Commencement: 1 June 1983

CHAPTER 168

OFFICIAL SALARIES

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ARRANGEMENT OF SECTIONS

1. Salaries
2. Other benefits
3. Amendment of Schedule

SCHEDULE
Part 1
Part 2

OFFICIAL SALARIES

To provide for salaries and other benefits payable to holders of certain offices.

1. Salaries

There shall be paid to the holders of the offices set out in column 1 of Part 1 of the Schedule the annual or daily salary set out against those offices in column 2 of the Schedule.

2. Other benefits

(1) Subject to subsection (2) the holders of the offices set out in column 1 of Part 1 of the Schedule shall also be entitled to the benefits and allowances set out against those offices in column 3 of Part 1 of the Schedule and described in detail in Part 2 of the Schedule.

(2) Notwithstanding the provisions of subsection (1) where the holder of any of the offices set out in column 1 of Part 1 of the Schedule is serving under an agreement and there is provision in such agreement for similar benefits and allowances as those set out in column 3 of Part 1 of the Schedule, such person shall not be entitled to those benefits and allowances if provision therefor is made in such agreement.

3. Amendment of Schedule

(1) Subject to subsection (2), the Prime Minister may with the prior approval of the Council of Ministers, by Order –

(a) add to, vary or replace the Schedule;

(b) remove any of the various allowances or benefits specified in the Schedule.

(2) Nothing in this section shall be construed as giving power to or authorizing the Prime Minister to amend the various salaries set out under column 2 in Part 1 of the Schedule to the detriment of the holder of any office set out therein.

(3) *(Repealed)*

SCHEDULE

Part 1

Office	*Salary (VT) (annual except as otherwise stated)*	*Other Benefits*
OFFICE OF THE PRESIDENT		
President	3,528,000	A+D+E+G+H+K+T+U+I
Principal Private Secretary to the President	2,504,880	B(ii)+D+E+G+I+N
Assistant Private Secretary to the President	1,764,000	B(ii)+D+E+G+I+N
A person performing the functions of the President in accordance with Article 37 of the Constitution who at the time the person is performing the functions is not the Speaker		R
Chief Cook – Presidents Residence	776,160	
President's Driver Grade 1	670,320	
President's Driver Grade 2	670,320	
President's Residence Cleaner Grade 1	529,200	
President's Residence Cleaner Grade 2	529,200	
President's Residence Gardener Grade 1	493,920	
President's Residence Gardener Grade 2	493,920	
Support Officer to the President's Office	493,920	
Office Assistance to the President's Office	493,920	
OFFICE OF THE PRIME MINISTER		
Prime Minister	3,528,000	A+D+E+G+K+T+U+I+W(3)+W(4)
Parliamentary Secretary to the Prime Minster	2,600,000	B(i)+C(i)+D+E+G
First Political Advisor to the Prime Minister	2,504,880	C+D+E+G+I+N+O(i)+T+W(2)+W(3)+W(4)
Public Relations Officer – Office of the Prime Minister	2,504,880	C+D+E+G+I+N+O(i) +W(1)+W(3)+W(4)
Private Secretary to the Office of the Prime Minister	2,504,880	C+D+E+G+I+N+O(i)+T+W(2)+W(3)+W(4)
Senior Advisor to the Parliamentary Secretary to the Prime Minister	2,504,880	C+D+E+G+I+N+O(i)+T+W(2)+W(3)+W(4)
Technical Advisor to the Parliamentary Secretary to the Prime Minister	2,469,600	C(ii)+D+E+G+I+N
Advisor to the Prime Minister	2,105,730	B+D+E+G+F(iv)+I+N
Principal Administrative Officer to the Prime Minister	1,940,400	D+E+G+I+N+O(i)
Assistant Senior Advisor to the Parliamentary Secretary to the Prime Minister	1,764,000	D+E+G+I+N+O(iii)+Q+W(1)+W(3)+W(4)
Second Assistant Senior Advisor to the Parliamentary Secretary to the Prime Minister	1,764,000	D+E+G+I+N+O(iii)+Q+W(1)+W(3)+W(4)
Assistant Private Secretary – Office of the Prime Minister	1,764,000	D+E+G+I+N+O(iii)+Q+W(1)+W(3)+W(4)
Office Manager to the Prime Minister	1,058,400	D+E+G+I+N+O(iv)+W(3)+W(4)
Office Supervisor to the Prime Minister	1,011,870	D+E+G+I+N+O(iv)+W(3)+W(4)
Secretary Typist to the Prime Minister	970,000	O(iv)+W(3)+W(4)
Prime Minister's Secretary Typist	847,296	D+E+G+I+N+P+Q
Secretary Typist to the Parliamentary Secretary to the Prime Minister	720,000	D+E+G+I+N+O(iv)

Office	***Salary (VT) (annual except as otherwise stated)***	***Other Benefits***
Personal Assistant to the Prime Minister	696,820	D+E+G+I+N
Driver to the Parliamentary Secretary to the Prime Minister	574,320	B(ii)+D+E+G+I+N+O(iv)+T+V+W(3)+W(4)
Residence Cleaner to the Parliamentary Secretary to the Prime Minister	484,275	D+E+N+O(iv)+W(3)+W(4)
Chaplain (Prime Minister's Office)	450,000	D+E+G+I+N
Second Office Cleaner (Prime Minister's Office)	387,240	D+E+G+I+N
Second Office Gardener (Prime Minister's Office)	387,240	D+E+G+I+N
Prime Minister's First Residence Cleaner	387,240	D+E+N+O(iv)+W(3)+W(4)
Prime Minister's Second Residence Cleaner	352,800	D+E+G+I+N+P+Q+W(3)+W(4)
OFFICE OF THE DEPUTY PRIME MINISTER		
Deputy Prime Minister	2,998,800	B+C(ii)+D+E+G+T+U+I+W(1)+W(3)+W(4)
Private Secretary to the Office of the Deputy Prime Minister	1,982,736	C+D+E+G+I+N+O(i)+T
Assistant Private Secretary to the Office of the Deputy Prime Minister	1,764,000	D+E+G+I+N+O(iii)+Q+W(1)+W(3)+W(4)
Advisor, Legal and Investment Affairs to Deputy Prime Minister	1,684,584	B+D+E+G+F(iv)+I+N
OFFICE OF THE SPEAKER		
Speaker	3,351,600	A+C(ii)+D+E+G+K+T+U+I+W(1)+W(3)+W(4)
Private Secretary to the Speaker	2,504,880	B(ii)+D+E+G+I+N+W(3)+W(4)
First Political Advisor to the Speaker	2,504,880	C(ii)+D+E+G+I+N+O(i)
Second Political Advisor to the Speaker	1,986,730	W(1)+W(3)+W(4)
Third Political Advisor to the Speaker	1,886,730	W(1)+W(3)+W(4)
Advisor to the Speaker	1,684,584	B+D+E+G+F(iv)+I+N
First Deputy Speaker	1,411,200	D+E+N+W(1)+W(3)+W(4)+C(i)
Second Deputy Speaker	1,411,200	D+E+N+W(1)+W(3)+W(4)+C(i)
Office Supervisor to the Speaker	1,011,870	D+E+G+I+N+W(3)+W(4)
Secretary Typist to the Speaker Grade 1	970,000	D+E+G+I+N+W(3)+W(4)
Secretary Typist to the Speaker Grade 2	738,390	W(3)
Filing Clerk	738,390	D+E+N+O(iv)+W(3)+W(4)
Speaker's Driver Grade 1	574,320	D+E+G+I+N+O(iv)+W(4)
Speaker's Driver Grade 2	484,050	D+E+G+I+N+O(iv)+W(4)
Cleaner (Speaker's Office)	484,275	D+E+G+I+N+W(3)+W(4)
Speaker's Residence Gardener	484,275	D+E+G+I+N
Speaker's Residence Cleaner	484,275	D+E+G+I+N+W(3)+W(4)
Messenger	450,000	W(3)+W(4)
Receptionist	450,000	W(3)+W(4)
MINISTERS		
Minister	2,822,400	B(i)+C(i)+D+E+G+K+L+T+I+U+W(1)+W(2)+W(3)+W(4)
Advisor to Minister	2,105,730	B+D+E+G+F(iv)+I+N
Legal Advisor to Minister of Trade, Industry, Tourism and Business Development	1,684,584	B+D+E+G+F(iv)+I+N
Constituency Liaison Officer	1,500,000	
Ministers' Office Supervisors	1,058,390	D+E+G+I+N+O(iv)+W(3)+W(

Office	*Salary (VT) (annual except as otherwise stated)*	*Other Benefits*
		4)
Ministers' Secretary/typists Grade 1	900,000	D+E+G+I+N+O(iv)+W(3)+W(4)
First Typist to the Minister	776,160	W(3)+W(4)
Ministers' Secretary/typists Grade 2	738,390	D+E+G+I+N+O(iv)+W(3)
Filing Clerk	738,390	D+E+N+O(iv)
Ministers' Drivers Grade 1	574,320	B(ii)+D+E+G+I+N+O(iv)+D+E+G+I+N+O(iv)+T+V+W(3)+W(4)
Ministers' Drivers Grade 2	484,050	B(ii)+D+E+G+I+N+O(iv)+D+E+G+I+N+O(iv)+T+V+W(3)+W(4)
Ministers Residence Gardener	547,800	D+E+N+O(iv)
Cleaner to the Ministry	484,275	D+G+N+O(iv)+W(3)+W(4)
Ministers Residence Cleaner	484,275	D+E+N+O(iv)+W(3)+W(4)
Messenger	458,640	D+E+N+O(iv)+W(3)+W(4)
Receptionist	458,640	D+E+N+O(iv)+W(3)+W(4)
Office Gardener	458,640	D+E+N+O(iv)+W(3)+W(4)
POLITICAL ADVISORS		
First Political Advisor	2,469,600	C+D+E+G+I+N+O(i)+T+W(2)+W(3)+W(4)
Second Political Advisor	1,986,730	D+E+G+I+N+O(ii)+T+W(1)+W(2)+W(3)+W(4)
Third Political Advisor	1,886,730	D+E+G+I+N+O(iii)+T+W(1)+W(2)+W(3)+W(4)
2nd Second Political Advisor	1,509,384	D+E+G+I+N+O(ii)+Q
2nd Third Political Advisor to the Prime Minister, Deputy Prime Minister and other Ministers	1,509,384	D+E+G+I+N+O(iii)+Q
Second Political Advisor to the Speaker	1,509,384	D+E+G+I+N+O(ii)+Q
2nd Second Political Advisor to the Speaker	1,509,384	D+E+G+I+N+O(ii)+Q
Third Political Advisor to the Speaker	1,509,384	D+E+G+I+N+O(iii)+ Q
COUNCIL OF MINISTERS		
Secretary to the Council of Ministers	1,684,584	B(ii)+D+E+G+I+N+C(ii)
Secretary/Typist to the Council of Ministers	882,000	Nil
Council of Ministers' Office Supervisor	809,496	D+E+G+I+N
OFFICE OF THE LEADER OF THE OPPOSITION		
Leader of the Opposition	2,822,400	E+D+G+I+N+O(i)+C(i)+K
Deputy Leader of Opposition	2,504,880	E+D+G+I+N+O(ii)
Private Secretary to the Leader of the Opposition	2,181,328	D+E+G+I+N+O(iv)
Political Advisor – Office Coordination to the Leader of the Opposition	1,986,730	D+E+G+I+N+W(1)
Political Advisor – Constituency Liaison to the Leader of the Opposition	1,986,730	D+E+G+I+N
Office Supervisor to the Leader of the Opposition	1,058,390	D+E+G+I+N+O(iv)
Secretary Typist to the Leader of the Opposition	837,900	D+E+G+I+N
Typist to the Leader of the Opposition	776,160	D+E+G+I+N+O(iv)

Office	*Salary (VT) (annual except as otherwise stated)*	*Other Benefits*
Driver to the Leader of the Opposition	574,000	D+E+G+I+N
Cleaner to the Leader of the Opposition	441,000	D+E+N+O(iv)
OTHER PARLIAMENTARY ROLES		
Clerk to Parliament	2,822,400	B(ii)+C(ii)+D+E+G+I+N
Leader of the Government Business	1,411,200	E+C(i)
Government Whip	1,411,200	E+C(i)
Opposition Whip	1,411,200	E
CONSTITUTIONAL POSTS		
Public Prosecutor	2,822,400	B(ii)+C(ii)+D+E+G+I+M+N
Public Solicitor	2,822,400	B(ii)+C(ii)+D+E+G+I+N
Auditor General	2,822,400	B(ii)+C(ii)+D+E+G+I+N
Ombudsman	2,822,400	B(ii)+D+E+G+I+N
STATE LAW OFFICE		
Attorney General	3,351,600	B(ii)+C(ii)+D+E+G+F(iii)+DA +NA+T+I
Solicitor General	3,176,200	B(ii)+C+D+E+G+DA+NA+T
Chief Parliamentary Counsel	3,176,200	B(ii)+C+D+E+G+DA+NA+T
STATUTORY BODIES AND COMMISSIONS		
Chairman, Citizenship Commission	4,000 per sitting	Nil
Member, Citizenship Commission	3,000 per sitting	Nil
Chairman, Electoral Commission	1,723,800	D+G+O(iii)
Member, Electoral Commission	3,000 per sitting	Nil
Chairman, Health Practitioners Board	4,000 per sitting	Nil
Member, Health Practitioners Board	3,000 per sitting	Nil
Chairman, Land Surveyors Board	4,000 per sitting	Nil
Member, Land Surveyors Board	3,000 per sitting	Nil
Chairman, Judicial Service Commission	4,000 per sitting	Nil
President, National Council of Chiefs	2,400,000	B(ii)+C(ii)+D+E+G
Member, National Council of Chiefs	4,000 per day	Nil
Chairman, Police Service Commission	1,723,800	D+G+O(iii)
Member, Police Service Commission	3,000 per sitting	Nil
Chairman, Public Service Commission	2,822,400	B(ii)+D+E+G+I+N
Member, Public Service Commission	10,000 per sitting	Nil
Chairman, Public Service Disciplinary Board	4,000 per sitting	Nil
Member, Public Service Disciplinary Board	3,000 per sitting	Nil
Chairman, Teaching Service Commission	1,723,800	D+G+O(iii)
Member, Teaching Service Commission	3,000 per sitting	Nil
Member, Teaching Service Disciplinary Appeal Board	3,000 per sitting	Nil
Local Government Region Executive Officer	1,359,984	N
A Chairperson of a Parliamentary Standing Committee	600,000	E+C(i)
Member, Parliamentary Management Board	10,000 per sitting	Nil
Member, Parliamentary Services Selection Committee	3,000 per sitting	Nil
A Chairperson of a Parliamentary Ad Hoc Committee	600,000	C(i)
Chairman, Government Contracts & Tender Board	2,882,400	B(ii)+D+E+G+I+N

Provided that the Chairman or member of any body set out herein shall cease to receive sitting allowances if such chairman or member or both chairman and member are in the service of the Government of the Republic (which expression shall include statutory bodies).

Part 2

Details of Benefits

CLASS A
(a) Rent free furnished house with all facilities (electricity, water, telephone) fully paid for by the Government; and
(b) Use of 2 cars maintained and serviced at Government expense; and
(c) Three servants paid for by the Government.

CLASS B
(i) Rent free furnished house.
(ii) Furnished house at rental fixed by Government.

CLASS C
(i) Use of one car serviced and maintained at Government expense.
(ii) Use of one car for official duties and use incidental thereto serviced and maintained at Government expense.

CLASS D
A child allowance of VT 1,200 a month per child.

CLASS DA
A child allowance of VT 3,000 a month per child.

CLASS E
(1) A gratuity payable at the rate of one twelfth of the annual salary, multiplied by 2, for each year during which a person holds the office and *pro rata* for each uncompleted year back dated to 11 December 1987.

(2) Gratuity payable for any period prior to 11 December, 1987 shall be at the rate of one twelfth of the annual salary for each year during which a person holds the office and *pro rata* for each uncompleted year.

CLASS F
(i) Entertainment Allowance of VT 60,000 a month.
(ii) Entertainment Allowance of VT 20,000 a month.
(iii) Entertainment Allowance of VT 15,000 a month.
(iv) Entertainment Allowance of VT 12,000 a month.

CLASS G
Annual leave calculated at the rate of one and three-quarter working days for every month of service.

CLASS H
President's allowance of VT 40,000 a month.

CLASS I
(1) The payment or the reimbursement of the actual cost of transport between Port Vila and the home island and the return journey by the most direct route on home leave.

(2) Notwithstanding the provisions of sub-paragraph (1), the payment or the re-imbursement of part of the actual cost of transport between Vila and any island in Vanuatu other than home island or place outside Vanuatu and return:

Provided that any payment or re-imbursement made under this sub-paragraph (2) shall not exceed such amount which would have been paid if the officer to whom this sub-paragraph applies had in fact taken and proceeded to home leave in accordance with the provisions of sub-paragraph (1).

(3) For the avoidance of doubt, not more than one payment or re-imbursement may be made to any officer to whom “Benefit CLASS I” applies within any period of 12 months.

CLASS J (Repealed by Order 3 of 2002)

CLASS K

(1) The President, Prime Minister, Speaker, Leader of Oposition and the Ministers shall be entitled to receive free medical treatment or examination at a medical establishment overseas:

Provided that the medical treatment or examination –

(a) is undertaken only after referral by a registered health practitioner;
(b) is carried out at a medical establishment approved by the Director of Health.

(2) The cost of –

(a) the medical treatment or examination overseas;
(b) transport from Vanuatu to another country and return for the purpose of receiving medical treatment or examination;
(c) accommodation overseas while receiving medical treatment or examination,

in relation to any office holder referred to in paragraph (1) or any person referred to in paragraph (4)(b) shall be borne by the Government.

(3) The reimbursement of the costs of transport and accommodation for one person accompanying any office holder referred to in paragraph (1) or any person referred to in paragraph (4)(b) for medical treatment or examination overseas shall be borne by the Government. Such person shall apply to the Director of Finance attaching receipts and other documents showing the actual costs incurred in respect of the transport and accommodation for the purpose of reimbursing such costs.

(4) In this CLASS –

(a) "free medical treatment or examination" means that the office holder shall be required to pay the cost in the first instance and apply to the Director of Finance for reimbursement. Such application shall be accompanied by receipts and other documents showing the actual costs incurred in respect of the medical treatment or examination, including transport and accommodation;
(b) free medical treatment or examination shall extend to the wife or husband, as the case may be, and the children of any of the office holders specified in paragraph (1).

CLASS L

One servant paid by the Government.

CLASS M

Where the holder of the office is a non-citizen not funded by any other government or agency, an annual overseas officers allowance agreed by the Minister of Justice with the approval of the Council of Ministers.

CLASS N

Cost of living allowance of VT 51,000 per year payable in fortnightly installments.

CLASS NA

Cost of living allowance of VT 5,000 per month.

CLASS O

(i) Housing allowance of VT 45,000 per month;
(ii) Housing allowance of VT 40,000 per month;
(iii) Housing allowance of VT 35,000 per month;
(iv) Housing allowance of VT 30,000 per month.

CLASS R

The Class R comprises the following:

(a) the payment of an amount each fortnight, being an amount equal to the amount of the President's basic salary for that period;
(b) the use of the official vehicles of the Office of the President for the purpose of performing the functions of the President;
(c) the benefits referred to in paragraph (a) of Class A.

CLASS S (Repealed by Order 50 of 2004)

CLASS T

(1) An office holder is entitled to receive a subsistence allowance if the person is traveling outside of Vanuatu or in another island within Vanuatu for official purposes.

(2) A subsistence allowance is payable to a person on the following rate:
(a)VT 15,300 per night for official trips to a country outside the Pacific Region; or
(b)VT 8,500 per night for official trips to a country within the Pacific Region; or
(c) VT 1,700 per night for official trips to an island within Vanuatu.

CLASS U

(1) The spouse of the office holder is entitled to receive a subsistence allowance if the spouse is travelling with the office holder outside of Vanuatu or in another island within Vanuatu for official purposes.

(2) A subsistence allowance is payable to the spouse on the following rate:
(a) VT 13,300 per night for official trips to a country outside the Pacific Region; or
(b) VT 8,500 per night for official trips to a country within the Pacific Region; or
(c) VT 1,700 per night for official trips to an island within Vanuatu.

CLASS V

An overtime allowance of VT5,000 per fortnight.

CLASS W

(1) An acting allowance, for a person acting in another position that is higher than that person's position for a period of 5 or more working days, which is to be the difference between the salary of the position that the person is acting in and the salary of the person's substantive position.

(2) A responsibility allowance calculated at the rate of a quarter of the salary of the office in relation to whom extra responsibilities are being carried out for each 5 working days the extra responsilbilities are carried out.

(3) For each year of service by a person in a government Ministry or the office of the Speaker at Parliament for a period of not less than 3 years, a goodwill payment of 2 month's salary calculated at the current monthly rate of salary of the person.

(4) For each year of service by a person in a government Ministry or the office of the Speaker at Parliament for a period of less than 3 years, a goodwill payment which is to be paid on a pro rata basis following the rate set out in CLASS W(3).

Editor's note: The benefits of Classes P and Q have been granted to certain officers (see Part 1, Column 2), but Classes P and Q have not been established nor defined by published Order.

Table of Amendments (since the Revised Edition 1988)

3	*Substituted by Act 5 of 1989*
3(3)	*Repealed by Act 3 of 2005*
Schedule	*Amended by Orders 22 of 1989, 41 of 1989, 42 of 1989, 43 of 1989, 45 of 1989, 11 of 1991, 22 of 1991, 29 of 1991, 4 of 1992, 5 of 1992, 10 of 1992, 16 of 1993, 31 of 1993, 4 of 1994, 5 of 1994, 9 of 1994, 18 of 1994, 3 of 1995, 14 of 1995, 16 of 1995, 20 of 1995, 31 of 1995, 5 of 1996, 6 of 1996, 7 of 1996, 8 of 1996, 19 of 1996, 23 of 1996, 42 of 1997, 44 of 1997, 46 of 1997, 19 of 1998, 2 of 2002, 3 of 2002, 22 of 2003, 23 of 2003, 4 of 2004, 19 of 2004, 24 of 2004, 25 of 2004, 27 of 2004, 37 of 2004, 50 of 2004, 1 of 2005, 2 of 2005, 5 of 2005, 14 of 2005, 31 of 2005, 13 of 2006; 19 of 2006, 20 of 2006; 28 of 2006; 39 of 2006; 40 of 2006; 41 of 2006; 44 of 2006; 47 of 2006; 17 of 2007; 35 of 2007; 41 of 2007; 20 of 2008; 22 of 2008; 25 of 2008; 30 of 2008; 36 of 2008; 43 of 2008; 12 of 2009; 52 of 2009; 15 of 2010; 26 of 2011; 213 of 2011; 217 of 2011; 232 of 2011; 233 of 2011; 53 of 2012; 5 of 2013, 21 of 2013; 92 of 2013; 107 of 2013; 203 of 2014; 208 of 2014; 3 of 2015; and Act 54 of 2000.*