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VANUATU**

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ARRETES

LOI NO.3 DE 1983 SUR LES DIFFERENDS DU TRAVAIL

- ARRETE NO. 36 DE 2005 SUR LA NOMINATION DE LA COMMISSION D'ENQUETE.

LOI NO. 5 DE 1980 RELATIVE AU COMMUNES

- ARRETE NO. 55 DE 2005 DU CONSEIL MUNICIPAL DE PORT-VILA.
- ARRETE NO. 56 DE 2005 DU CONSEIL MUNICIPAL DE PORT VILA

LOI NO. 5 DE 1980 RELATIVE AUX COMMUNES

- PUBLICATION DE LA LISTE APPROUVEE DES CANDIDATS AUX ELECTIONS MUNICIPALES DE PORT-VILA.

NOTIFICATION OF PUBLICATION

ORDERS

THE GOVERNMENT REMUNERATION TRIBUNAL ACT NO. 20 OF 1998

- REMUNERATION TRIBUNAL – DETERMINATION OF 2005.

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RÉPUBLIQUE DE VANUATU

LOI N° 3 DE 1983 SUR LES DIFFÉRENDS DU TRAVAIL

ARRÊTÉ N° 36 DE 2005 SUR LA NOMINATION DE LA
COMMISSION D'ENQUÊTE

LE PRÉSIDENT DE LA RÉPUBLIQUE DE VANUATU

VU les pouvoirs que lui confère le paragraphe 38.1) de la Loi N°3 de 1983 sur les différends du travail et sur avis du Premier ministre et après consultation de la Commission consultative syndicale,

ARRÊTE

1. **Définition**

Dans le présent Arrêté, sous réserve du contexte :

“ **commission** ” désigne la Commission d'enquête établie par le présent Arrêté.

2. **Nomination du Président de la Commission d'enquête**

M. John Aruhuri est nommé président de la Commission d'enquête.

3. **Nomination des assesseurs**

Sont nommés assesseurs de la Commission d'enquête :

- a) M. Bill Bani
- b) Mme Mary Grace Nari

4. **Attributions**

- 1) Les attributions de la Commission sont établies à l'annexe 1 du présent Arrêté.
- 2) Le ministre peut, en consultation avec le président de la Commission, modifier les attributions de la Commission.

5. **Lieu de l'enquête**

L'enquête sera menée à Port-Vila et à tout endroit selon la décision de la Commission.

6. **Enquête publique ou privée**

L'enquête sera publique sauf dans des circonstances que précisera la Commission.

7. **Rapports**

Le Commissaire doit établir les rapports suivants :

- a) un rapport sur le déroulement et les résultats de son enquête à soumettre au Premier ministre et aux actionnaires d'ici le 24 août 2004 au plus tard.
 - b) un rapport public résumant ses constats et recommandations dans les 14 jours qui suivent la soumission de son rapport au Premier ministre
- 8. Entrée en vigueur**
Le présent Arrêté entre en vigueur à la date de sa signature.

FAIT à Port-Vila le 19 août 2005.

**LE PRÉSIDENT DE LA
RÉPUBLIQUE DE VANUATU
M. Kalkot Mataskelekele**

ANNEXE

ATTRIBUTIONS

- a) enquêter sur les causes des différends entre le Syndicat national des travailleurs de Vanuatu et *Vanuatu Abattoirs Limited* et les circonstances à l'origine des différends ;
- b) recommander des mesures éventuelles à prendre pour faire en sorte que l'affaire est résolue à l'amiable entre le Syndicat national des travailleurs de Vanuatu et *Vanuatu Abattoirs Limited* ;



RÉPUBLIQUE DE VANUATU

LOI N°5 DE 1980 RELATIVE AUX COMMUNES

**RÈGLEMENT INTÉRIEUR N°9 DE 1993
DU CONSEIL MUNICIPAL DE PORT-VILA**

ARRÊTÉ N°55 DE 2005

Le Ministre de l'Intérieur

VU les pouvoirs que lui confère les paragraphes f) et g) de l'article 4 de la Loi N°5 de 1980 relative aux Communes,

ARRÊTE

1 Modifications

Le Règlement Intérieur N°9 de 1993 du Conseil municipal de Port-Vila (Gratifications) est modifié tel que prévu à l'Annexe.

2 Entrée en vigueur

Le présent Arrêté entre en vigueur à la date de sa signature.

FAIT à Port-Vila le 11 novembre 2005.

**Le ministre de l'Intérieur
M. GEORGE WELLS**

A N N E X E

Modifications du Règlement Intérieur N°9 de 1993 du Conseil municipal (Versement des gratifications)

1 Paragraphe 2.1)

Supprimer et remplacer le paragraphe par

« Versement des gratifications

2. 1) Sous réserve des dispositions du présent Arrêté, le Conseil municipal doit verser des gratifications à chacun de ses conseillers le 15 décembre de chaque année. Le montant des gratifications à verser prend en compte l'année civile y compris le mois de décembre et doit être payé conformément aux montants indiqués ci-dessous :

Montant des gratifications par année (VT)	
Membre	Montant maximum par an
Maire	234 739 VT
Adjoint au maire	131 178 VT
Conseiller	55 233 VT

2 Paragraphe 2.2)

Supprimer et remplacer le paragraphe par

- « 2) Lorsqu'un conseiller cesse d'exercer sa fonction pour l'une des raisons prévues à l'article 10 de la Loi N°5 de 1980 relative aux Communes, le montant de la gratification qui lui sera versé sera calculé comme suit :

$$\text{Gratification par année} = \text{IFM} \times 2 \times \frac{252 \text{ JO}}{365 \text{ AC}}$$

À savoir :

IFM	=	Indemnité de fonctions maximale
JO	=	Jours ouvrables
AC	=	Année civile



RÉPUBLIQUE DE VANUATU

LOI N°5 DE 1980 RELATIVE AUX COMMUNES

**RÈGLEMENT INTÉRIEUR N°7 DE 1993
DU CONSEIL MUNICIPAL DE PORT-VILA**

ARRÊTÉ N°56 DE 2005

Le Conseil Municipal de Port-Vila

VU les pouvoirs que lui confère l'article 12.1) de la Loi N°5 de 1980 relative aux Communes,

ARRÊTE

1 Modifications

Le Règlement Intérieur N°7 de 1993 du Conseil municipal de Port-Vila est modifié tel que prévu à l'Annexe.

2 Entrée en vigueur

Le présent Arrêté entre en vigueur à la date de sa signature.

FAIT à Port-Vila le 11 novembre 2005.

Le Maire
pour le Conseil municipal de Port-Vila

APPROUVÉ le 11 novembre 2005

Le ministre de l'Intérieur
M. GEORGE WELLS

A N N E X E

Modifications du Règlement Intérieur N°7 de 1993 du Conseil municipal de Port-Vila

1. Règlement Intérieur 22

Supprimer et remplacer le Règlement par
« **INDEMNITÉ DE PRÉSENCE**

- 22**
- 1) Chaque conseiller a droit à une indemnité de présence n'excédant pas 5 000 VT pour chaque jour entier ou partie d'une journée consacrée à la réunion d'un comité du Conseil.
 - 2) Les indemnités de présence maximales pour les réunions du Conseil sont établies comme suit :
 - a) le maire a droit à 10 000 VT pour chaque jour entier ou partie d'une journée consacrée à la réunion ;
 - b) l'adjoint au maire a droit à 7 000 VT pour chaque jour entier ou partie d'une journée consacrée à la réunion ;
 - c) les conseillers ont droit à 5 000 VT pour chaque jour entier ou partie d'une journée consacrée à la réunion ;
 - 3) Pour éviter le doute, un conseiller élu maire ou adjoint au maire recevra uniquement l'indemnité du maire ou de l'adjoint au maire, selon le cas, et non l'indemnité de présence offert aux conseillers. »

2. Règlement Intérieur 23.1)

Supprimer et remplacer « 15 000 » par « 40 000 ».

3. Règlement Intérieur 24.1)

Supprimer et remplacer « 55 000 » par « 170 000 ».

4. Règlement Intérieur 24.2)

Supprimer et remplacer « 27 500 » par « 95 000 ».

5. Après le Règlement Intérieur 24

Insérer

« **AVANCES DES CONSEILLERS**

- 24A** Tout conseiller ne doit recevoir d'avance aucune indemnité ou autres versements auxquels il a droit en vertu du Règlement Intérieur ».



GOUVERNEMENT DE LA
REPUPLIQUE DE VANUATU

**Bureau Du Conseil de
revision des Traitements**

Sac Postal Privé 9017, PORT VILA
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GOVERNMENT OF THE
REPUBLIC OF VANUATU

**Office Of The Government
Remuneration Tribunal**

Private Mail Bag 9 017, PORT VILA
Tel: 25090/23337
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GOVERNMENT

REMUNERATION TRIBUNAL

DETERMINATION OF 2005.

23RD November 2005.

VOLUME 2

GOUVERNEMENT DE LA
REPUBLIQUE DE VANUATU

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GOVERNMENT OF THE
REPUBLIC OF VANUATU

**Office Of The Government
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Tel: 25090/23337
Fax: 26381

Background.

1. The Remuneration Tribunal review is based on section 13, subsection (1) part (a) (i) to (viii) and part b and c and subsection 2 & 3 of the Tribunal act. The remuneration is define in section 3 as reward for services and includes Salaries, wages, allowances, fees expenses and every other form of income or recompense.

2. The definition of Public office holders are listed in section 13, sub. 1 (a) (i) to (Viii) and includes all persons or classes of persons employed in Public sector.

3. The Tribunal approved a change to the salary structure of the Public service Commission in year 2000 from a P scale to a 14 grade scale, and made changes to work level description. The government however, were not able to implement the determination to due disagreements in the salary rates and lack political will to implement the determination.

Other commissions, were either reviewed independently, or were not considered at all.

4. The approach the Board took is a wider view approach in finding possible solutions to the above issues, but at the same time will try to address each issue on a piece meal basis. The Board is also mindful of the fact that the piece meal approach may create discrepancies within each salary structure, or with other Public Service salary Structures. The Board therefore decided to take a holistic approach by addressing the anomalies in all the Salary structures to ensure that, all jobs in all the Public service are analysed and given the appropriate grade and value.

5. 2005 Review.

The Tribunal review the Salaries structure of Public Office holders base on section 13 of the act and base on a number of submissions from Public Office Holders, seeking an increase in salary based on CPI index and any general increase that may be granted. The tribunal has examined carefully the matters raised in each submission and made investigations into the claims made.

The determination

Determination 1 - Submission by the Teaching Service commission and Teachers Union.

Background:- The teaching Service Commission, and teachers Union has sought an increase in remuneration for both secondary and Primary teachers based on work value and the deterioration in the teachers salary when compared to the cost of living, which has increased by 27 % since the last increase in teacher's salary structure in 1994.

Issues:

Whether the work value of the teachers are considered less in value as compared to other salary structures, and whether the claims that, the teachers salaries are deteriorating compared to the cost of living since 1994.

Discussion:-

In terms of the work value of teachers, the tribunal, made a comparative analysis of the relative work in the public Sector, taking into consideration, the required education level, qualification, the nature of their work, and the location of where their work is being performed. The Tribunal also consider the importance of their contribution to the development of human society in Vanuatu, in doing so the tribunal took into account the salary increases to other groups in the public sector. The tribunal finds that, Primary teachers are mostly at the lower tier of the Public Sector Salary structures. While secondary teachers are comparatively in the median range.

The tribunal also consider whether there is any merit in the claims that, the teacher's Salaries are deterioration against the 27 % increase Consumer Price Index since the last salary adjustment in 1994, in real cash value. In considering this, the Tribunal took time in analysing the percentage change in CPI in each individual years from 1994 to 2005. There is sufficient evidence to suggest that, the overall cost of living has eroded the value of Teachers salaries.

The tribunal also consider whether there is any increase in salary rates of the teachers, in line with the CPI index. The tribunal notes that, there has not been any increases in line with the CPI nor the COLA since 1994.

Determination: The Tribunal considers these in the light of the real cost of living, and the changes in the overall cost structures in Vanuatu, and determine that, the Teachers Salaries and structure be adjusted in line with the CPI accordingly; The revised Salary structure is in schedule 3 as part of this determination.

Recipients; All Permanent teachers, as per schedule forming part of this determination.

Effective Date; The Tribunal also determine that, the effective date for implementing the new salary scale is January 2006, and that, there will be no retrospective payment made.

The Tribunal made a comparative survey of salaries in the private Sector and salary packages in other jurisdiction within the region and is satisfied that, there is a case for those officers employed in the higher tier of the government salary structure, while the lower tier of the government salaries are more comparative to the market rate. However, in reviewing the real cost of living against the base rate of the government, it reveals a deficit of 160% in basic salaries of the key jobs of the Public Service.

6 The Tribunal also note in its review, salary disparities, particularly on the basis of existing similarities in roles and relativity to work load and hazardous environment.

7. The considers the impact on the Government budget, and takes into account the economic and budgetary outlook to sustain the any increases in the budget provision, and conclude that, the increase is within the capacity and capability of the Vanuatu Government.

Determination 2 - Submission by Public Service Association

The Public service Association sought an increase in salary, requesting that, rates be more competitive to those in the Private sector and those under Official salaries Act.. They argued that, the basis for the increase are the workload and greater administrative and managerial responsibilities and that actual service Delivery are done by civil servants. They also argued that, there anomalies, in the existing structure, and that, the structure is not adjusted inline with the CPI on an annual basis.

The public Servants Salary scale is relatively lower, compared to the cost of living in Vanuatu. Although comparatively better than Private sector in terms of job security, and other benefits. The take home package is inadequate to meet the basic needs. A survey conducted by the tribunal shows, that, there are no disposable income for all Public Officers .

The last government review of the Civil Servants and teachers Salaries and Benefits were in June 1994 with an overall increase of 10%. During the same period the Members of Parliament and those in the political arena have increased their basic salary rate by 73.3 % and have doubled their benefits (gratuity).

There have been some increases in allowances and benefits since 1995. These increases includes housing allowances 25%, COLA 70 % based on CPI adjustments, Child allowances 25%, Subsistence allowance 13.3 % victualling, shift and alternating have also received some increases. The overall increase is approx 18 %. Despite these increases in percentage, the actual value in monetary terms are quite low. In some cases the difference is as low as only vt 200 per annum.

The basic salary scales of the Civil Servants are invariably lower at the upper tier or executive level but seems to level off, at the lower end with the private sector. However, the base rate for both Private and public sector are not comparable to the real cost of living in Vanuatu. The tribunal also note that, the top tier of the Civil servants are being paid 55% less than the market rate, and 384 % less than other jurisdiction within the Pacific. At the lower tier, the civil servants are paid 120 percent (%) less than the break even point of vt 744 000

This means that, they could not afford to live on the income provided by the government without the support of other income. The absent of a retention policy also create a conducive environment for bribery and corruptive practices within the Public Service.

The current structure also do not provide any incentive to motivate and retain good Skilled employees, as it does not provide for long term good salary for the higher grade and retirement packages to compensate an officer at the end of his/her tenure .

The Tribunal has given careful consideration to the submission and the views of the assessors and determine that;

- ❖ **the structure of Public service salaries be reviewed and adjusted in line with the cost of living, CPI and market rate. The revised structure is as per schedule 1 forming part of this determination.**

- ❖ that the civil servants salaries be adjusted to reflect not only the work value but responsibility as well.
- ❖ cessation of 12% salary deduction of those officers entitled to a government house,
- ❖ PSC impose a 30% of the valuated market rate rental on those officers who are not entitle to a govt house.,
- ❖ That the effective date for implementing the new salary structure is 1st January 2006

Determination 3 - Submission by Ministry of health.

The Ministry of health sought regrading for the medical staff of the Ministry of health, and sought general salary increase to all professional medical staff, inline with the Market rate within Vanuatu, and the Pacific region to reduce the staff turnover at the ministry of health. The ministry also requested, a general review of the terms and conditions of the medical staff with a view to improve the salaries and working conditions.

Issues: Whether the medical staff are being unfairly treated, compared to other Public service officers, and those in the same medical finds within the region.

Discussion:- The Tribunal reviewed, the salary gradings of the Medical staff, within the Public service Commission salary structure. It was revealed that the bulk of the Medical staff which comprise mainly of Nurses are in the range of P6 to 13, with most numbers tilting towards the lower tier of the spectrum. These nurses spends at least three years in specialist training, and other three years, in the field with strict supervision. Nurse Educators however, have to undergo a diploma in medical field to qualify for the posts.

The survey also reveals that, the salaries administration staff are much higher than, that of the Medical Staff, by 40%. Hover, when compared to the value of the work undertaken by the Nurses, the value rate tilted more toward the medical staff.

It was also revealed, that, those nurse who, are posted in the rural communities, are on duty almost 24 hours a day due their isolation.

Determination: Taking into account, the special skills required and the nature and importance of the role of the medical staff, to the communities of Vanuatu, the Tribunal makes the following determination:-

- ❖ That, PSC incorporate a separate Salary structure of the Medical staff from that of Public service commission structure, the structure is attach schedule 2 forming part of this determination.
- ❖ That, the medical staff be transferred to the new structure at the effective date of this determination.
- ❖ Cessation of salary deduction of those medical staff, entitled to medical staff tied house.
- ❖ That the effective date for implementing the new rate, is 1st January 2006.

Determination 4 - Submission by the Government:

The tribunal received two separate submissions from the government. One from the Acting Prime Minister seeking a general increase in the salaries of those under official salaries act, to be inline with the cost of living, and for the value of the work of those under official salaries act., The other submission was from the office Supervisors, seeking an increase to their current scale.

The Tribunal decided to address the two submissions in one package since both are under the same salary structure. However, decided to separate, the constitutional post holders from political post holders

Issues: (a) whether the salaries of political post holders under OSA have eroded as a result of the cost of living, and whether they are being paid fairly for the value of the work done.

Discussion: The tribunal examine the submission in the light of the CPI and against the record of salaries changes since 1991, and the qualification for those position holders. The tribunal notes that the Salary Package of those under OSA are often higher and better at the higher tier of the structure.

Comparable Salary and benefits for Political post holders.

OSA	Take home Cash package	Other benefits	Gratuity
Prime Minister	5.7 million	House, House girl, Gardener	2months/yr plus 8 months Sev Aprox vt1.6
Ministers	5.307million	House, car Housegirl, gardener	2months/yr plus 1.6 mil (sev pay)
MP	2.808	Aprox vt500 000 Sitting allow.	Vt1.6 million (serv pay)
1 st PA	2 188 000 (including Hos)	42 000 Housing	2month/yr
Priv, Secretaries	(2. 188 000)	42 000 housing	2 months/yr
2 nd & 3 rd PA	1 950 000 (house included)	30 000 Housing	2months/yr

Other officers salary values are paid inline with the Public Service commission, salary scales.

The Tribunal notes, that, since 1991 to date the salaries and benefits of those political post holders have increased by 173 % , however, this is basically for the Ministers and political advisors. The rest of the staff only gets a 100 % increase in gratuity payment on an annual basis.

It is noted therefore that, the Ministers are fairly rewarded for the value of the work and responsibilities. Their total salary package (including MPs salary and constituency allowance) fall inline with the Market rate.

The value of the work done however, are difficult to measure, in the political arena, as there are no service delivery targets set and selection criteria, for the posts are often determine by the political affiliations and events., except for the ministerial posts, which are prescribed in the Government act and the country's constitution.

- ❖ **The Tribunal after careful consideration, determine, that, the salary package of the ministerial portfolios, be, regraded according to the hierarchy and seniority , rather than base on work value. #The tribunal review and determination is in the attached schedule 4 as part of this determination.**

(b) the tribunal also consider other constitutional post holders, inline with the job size, workload, and value of their work to the society.

Issues: whether, Heads of the constitutional bodies are fairly paid for the value of their responsibility and accountability.

Discussion: - The tribunal notes that, the heads of the constitutional bodies are comparatively underpaid by 177% from the market rate. The Tribunal also note that, there is no consistency in the level of salaries of those under constitutional bodies.

The therefore Tribunal determines that:-

- ❖ **the salary package for all heads of constitutional bodies, be regraded and align, to reflect the value of their responsibility and accountability to the society.**
- ❖ **the applicable rates are attached in Schedule 4 and form part of this determination.**

Determination 5 - Submission from the Ministry of Infrastructure.

The submission from the Ministry of Infrastructure, requested an increase in allowances for Mr Joseph Kasten, the current occupant of the post of the Director Civil Aviation. The Ministry argued, that, the current occupant, is treated unfairly considering the salaries of the predecessors, under the similar contract. They also argued, that considering the special and critical skills demanded by that, post, it is critical that, the Ministry retain some one of Joseph's calibre who have the experience and expertise to manned the position until other officers are being sourced and trained.

- ❖ **The tribunal considers the submission carefully, in the light of other salaries and allowances paid to other similar post holders and determine that, Mr kasten be paid a special skills allowance, the value of which is to be determine, by using the point metrics system.**

Determination 6, Other Payments and other Allowances.

In line with the submissions received, the Tribunal also review other payments and benefits to the Public office holders-

(a) On Call Allowance

The Tribunal after receiving the assessor's review determinè that, the on call allowance shall be paid , according to the following criteria;

- ❖ **Officers who are on call be paid a compensable allowance of 7.5 % of the normal hourly rate while being on call, plus a normal overtime rate when actually performing duty when on call. (25%)**

(b) Shift allowances

The Tribunal review and determine that, the following shift allowances be increase according to the following rates:-

- (i) Regular Alternating - vt 1 500 per month
- (ii) Regular Night Shift vt 3 500

(c) Special Skills allowances.

The Tribunal after receiving the submission by the assessors, makes determination that, a special skills allowance be provided to those officers with special and critical skills to the country. The annual amounts designated ranges from vt 120 000 to a maximum amount of vt2 000 000. The application of the allowances will be calculated using point matrix system to determine the right level of allowances according to the following range;

120 000 - 333 000.	1 000 001 - 1 333 000
334 000 - 667 000	1 334 000 - 1 666 000
668 000 - 1 000 000	1 667 000 - 2 000 000

(d) Remote Allowance.

The Tribunal reviewed and determine that, a special incentive remote allowance be paid to those officers, posted to in very remote areas. (Remote areas are areas not frequented by regular shipping , and far from Air strips and all other forms of communication).

(e) Domestic and Overseas Subsistence allowances.

The Tribunal review submission by the assessor, and determine, that, the new rates for the overseas and local subsistence allowances, shall now be calculated according to the following rates:-

- (i) Internal domestic rates, vt 10 000 per day - the rate includes subsistence and accommodation.

Transport allowances is to be calculated at vt200 per km paid in advance..

- (ii) Overseas Subsistence and accommodation and Transport allowances

- (a) Pacific Region - subsistence, accommodation and transport allowances

Class A vt 20 000 per dium per day

Class B vt 15 000 per dium per day

- (b) Australia & Asian Countries

Class A vt 25 000 per dium per day

Class B vt 20 000 per dium per day

- (C) Europe & US rates.

Class A Vt 50 000 per dium per day

Class B vt 35 000 per dium per day

These rates applicable only when no other Donor funds the cost.

(f) Permanent Posting to different locality.

The Tribunal review and determine that, the permanent postings to locality allowances be paid according to the following category;

- (i) One - off payment of vt50 000

- (ii) Establishment allowance - vt 30 000

(g) Housing allowance

(i) The Tribunal review and determine, that, a standard, housing allowance of vt180 000 /pa be paid to all officers who are not entitle to a government house.

(ii) The tribunal determine, that government waive 12% of Salary deduction of officers who are entitle to a government house.

(iii) The Tribunal determine, that, a 30% of a current valuated market rate be levied on officers who are not entitle to a government house.

(h) Child Allowances

The Tribunal review and determine that:-

(i) Child allowance is limited to a ceiling of 2 child only

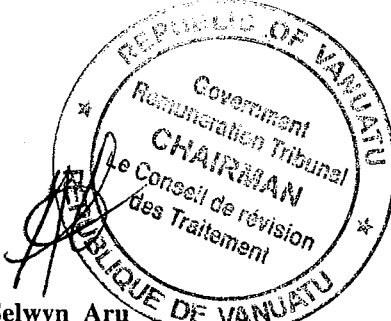
(ii) A current rate of Vt 2000 per child per month.

(i) Dead Benefit.

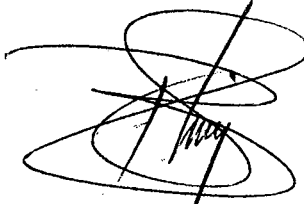
The tribunal reviewed and determine that, the dead benefit be paid according to the following category;

(i) dead while on official Duty (accidents at work place) - one years salary plus funeral costs

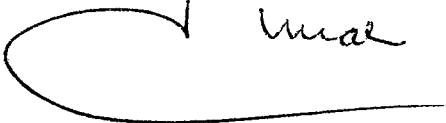
(ii) Natural dead due to ailments - 6 months plus funeral cost.


Selwyn Aru
Chairman - Remuneration Board.

28/11/05


Benjamin Shing
Board Member

28/11/05


Anatole Hymak
Board Member.

28/11/05

SCHEDULE 1

Revised Public Service Salary Structure

			Revised scale	FH	HA	FA
996		DG 8.2	2 892 960	✓		✓
A		DG 8.1	2 857 680	✓	✓	✓
		DG 8.0	2 822 400	✓		✓
913	3	SPG 7.9	2 787 120		✓	✓
B	2	SPG 7.8	2 751 840		✓	✓
	1	SPG 7.7	2 716 560		✓	✓
830	6	Ds 7.6	2 681 280	✓		✓
	5	Ds 7.5	2 646 000	✓		✓
	4	Ds 7.4	2 610 720	✓		✓
C	3	Ds 7.3	2 575 440	✓		✓
	2	Ds 7.2	2 540 160	✓		✓
	1	Ds 7.1	2 504 880	✓		✓
747	3	SSK 7.0	2 4 69 600		✓	✓
D	2	SSK6.9	2434 320		✓	✓
	1	SSK6.8	2 399 040		✓	✓
						✓
664	6	Ms 6.7	2 363 760		✓	✓
	5	Ms 6.6	2 328 480		✓	✓
	4	Ms 6.5	2 293 200		✓	✓
E	3	Ms 6.4	2 257 920		✓	✓
	2	Ms 6.3	2 222 640		✓	✓
	1	Ms 6.2	2 187 360		✓	✓
						✓
581	6	Ps 6.1	2 152 080		✓	✓
	5	Ps 6.0	2 116 800		✓	✓
	4	Ps 5.9	2 081 520		✓	✓
F	3	Ps 5.8	2 046 240		✓	✓
	2	Ps 5.7	2 010 960		✓	✓
	1	Ps 5.6	1 975 680		✓	✓
						✓
500	6	So 5.5	1 940 400		✓	✓
	5	So 5.4	1 905 120		✓	✓
G	4	So 5.3	1 869 840		✓	✓
	3	So 5.2	1 834 560		✓	✓
	2	So 5.1	1799 280		✓	✓
	1	So 5.0	1764 000		✓	✓
						✓
415	6	Os 4.5	1587 600		✓	✓
	5	Os 4.4	1552 320		✓	✓

H	4	Os 4.3	1 517 040		✓	✓
	3	Os 4.2	1481 760		✓	✓
	2	Os 4.1	1 446 480		✓	✓
	1	Os 4.0	1411 200		✓	✓
						✓
332	6	As 3.5	1 234 800		✓	✓
	5	As 3.4	1 199 520		✓	✓
I	4	As 3.3	1 164 240		✓	✓
	3	As 3.2	1 128 960		✓	✓
	2	As 3.1	1 093 680		✓	✓
	1	As 3.0	1 058 400		✓	✓
						✓
250	6	Cs 2.7	952 560		✓	✓
	5	Cs 2.6	917 280		✓	✓
J	4	Cs 2.5	882 000		✓	✓
	3	Cs 2.4	846 720		✓	✓
	2	Cs 2.3	811 440		✓	✓
	1	Cs 2.2	776 160		✓	✓
						✓
166	6	Cs 2.1	740 880		✓	✓
	5	Cs 2.0	705 660		✓	✓
K	4	Bs 1.9	670 320		✓	✓
	3	Bs 1.8	635 040		✓	✓
	2	Bs 1.7	599 760		✓	✓
	1	Bs 1.6	564 480		✓	✓
						✓
83	6	Bs 1.5	529 200		✓	✓
	5	Bs 1.4	493 920		✓	✓
L	4	Bs 1.3	458 640		✓	✓
	3	Bs 1.2	423 360		✓	✓
	2	Bs 1.1	388 080		✓	✓
	1	Bs 1.0	352 800		✓	✓
						✓
M					✓	✓
					✓	✓
N					✓	✓

Index Value = 200

SCHEDULE 2

New Nurses & Medical Salary Structure.

	Current PSC Scale	Revised scale
Nurse Aid	P 2-4	388 080
		423 360
		458 640
		493 920
		529 200
		564 480
Registered Nurse	P6-10	705 600
		740 880
		776 160
		811 440
		840 720
		882 000
Senior Nurse	P9- 12	917 280
		952 560
		987 840
General Midwife	P9-12	1 023 120
		1 093 683
		1 128 960
Senior Midwife	P10-13	1164 240
		1 199 520
		1 234 800
Nurse in charge		1 270 080
		1305 360
		1 340 640
Nurse educators	P10-11	1 375 920
		1 411 200
		1 446 480
		1481 760
		1517 040
		1552 320
Principal Nurse		1587 600
Educator/Sisters		1 622 880
		1 658 160

	Revised scale
Allied Health Workers	
	1 764 000
	1 799 280
	1 834 560
	1 869 840
	1 905 120
	1 940 400
	1 975 680
	2 010 960
Doctors (GP)	2 046 240
	2 081 520
	2 116 800
	2 152 080
S Skilled Doctors	2 399 040
	2 434 320
	2 469 600

SCHEDULE 3

New Teachers Salary scale.

rate (tbl. id)	rate code	Descp.	New value
E-SCALE	E01.1	Untrain Teachers	388 080
E-SCALE	E01.2	Untrain Teachers	423 360
E-SCALE	E01.3	Untrain Teachers	458 640
E-SCALE	E01.4	Untrain Teachers	493 920
	E0 2.0	ETV – Teacher, Vanuatu Qualification	705 600
	E0 2.1	ETV- Teacher, Vanuatu Qualification	740 880
E-SCALE	E02.2	ETV-Teacher, Vanuatu Qualification	776 160
E-SCALE	E02.3	ETV-Teacher, Vanuatu Qualification	811 440
	E02. 4	ETV-Teacher, Vanuatu Qualification	846 720
E-SCALE	E02.5	ETV-Teacher, Vanuatu Qualification	882 000
E-SCALE	E02.6	ETV-Teacher, Vanuatu Qualification	917 280
E-SCALE	E02.7	ETV-Teacher, Vanuatu Qualification	952 560
E-SCALE	E02.8	ETV-Teacher, Vanuatu Qualification	987 840
E-SCALE	E0 2.9	ETV-Teacher, Vanuatu Qualification	1 023 120
E-SCALE	E03. 0	ETV-Teacher, Vanuatu Qualification	1 093 680
	E03.2	ETV-Teacher, Vanuatu Qualification	1 128 960
E-SCALE	E03.3	Head Master Primary	1 164 240
	E03.4	Head Master Primary	1 199 520
		Secondary teachers	
E-SCALE	EO3.5		1 234 800
E-SCALE	EO3.6		1270 080
E-SCALE	EO3.7		1 305 360
	E03.8		1 340 640
E-SCALE	E03.9		1 375 920
E-SCALE	EO4.0		1 411 200
		Senior Secondary Teachers	
E-SCALE	E04.1		1 446 480
E-SCALE	E04.2		1 481 760
E-SCALE	E04.3		1 517 040
E-SCALE	E.04.4		1 552 320
	E. 04.5		1 587 600
E-SCALE	E04.6		1 622 880
		Junior Secondary Principals	
E-SCALE	E04.7		1 658 160
E-SCALE	E04.6		1 693 440
E-SCALE	E04.9		1 728 720
E-SCALE	E05.0		1 764 000
E-SCALE	E05.1		1 799 280
E-SCALE	E05.2		1 834 560
		Senior Secondary Princpals	
E-SCALE	E05.3		1 869 840

E-SCALE	E05.4	1 905 120
E-SCALE	E05.5	1 940 400
E-SCALE	E05.6	1 975 680
E-SCALE	E05.7	2 010 960
E-SCALE	E05.8	2 046 240

Revised Grades of those under OSA.

SCHEDULE 4

OFFICERS UNDER OSA.

rate tbl id	rate code	Descp	Rate tbl amt	
S-SCALE	S00.0	Special Case	current rate	Revised
S-SCALE	S01.0	GMP-Member of Parliament	200 000	2646 000
S-SCALE	S01.1	SPR-President	2,832,000	3 528 000
S-SCALE	S02.1	GPM-Prime Minister	2,800,000	3 528 000
S-SCALE	S03.1	GSP-Speaker	2,520,000	3 351 600
S-SCALE	S04.1	GMI-Minister	2,400,000	2 822 400
S-SCALE	S05.1	SAG- Auditor General	1,723,800	2 822 400
S-SCALE	S06.1	GFP-1st Secretary, PM Priv Sec	1,684,584	2 504 880
S-SCALE	S06.2	2nd Private Assist Secretary, PM	1,437,504	1 764 000
		Other 1 st Political Advisors to Mins		2 469 600
S-SCALE	S07.1	SOM-Pub Sol, Pub Prosec	1,553,544	2 822 400
S-SCALE	S07.2	Ombudsman	1,611,048	2 822 400
		Chairman PSC	1 611 048	2 822 400
S-SCALE	S08.1	GSP-2nd Secretary, Political	1,509,384	1 577 250
S-SCALE	S09.1	GTP-3rd Secretary, Political	1,509,384	1 577 250
S-SCALE	S10.1	GMO-Minister's Office Supervisor	809,496	1 058 400
S-SCALE	S11.1	GMS-Minister's Secretary/Typist	590,712	670 320
S-SCALE	S12.1	GD1-Minister's Driver Grade 1	495,456	532 728
S-SCALE	S13.1	GD2-Minister's Driver Grade 2	387,240	423 360
S-SCALE	S14.1	SCJ-Chief Justice	1,921,008	3 528 000
S-SCALE		Attorney General	1 921 008	3 351 600
S-SCALE	S15.1	GGB-Leader of Govt Business	1,369,060	1 411 200
S-SCALE	S16.1	GDL-Opposition Ldr,	1,369,060	2 822 400
		GDL- 1st Deputy Speaker	1,369,060	1 411 200
S-SCALE	S17.1	GWH-Govt Whip, 2nd Dep Spkr	1,369,060	1 411 200
S-SCALE	S18.1	SCP-Clerk to Parliament	1,683,048	2 363 760
S-SCALE	S19.1	SPS-Prin Priv Sec to President	1,531,440	1 577 250
S-SCALE	S20.1	SPA-Asst Priv Sec to President	1,509,384	1 549 980
S-SCALE	S21.1	GPS-Priv Sec to Deputy PM	1,604,376	1 982 736
S-SCALE	S22.1	GAP-Asst Priv Sec to Deputy PM	1,684,584	1 7 64 000
S-SCALE	S23.1	SAO-Prin Admin Officer to PM (PRO)	1,684,584	1 940 400
S-SCALE	S24.1	SOM-Office Mgr to PM	845,496	1 058 400
S-SCALE	S25.1	STC-Typist to C.O.M.	809,496	882 000
S-SCALE	S26.1	SFC-Filing Clerk/Driver 1 Speaker	590,712	670 320
S-SCALE	S27.1	SRC-Residence Cleaner	387,240	387 240
S-SCALE	S28.1	SOC-Office Cleaner	387,240	387 240
S-SCALE	S29.1	SMR-Messenger/Receptionist	360,000	387 240
S-SCALE	S30.1	SOG-Office Gardener	288,000	352 800
		SSG Parliamentary Council Advisor	1 921 008	2 640 00
S-SCALE	S31.1	SSG Solicitor General	1,921,008	2 640 000
S-SCALE	S32.1	GDP-Deputy PM	2,640,000	2 998 800
S-SCALE	S33.1	OLP - Opp'n Leader's Priv.Sec.	1,359,984	1 745 063
S-SCALE	S34.1	OLS - Opp'n Leader's Office Sup.	784,656	1 058 400
S-SCALE	S35.1	OLT - Opp'n Leader's Typist	599,448	670 320
S-SCALE	S36.1	OLC - Opp'n Leader's Cleaner	240,000	352 800
S-SCALE	S37.1	Minister's Secretary Typist	720,000	776 160

S-SCALE	S38.1	Opposition Whip	1,369,060	1 411 200
S-SCALE	S39.1	Prime Ministers Secretary Typist	847,296	882 000
S-SCALE	S40.1	Prime Ministers 2nd Cleaner	387,240	352 800
S-SCALE	S41.1	1st Typist to Minister	720,000	776 160
S-SCALE	S42.1	Speakers Office Cleaner	288,000	352 800

SCHEDULE 5

Allowances and additional Payments.

Allowances & Extra payments	Current Rate	Adjustments
Overtime	Time and a quarter with a minimum payment as one hour of overtime.	Time and a quarter with a minimum payment as one hour of over time.
Unsocial hours rates	Time and a quarter	Time and a quarter
Remote allowance		Vt10 000 per month
Shift allowances	Regular alternating -vt 1, 375 per month. Regular night shift -vt 3 300 per month	Vt 1 500 per month Vt 3 500 per month
On call allowances	Paid at applicable rate	Time and a quarter for actual hours worked (25 % on top of normal working hrs) plus 7.5 % for on call/waiting time.
Acting allowance	Percentage of difference between salaries determined by the PSC within a set scale	Percentage of difference between salaries determined by the PSC within a set scale
Responsibility allowance	<ul style="list-style-type: none"> • P 08 to P. 21 vt 120 000 to vt180 000 per annum • P 01 to P.07 vt 60 000 to vt 120 000 	P 08 to P. 21 vt 120 000 to vt180 000 per annum P 01 to P.07 vt 60 000 to vt 120 000
Permanent posting to different locality allowance	One off payment of 2% of salary for single officer with an upper limit of vt12 000 and 3% of base salary for a a married officer with an upper limit of 18 000 vatu	* One off payment of vt 50 000 vatu <ul style="list-style-type: none"> • Establishment allowance of vt30 000
Domestic travel allowance	Permanent officers Vt1 700 for first 30 continuous calendar days. These allowances are reduced by 50% after first 30 continuous calendar days ie vt8500 per day or 25% of receipted meal cost. Daily rated C4 vt850 per day C1 to C3 vt 680 per day	All permanent officers will receive a per dium of vt10 000 per day. This allowance includes subsistence and accommodation cost. Transport allowance - vt 200 per km to be paid in advance base on Mileage to be covered.
Overseas travel Pacific Islands Australia & Asia Europe & US	<ul style="list-style-type: none"> • vt8 500 per day subsistence • vt 13 300 per day Subsistence 	Class A Vt20 000 per day Class B Vt15 000. per dium Class A vt 25 000 per per dium day Class B 18 500 per day All allowances includes Subsistence, Accommodation, transport and incidental. Class A Vt50 000 per day Class B Vt35 000 per day
Dirty Job Allowance	50 % of the hrly rate (excluding cola) for each hour of dirty job performed.	50 % of the hrly rate (excluding cola) for each hour of dirty job performed.

Child allowance	Vt 1 500 per child for each month	Child allowance is limited to two children only vt 2000 per child..
Housing allowance and Rent deductions	<ul style="list-style-type: none"> • Rent: vt 15 000 • Owned house vt 7 500 • Rent deductions on government owned houses vt 12% of Basic salary 	<ul style="list-style-type: none"> • All Housing allowances, will be consolidated with the Salaries. • Only those position and grade with special entitlements will be allocated govt house, entitle grades are from grade A – F only. • Those who are not entitle will be oblige to pay 60% full market rate. • The Ministries Tied houses will be the responsibility of the DG of each respective Ministry to allocate houses to those officers with special duties and responsibility.
Medical expenses	100% payment but conditions apply . (see policy detail in staff Manual.	<ul style="list-style-type: none"> • All Officers are entitle to free medical services at Government owned and run Medical centres/hospitals • Overseas treatment be the subject of an insurance cover.
Special Skills Allowance	-	<ul style="list-style-type: none"> • Technical. Vt 120 000 to vt 2.0 million per anum Rate to be calculated using Point Matrix system.
Dead while performing Services (Accidents)	6 months salary	<ul style="list-style-type: none"> • 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 dead	6 months	<ul style="list-style-type: none"> • 6 months

SCHEDULE 6

A Point system Matrix, a guide to determining salary grade, within the 14 scale level.

	Compensable critical Factors	Minimum	Low	Moderate	High
1	Responsibility				
	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
	Training/assisting others	0- 5	20	35	50
	d) Output/ Quality Service delivery	0- 25	50	75	100
	e) Risk and extend of Risk/impact	0 – 15	25	45	60
2	Skill				
	a) Experience	0 – 20	45	60	80
	b) Education/training/Qualification	25	50	75	100
3	Effort				
	a) Physical	5	20	35	50
	b) Mental	0 – 15	30	45	60
4	Working conditions				
	a) Unpleasant /hazard Condition	5	20	35	50
	b) Work load	5	20	45	50
	Total Points				1000



RÉPUBLIQUE DE VANUATU

LOI N° 5 DE 1980 RELATIVE AUX COMMUNES

PUBLICATION DE LA LISTE APPROUVÉE DES CANDIDATS AUX ÉLECTIONS MUNICIPALES
DE PORT-VILA

Vu l'article 7 de l'arrêté N° 60 de 1982 sur les élections municipales (règles de procédure), le Conseil des élections publie par les présentes, la liste des candidats aux élections municipales de Port-Vila du 31 octobre 2005.

NOMS DES CANDIDATS AUX ÉLECTIONS

NOM DU SECTEUR

NOMBRE DE CONSEILLERS

A) SECTEUR MALAPOA/TAGABÉ

3

CANDIDATS

AFFILIATION

1	SEPA JIMMY	VANUAAKU PARTY (VP)
2	SOARAM ISSAC	VP
3	TOM NIAVA	VP
4	WILLIE DAVID	VP
5	DANIEL BULE	VP
6	GILBERT A. DINH	NAMANGI AUTE (NA)
7	EMORY ALICK	NA
8	JOCELYNE HINGE	NA
9	JAMES BANI	CONFÉDÉRATION DES VERTS (CV)
10	WALLIS KELEP	CV
11	NAMAKA BOB	CV
12	DAVID LANGITONG	CV
13	IATIKA IAMTEN	CV
14	LILY LUJ	CV
15	POITA JAMES	CV
16	WILLIE P LOKIN	CV
17	WILLIE LEONARD	CV
18	JOSEPH IWAI	CV

19	DINI AMOS	CV
20	BULE ROGER	CV
21	KIETH BANI	CV
22	BETSESAI VERONICA	CV
23	SERAH DOUGLAS	PARTI NATIONAL DE VANUATU (PNV)
24	TALISO GILBERT JOHNNY	PNV
25	SHEM CHARLIE	PNV
26	HARRY PETER	PEOPLE'S ACTION PARTY (PAP)
27	OUAY WILLIE	NATIONAL COMMUNITY ASSOCIATION (NCA)
28	IAS KENETHY	NCA
29	IAWAN JOHNSON	NCA
30	THOMAS NAGOF	NCA
31	SAMSON PETER	NCA
32	THUHA JEAN LUC	NUP
33	KAGAERU JACK	PARTI NATIONAL UNIFIÉ (PNU)
34	RUBEN OLUL NUNG NUNG	PNU
35	PHILIMON ESAU	PNU
36	DICK EDDY	PNU
37	ROBERT SEULE	PNU
38	PAUL KALO RISU	PNU
39	DAVID MAURICE	PARTI RÉPUBLICAIN DE VANUATU (PRV)
40	KELEP JAMES	PRV
41	IAU NASSE	PRV
42	IAU KAMITY JOE	UNION DES PARTIES MODÉRÉES (UPM)
43	MANAMUAN PETER	UPM
44	ISAAC LOREN	UPM
45	JONAH BUTU	UPM
46	ISAAC ERIC	PARTI PROGRESSISTE MÉLANÉSIEN (PPM)
47	BEN PHILIP	PPM
48	DOUGLAS BEN PAKOA	PPM
49	RUBEN JACK	PPM
50	ROBERT TAHO	PPM
51	RUBEN TIVIVI	PPM
52	DICK JACK	PPM
53	JOEL KUMBAK	PPM
54	RORIN MILLER	PARTI TRAVAILLISTE (PT)
55	WILLIE ESAU	INDÉPENDANT (IND)

NOM DU SECTEUR

NOMBRE DE CONSEILLERS

B) SECTEUR ANABROU/MELCOFFE/TASSIRIKI

4

CANDIDATS

AFFILIATION

1	SOLOMON SIMON	VP
2	JAMES YAVIONG	VP
3	NAIEU HENRY	VP

4	CLAUDE SHEM MASOERANGI	VP
5	AVOCK PAUL HUNGAI	VP
6	SOVRINGMAL LUDOVIC	NA
7	ALFRED BARTHELEMY	NA
8	JUSTIN MOULONTOURALA	NA
9	SANDY DANIEL	NA
10	KOMBE ROGATIEN	NA
11	SALI ROBERT	CV
12	KILETEIR ARSEN	CV
13	PAUL NAPAU	CV
14	NOKLAM JOE	CV
15	HAOUL GILBERT	CV
16	DIDIER LEYMAND	CV
17	PATRICE SAM	CV
18	MARTINO MASSING	CV
19	FREDERIC MASSING	CV
20	ELWENMAL K. BOB	CV
21	THOMAS TAURA	CV
22	LEO RICHARD	CV
23	LANGLOIS JOEL	PNV
24	JOSEPH B. MOLWAK	PAP
25	JOHN TARISINE	PAP
26	SETH JOHN KENNEDY	NCA
27	LAVA DAVID	NCA
28	CROWBY PATRICK	PNU
29	JUSHUA HIVO KEN	PNU
30	TORRY MEIK	PNU
31	MIAL ANNETH	PNU
32	MANSOP JIMMY	PNU
33	ALICKSON FRANK	PNU
34	EDDIE SILAS TISALIU	PNU
35	WILLIE JACK TIAMUA	PNU
36	WILLIE ROY	PNU
37	CHRISTINE TAMASSING	PRV
38	VUREVEP MANASSE	PRV
39	ISSO DAVID	PRV
40	GAETAN MASSING	PRV
41	LEO AUSTIN TARI	PRV
42	TARI PITA	PRV
43	EKEN PAUL	PRV
44	FLORENT NALESABANG	PRV
45	MELETERES AMBROSIO	UPM
46	JOSELITO WOKON	UPM
47	MELTETAKE SELWYN	UPM
48	NATO GEORGE	UPM
49	REMY VIRATIRO	UPM
50	MASSING MAKI	UPM
51	DAVID ALICK	UPM
52	URELELESS MAXIME	UPM

53	ANDENG FRANK	UPM
54	LOUIS PAUL TAUT	UPM
55	NITEN ANDRE	UPM
56	CHARLY NIRUA	PPM
57	JOHN JOUSIE	PPM
58	STEPHEN NATHANIEL	PPM
59	DANIEL RORY	Parti Progressiste Populaire (PPP)
60	CHRISTIAN KELEKELE	PPP

NOM DU SECTEUR

NOMBRE DE CONSEILLERS

C) SECTEUR CENTREVILLE/SEASIDE

4

CANDIDATS

AFFILIATION

1	WENJIO TAMAU	VP
2	ROSA IALITA	VP
3	JOE MAURICE	VP
4	KAPEN MAOUNG	CV
5	SAKARIAH CHARLEY	CV
6	JOSEPH ARON	CV
7	KEN SIMON	CV
8	KEINOHO H. ALEX	CV
9	JIMMY ALICK	PNV
10	GEORGE TOARA	PNV
11	MOFFET MERA	PAP
12	LAMAI JOHN	NCA
13	KEN BRIAN	NCA
14	ALICK SANDY	NCA
15	MAKI VAI	PNU
16	JEAN SHEM	PNU
17	WILLIE ESAU	PNU
18	SOLOMON FRED	PNU
19	HUBERT WALKER BULE	PNU
20	CHABOD JEAN YVES	PRV
21	ALICK BERRY	PRV
22	AVOCK KENCY	PRV
23	JOHNAS LEKAI	UPM
24	TONG SEULE	UPM
25	PALAUD DONALD	UPM
26	SANDY SAMUEL	UPM
27	WILLIE MORSEN	PPM
28	TOUMELU CAKAU	PPM
29	ALICE HATHY	PPM
30	EDWARD TAVOA	PT

NOM DU SECTEUR

NOMBRE DE CONSEILLERS

D) SECTEUR SUD

3

CANDIDATS

AFFILIATION

1	MESAO ERIC	VP
2	MICHAEL KALSAKAU	VP
3	JAMES KALO	VP
4	TOM JOSEPH	CV
5	KENED JERRY	CV
6	VIRA B. FRANK	CV
7	SEPA KENNEDY	PNV
8	FRANCKY TAVDEV	PAP
9	MALEPU ISSAC	NCA
10	TOUQUEN ISSAC	NCA
11	ADAM DOUGLAS	NCA
12	ALLAN ANDREW	PNU
13	PAKOA SANDY	PRV
14	LUIS SERGE	PRV
15	BASIL HERVE	PRV
16	TONY WRIGHT	UPM
17	TAHUN ALI	UPM
18	VANO TERRY	UPM
19	KALO DICK	PPM
20	KALOKA JOSEPH	PPM
21	KALO DONALD JIMMY	PPM
22	ELWELGEN ANDREW	PT

FAIT à Port-Vila le 19 octobre 2005

LE PRÉSIDENT

Étienne KOMBE

LE MEMBRE

Rév. Youen ATNELO

LE MEMBRE

Cherol K ALA





RÉPUBLIQUE DE VANUATU

**RÈGLEMENT CONJOINT N°28 DE 1980 RELATIF AUX DISTINCTIONS
HONORIFIQUES**

**INSTRUMENT DE NOMINATION
DES MEMBRES DU COMITÉ CONSULTATIF DES DISTINCTIONS
HONORIFIQUES**

VU les pouvoirs que lui confèrent les dispositions de l'article 7 du règlement conjoint N°28 de 1980 relatif aux distinctions honorifiques et l'article 8.2) de l'arrêté N°46 de 1987 sur le règlement conjoint N°28 de 1980 relatif aux distinctions honorifiques, le Président de la République de Vanuatu nomme les personnes suivantes membres du Comité consultatif des distinctions honorifiques.

- a) Nasario Fekaifonu
- b) Mary Lini
- c) Harold Thompson
- d) Willie Nakat

Le présent instrument de nomination entre en vigueur à la date de sa signature

FAIT à Port-Vila, le 22 juillet 2005.

LE PRÉSIDENT DE LA RÉPUBLIQUE DE VANUATU
M. Kalkot MatasKelekele



RÉPUBLIQUE DE VANUATU

**RÈGLEMENT CONJOINT N°28 DE 1980 RELATIF AUX DISTINCTIONS
HONORIFIQUES**

**INSTRUMENT DE NOMINATION
DES MEMBRES DU COMITÉ CONSULTATIF DES DISTINCTIONS
HONORIFIQUES**

VU les pouvoirs que lui confèrent les dispositions de l'article 8 du règlement conjoint N°28 de 1980 relatif aux distinctions honorifiques, le Président de la République de Vanuatu nomme les personnes suivantes membres du Comité consultatif des distinctions honorifiques.

- a) M. John Path
- b) Rév. Nippy Ayong
- c) Mme Yvette Sam
- d) M. Noel Tabiusu

Le présent instrument de nomination entre en vigueur à la date de sa signature

FAIT à Port-Vila, le 22 juillet 2005.

LE PRÉSIDENT DE LA RÉPUBLIQUE DE VANUATU
M. Kalkot MatasKelekele



RÉPUBLIQUE DE VANUATU

LOI N° 10 DE 1981 RELATIVE À L'OFFICE DE COMMERCIALISATION DES
PRODUITS DE BASE

**AVIS DE RÉVOCATION DES MEMBRES DU CONSEIL
D'ADMINISTRATION DE L'OFFICE DE COMMERCIALISATION
DES PRODUITS DE BASE**

LE MINISTRE DU COMMERCE EXTÉRIEUR, DE L'INDUSTRIE ET DU TOURISME

VU les pouvoirs que lui confère le paragraphe 5.5) de la Loi N°10 de 1981 relative à l'Office de commercialisation des produits de base, révoque M. Tata Abel de la fonction de membre du Conseil d'administration de l'Office de commercialisation des produits de base :

Le présent instrument de révocation entre en vigueur à la date de sa signature.

FAIT le 9 août 2005

**Ministre du Commerce extérieur,
de l'Industrie et du Tourisme**

M. James Bule



RÉPUBLIQUE DE VANUATU

LOI N°16 DE 1999 RELATIVE À L'AVIATION CIVILE

**AVIS DE DÉSIGNATION D'AÉROPORTS ET D'INSTALLATIONS DE
NAVIGATION DE SÉCURITÉ**

VU les pouvoirs que lui confère le paragraphe 97.1) de la Loi N°16 de 1999 relative à l'aviation civile, le ministre de l'Infrastructure et des Services publics désigne par les présentes les aéroports et installations de navigation suivants, aéroports et installations de navigation de sécurité :

- a) Aéroport de Bauerfield/ Port-Vila
- b) Aéroport de Pékoa / Santo
- c) Aéroport de Whitegrass/ Tanna
- d) Plateau Sono
- e) Suago/Mélé
- f) Sites de Mélé Lama

FAIT le 26 août 2005.

**LE MINISTRE DE L'INFRASTRUCTURE ET DES SERVICES PUBLICS
M. Edward Nipake Natapei**



REPUBLIC OF VANUATU

PUBLIC HOLIDAYS ACT [CAP 114]

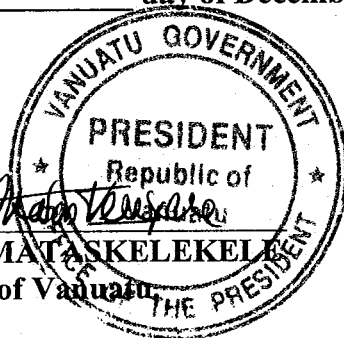
Declaration of Public Holiday

In exercise of the powers conferred on me by section 2 of the Public Holidays Act [CAP 114] and acting on the advice of the Prime Minister, I, KALKOT MATASKELEKELE, President of the Republic of Vanuatu, declare **Thursday 8th December 2005** to be a public holiday for the citizens of Sanma province living and working throughout Vanuatu.

Made at Port Vila this 08th day of December 2005.

Kalkot Mataskelekele

His Excellency KALKOT MATASKELEKELE
President of the Republic of Vanuatu





REPUBLIC OF VANUATU

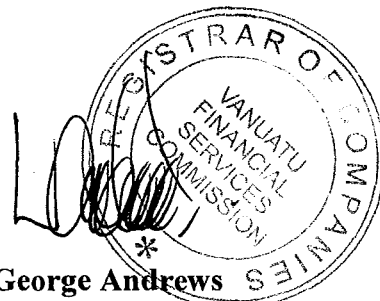
VANUATU FINANCIAL SERVICES COMMISSION

THE COMPANIES ACT [CAP. 191]

TAKE NOTICE that pursuant to Section 335 of the Companies Act [CAP. 191], the following company has been struck off the Register of Companies at Vila, Vanuatu.

Company Name	: SOUTH PACIFIC BINGO MART LIMITED
Registration No	: 5523
Date of Registration	: 09 December 1997
Company Type	: Private Local Company limited by Shares

Dated at Port Vila this eleventh day of July 2005.



George Andrews
REGISTRAR OF COMPANIES



REPUBLIC OF VANUATU

VANUATU FINANCIAL SERVICES COMMISSION

THE COMPANIES ACT [CAP. 191]

NOTICE OF RESTORATION OF COMPANY NAME TO
THE REGISTER OF COMPANIES

Company Number:	5585
Company Name:	ROSE (VANUATU) LIMITED
Date of Incorporation:	28th August 1998
Company Type:	Private local company limited by shares

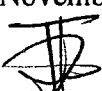
NOTICE IS HEREBY GIVEN that in accordance with the provisions of Section 335(4) of the Companies Act [CAP. 191] against:-

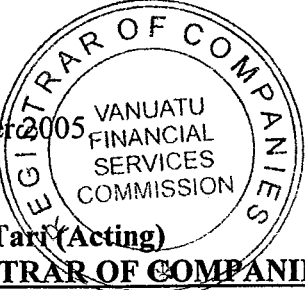
ROSE (VANUATU) LIMITED

is restored to the company register. The company had been struck off the register pursuant to Section 335(1) of the said Act.

The aforementioned restoration shall be deemed to be effective as from the twenty-fifth day October 2005.

Dated at Port Vila this seventeenth day of November 2005


Jenny Tari (Acting)
REGISTRAR OF COMPANIES





REPUBLIC OF VANUATU
VANUATU FINANCIAL SERVICES COMMISSION

THE COMPANIES ACT [CAP. 191]

CANCELLATION OF STRUCK OFF NOTICE

Company Number:	4259
Company Name:	EASTERN & PACIFIC IMITED
Date of Incorporation:	23rd November 1990
Company Type:	Private Exempted Company limited by shares

NOTICE IS HEREBY GIVEN that the strike off notice dated 8th May 2005 which was issued in accordance with the provisions of Section 335 of the Companies Act [CAP. 191] against:-

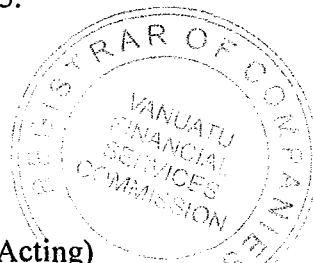
EASTERN & PACIFIC LIMITED

and published in the Official Gazette Issue No.22 dated 11th July 2005 is hereby cancelled.

It is further notified that the company shall be deemed to have been in continued existence.

Dated at Port Vila this seventeenth day of November 2005.

Jenny Tari (Acting)
REGISTRAR OF COMPANIES





REPUBLIC OF VANUATU
VANUATU FINANCIAL SERVICES COMMISSION

THE COMPANIES ACT [CAP. 191]

CANCELLATION OF STRUCK OFF NOTICE

Company Number:	4259
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EASTERN & PACIFIC LIMITED

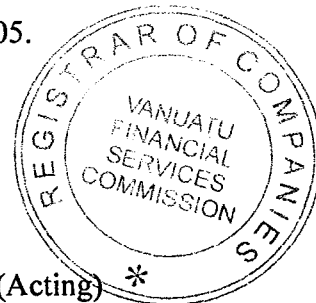
and published in the Official Gazette Issue No.22 dated 11th July 2005 is hereby cancelled.

It is further notified that the company shall be deemed to have been in continued existence.

Dated at Port Vila this seventeenth day of November 2005.

Jenny Tari (Acting) *

REGISTRAR OF COMPANIES



Pacific Commercial Finance Limited
(In Voluntary Liquidation)

Notice of Final Meeting

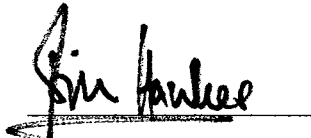
Notice is hereby given in accordance with section 286 of the Companies Act 1986 [CAP 191] that a final meeting of the members of **Pacific Commercial Finance Limited** will be held at the offices of Hawkes Law, Hawkes Law House, Rue Pasteur, Port Vila, Vanuatu on 6 January 2006 at 9.00 am.

The purpose of the meeting is to receive the liquidators' account of the winding up of the Company and the giving of any explanation thereof.

Dated: 6 December 2005.



Jonathan G Law
Liquidator



Bill L Hawkes
Liquidator

PLANTATION COPRA (PACIFIC) LIMITED
(In Voluntary Liquidation)


NOTICE OF VOLUNTARY LIQUIDATION AND APPOINTMENT OF LIQUIDATOR

I, Andrew Neill of PKF Vanuatu hereby give notice that on 8 December 2005 the following special resolutions were passed by the members of Plantation Copra (Pacific) Limited:

1. that the company be voluntarily wound up, and
2. that Andrew Neill be appointed liquidator.

8 December 2005

Andrew Neill
Liquidator
P O Box 95
Port Vila Vanuatu

A handwritten signature in black ink, appearing to read 'A. Neill', is written over a horizontal line.

