

REPUBLIC OF VANUATU

BILL FOR THE GOVERNMENT REMUNERATION TRIBUNAL (AMENDMENT) ACT NO. OF 2025

Explanatory Note

This Bill amends the Government Remuneration Tribunal Act [CAP 250] ("the Act").

The Act has been in existence for over 20 years and needs to be amended to strengthen its function in making sustainable and acceptable determinations across the public sector. The Government Remuneration Tribunal Board has an important role to regulate "remuneration" mainly by setting minimum to maximum rates for all positions across the public sector, that is attractive, market based and fair remuneration expenditures.

Key features of the Bill include:

- to recognise the Office of the Government Remuneration Tribunal as the only Governments institution approved by Council of Ministers responsible for developing salary determinations for the public sector; and
- to strengthen the governance over remuneration breaches or concerns; and
- to make minor corrections that have not been addressed since its enactment.

Pime Minister



REPUBLIC OF VANUATU

**BILL FOR THE
GOVERNMENT REMUNERATION TRIBUNAL
(AMENDMENT)
ACT NO. OF 2025**

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An Act to amend the Government Remuneration Tribunal Act [CAP 250].

Be it enacted by the President and Parliament as follows-

1 Amendment

The Government Remuneration Tribunal Act [CAP 250] is amended as set out in the Schedule.

2 Commencement

This Act commences on the day on which it is published in the Gazette.

SCHEDULE

AMENDMENTS OF GOVERNMENT REMUNERATION TRIBUNAL ACT [CAP 250]

1 Whole of the Act

Delete “section 13(1)(a)” (wherever occurring), substitute “paragraph 13(1)(a)”

2 Section 1

Delete “maximum”, substitute “minimum to maximum”

3 Section 3

Insert in its correct alphabetical position:

““Director General” means the Director General of the Office of the Prime Minister;”

4 Section 3 (definition of “determination”)

Delete “maximum”, substitute “minimum to maximum”

5 Section 3 (definition of “public sector”)

Repeal the definition, substitute

““public sector” means persons employed by Government who provide government services and includes all persons or class of persons listed under subparagraphs 13(1)(a)(i) to (vi);”

6 Paragraph 6(1)(a)

After “Prime Minister”, insert “on the recommendation of the Director General”

7 Paragraph 6(1)(c)

Delete “President”, substitute “Board”

8 Section 11

Delete “Public Service Commission”, substitute “Director General”

9 Paragraph 13(1)(a)

(i) Delete “maximum”, substitute “minimum to maximum”

- (ii) Delete “those persons or classes of persons listed in subparagraphs (i) to (viii), substitute “the follow persons or classes of persons”

10 Subparagraph 13(1)(a)(ii)

After “authorities”, insert “and their employees”

11 After subparagraph 13(1)(a)(viii)

“(viii) those persons listed in Part 1 of the Schedule to the Officials Salaries Act [CAP 168];

(ix) those persons elected as provincial councillors and all appointed officers of the provincial government council;”

12 Paragraph 13(1)(c)

Delete “from the Public Service Commission or any interested person or organization”

13 Subsection 15(3)

After “consequence”, insert “of”

14 Section 16

Delete “section 12(1)(a)”, substitute “paragraph 13(1)(a)”

15 Section 19

Delete “section 17(4)”, substitute “17(5)”

16 Section 26

Delete “section 17(5)”, substitute “section 17”

17 After subsection 27(3)

Insert

“(3A) A person who refuses or wilfully fails to comply with a notice issued under paragraph 21(1)(b) commits an offence.”

18 Subsection 28(1)

Delete “section 27(1) and (3)”, substitute “subsections 27(1), (3) and (3A)”

19 At the end of section 28

Add

“(3) A person who is convicted of an offence under subsection 27(3) is to refund all monies that is improperly received.”

20 At the end of Part 5

Add

“30. Regulations

The Minister may, on the advice of the Tribunal, make Regulations prescribing all matters:

- (a) required or permitted by this Act to be prescribed; or
- (b) necessary or convenient to be prescribed for the carrying out or giving effect to this Act.”