes that, the Police officers have requested a number of additional allowances in addition to their request to align their Salaries to that of PSC. In view of this the Tribunal is of the opinion, that, the Police cannot have special treatment in as far as allowances are concerned, if their Salaries are to be align to PSC scales, normal Standard allowance will apply where all Public officers are concern. The Tribunal has now align the Police Salary Structure with Public Service Commission, and each position has now revaluated, taking into account, the risk, breath and depth of each job.

The approved revised structure is attached as **Annex I** of this determination

#### ***d) Allowances***

The Tribunal, notes that, there is no specific provision for Hardship and Separation allowances, in the Police General Orders, but notes a provision for Hard Touring Allowance which can only be claimed in lieu of Subsistence allowance. The tribunal approved that in order to be consistence police standing orders will need to be amended and replaced with the normal subsistence allowance.

The Tribunal also approves a standard allowance for the Police, but further determine, that, inline with the decision and determination, to suspend all new allowances until 2008, except for Child and Housing allowance. A standard housing allowance of vt 180 000/pa shall be paid to those who are not housed by the Government, and free rental houses for those officers who are entitle to a Government house. A Family allowance of vt 24 000 /pa (1 child) for lower tier and 48 000 upper tier/pa. ( more than one Child) will be effective from commencement of this determination.

The revised allowances and benefits are also attached to this determination as Annex II.

#### ***e) Back-pay***

The Tribunal deliberated on whether consideration should be given to back paying of the police officers inline with the previous determination for other Public officers. In doing so the Tribunal noted that the determination for the PSC and TSC was made in 2005 based on submissions received earlier that year, with an effective date of July 2006, but the actual payment took place in August of 2005, hence there was a back payment of arrears that accrued from the determinations effective date and the actual payment/implementation thereof. The Tribunal notes that, the police did not make a submission at that time and hence no determination was made with respect to the police and also concluded that in accordance with Part III of the GRT Act, the police submission is a separate submission that must be considered as submitted independently and that any determination on the same would not have any basis for back paying. The Tribunal therefore concluded that the police submissions like the legal sector submissions is a separate submission and does not form part of the 2005 determination and as such that there is no basis to have a back pay to 1<sup>st</sup> July 2006.

#### ***f) Performance Management Systems***

The Tribunal further resolved that, since the new salary structure is performance based, the Police Service Commission and the commissioner of police must develop a Performance



Management System ( PMS ) and set criteria, to assist in assessing individual performance for promotion and disciplinary matters.

***g) Conformity***

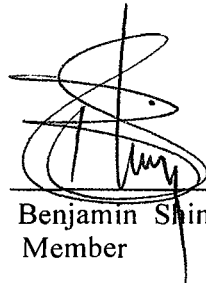
In order to ensure consistency with this determination, the Tribunal also resolved that, Police Service Act and General Orders, be reviewed to reflect the changes to salaries and benefits of the Vanuatu Police force.

***h) Effective Date***

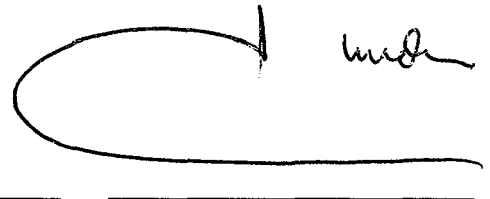
The Tribunal also resolved that 1<sup>st</sup> January 2007 be the effective date for this determination. This determination is made this 14<sup>th</sup> day of December 2006.



Selwyn Aru  
Chairman



Benjamin Shing  
Member



Anatole Hymak  
Member

1.7. Annex I: New Police Salary Structure

	RANK	SCALE	VATU PER ANNUM	FH	HA	FA
K	Constable/Prisista	U 12	423 300	✓	✓	✓
		U 13	455 340	✓	✓	✓
		U 14	488 380	✓	✓	✓
		U 15	523 420	✓	✓	✓
		U 16	561 460	✓	✓	✓
L	Sopora	U 17	599 500	✓	✓	✓
		U 18	639 540	✓	✓	✓
		U 19	679 580	✓	✓	✓
		U 20	719 620	✓	✓	✓
		U 21	759 660	✓	✓	✓
M	Sasram	U 22	799 700	✓	✓	✓
		U 23	839 740	✓	✓	✓
		U 24	879 780	✓	✓	✓
		U 25	919 820	✓	✓	✓
		U 26	959 860	✓	✓	✓
N	Sama Samasit	U 27	999 900	✓	✓	✓
		U 28	1039 940	✓	✓	✓
		U 29	1079 980	✓	✓	✓
		U 30	1119 1020	✓	✓	✓
		U 31	1159 1060	✓	✓	✓
O	Inspektur	U 32	1199 1100	✓	✓	✓
		U 33	1239 1140	✓	✓	✓
		U 34	1279 1180	✓	✓	✓
		U 35	1319 1220	✓	✓	✓
		U 36	1359 1260	✓	✓	✓
P	Samor Inspektur / A/LT	U 37	1399 1300	✓	✓	✓
		U 38	1439 1340	✓	✓	✓
		U 39	1479 1380	✓	✓	✓
		U 40	1519 1420	✓	✓	✓
		U 41	1559 1460	✓	✓	✓
Q	Sama Inspektur / A/PT	U 42	1599 1500	✓	✓	✓
		U 43	1639 1540	✓	✓	✓
		U 44	1679 1580	✓	✓	✓
		U 45	1719 1620	✓	✓	✓
		U 46	1759 1660	✓	✓	✓
R	Subinspektur / Wapa	U 47	1799 1700	✓	✓	✓
		U 48	1839 1740	✓	✓	✓
		U 49	1879 1780	✓	✓	✓
		U 50	1919 1820	✓	✓	✓
		U 51	1959 1860	✓	✓	✓
S	Asistant Opml / Colonel	U 52	1999 1900	✓	✓	✓
		U 53	2039 1940	✓	✓	✓
		U 54	2079 1980	✓	✓	✓
		U 55	2119 2020	✓	✓	✓
		U 56	2159 2060	✓	✓	✓
T	Deputy Chief of Police	U 57	2199 2100	✓	✓	✓
		U 58	2239 2140	✓	✓	✓
		U 59	2279 2180	✓	✓	✓
		U 60	2319 2220	✓	✓	✓
		U 61	2359 2260	✓	✓	✓
A	Commissioner of Police	U 62	2399 2300	✓	✓	✓
		U 63	2439 2340	✓	✓	✓
		U 64	2479 2380	✓	✓	✓

**1.8. Annex 2: Allowances & additional Benefits**

<b>Allowances &amp; Extra payments</b>	<b>Adjustments</b>
Overtime	Time and a quarter with a minimum payment as one hour of over time.
Unsocial hours rates	Time and a quarter
Remote allowance	Vt10 000 per month
Shift allowances	Vt 3 500 per month
Acting allowance	Percentage of difference between minimum base salary of higher post and the Salary currently being paid to the officer.
Responsibility allowance	U 1 to U3 Vt 60 000 to vt120 000 per annum U3.1 to U.12 Vt 120 000 to Vt 180 000
Sergeant Major Allowance	Vt 530 0000
Permanent posting to different locality allowance	* One off payment of Vt 50 000 vatu Establishment allowance of vt30 000
Tradesman's Allowance (Special Skills)	Vt 120 000 to 2,000, 000 pa, (This allowance is to be calculated using Matrix in the schedule)
Domestic travel allowance	All permanent officers will receive a per diem of vt10 000 per day. This allowance includes subsistence and accommodation cost. Transport allowance - Vt 200 per km/mile to be paid in advance base on Mileage to be covered.
Victualling allowance	Vt 1500 This allowance is to be calculated, base on the number of days at sea. This is purely a ration Provision ( Food and other Provisions allowance only) and not to be paid in cash directly to the officers.
Seagoing allowance	Vt 500 per day
Home Island Leave	75 % of Total Domestic Travel cost , This covers dependents less than 21 years of age only.
Overseas travel	
Pacific Islands	Class B Vt15 000. per diem
Australia & Asia	Class B 18 500 per day
Europe & US	Class B Vt35 000 per day
	All allowances include Subsistence, Accommodation, transport and incidental.
Family allowance	Child allowance is limited to two children only at Vt 2000 per child and is limited to children less than 21 years of age.
Housing allowance and Rent deductions	All Housing allowances, will be consolidated with the Salaries. Only those position and grade with special entitlements will be allocated govt house, other officers will be paid a standard allowance of vt180 000 if not housed in a govt house
Prosecution Allowance	Vt 75 000 per annum
Detective & Plain Cloths Allowance	Vt 150 000 per annum
Medical expenses	All Officers are entitle to free medical services at Government owned and run Medical centres/hospitals Overseas treatment will be the subject of an insurance cover.
Permanent Injury allowance	Permanent disability only Vt 2 000 000, This allowance is to be paid only when an officer is totally incapacitated and totally incapable of fending for him/herself. Temporary disability to be met by the normal medical expenses.
Special Skills Allowance	Technical. Vt 120 000 to Vt 2.0 million per anum Rate to be calculated using Point Matrix system. ( attached as schedule )
Death in Service (Accidents)	For those officers employed for over 5 years continuous service - 6 months salary plus funeral expense. For those employed for 6 years and more - 1 years salary plus Funeral expense.
Natural Death	6 months

**1.9. Schedule 1: A guide to the Point Matrix system –Compensable factors**

	<b>Compensable critical Factors</b>	<b>Minimum</b>	<b>Low</b>	<b>Moderate</b>	<b>High</b>
1	<b>Responsibility</b>				
	a) Policy & Corporate Planning	0 – 25	50	75	100
	b) Financial Management/accountability	0- 25	50	75	100
	c) Supervision/Responsible for others	0 –30 (0 – 10 staff)	60 (11- 20 staff)	90 (20 - 50 staff)	120 (50 Plus)
	d) Equipments and Material/assets	0 – 20	45	60	80
	e) Training/assisting others	0- 5	20	35	50
	f) Output/ Quality Service delivery	0- 25	50	75	100
	g) Risk and extend of Risk/impact	0 –15	25	45	60
2	<b>Skill</b>				
	a) Experience	0 –20	45	60	80
	b)Education/training/Qualification	25	50	75	100
3	<b>Effort</b>				
	a) Physical	5	20	35	50
	b) Mental	0 –15	30	45	60
4	<b>Working conditions</b>				
	a) Unpleasant /hazard Condition	5	20	35	50
	b) Work load	5	20	45	50
	<b>Total Points</b>				<b>1000</b>

## **1.10. Interpretation/Abbreviations/Acronyms**

<b>GRT Act</b>	Government Remuneration Tribunal Act No. 20 of 1998
<b>GRT Secretariat</b>	Secretariat of the Government Remuneration Tribunal
<b>Tribunal</b>	The Government Remuneration Tribunal established under section 5 of the Government remuneration Tribunal Act No.20 of 1998
<b>PSC</b>	Public Service Commission
<b>COLA</b>	Cost of Living Allowance
<b>CPI</b>	Consumer Price Index
<b>PC</b>	Police Commissioner
<b>PSA</b>	Police Subordinates Association
<b>VMF</b>	Vanuatu Mobile Force
<b>COM</b>	Council of Ministers
<b>TSC</b>	Teaching Service Commission
<b>PMS</b>	Performance Management System
<b>Government</b>	Government of the Republic of Vanuatu