

TERMS AND CONDITIONS

1. REMUNERATION PACKAGE

OCPBSS Salary Grade	Exec.1
• Base salary	K111, 965.42 p.a.
• SDMA	K 34, 836.00 p.a.
• Housing Allowance	K 48, 620.00 p.a.
• Telephone Allowance	K 2, 000.00 p.a.
• Entertainment Allowance	K 3, 000.00 p.a.
• Service Allowance	K 16, 794.81 p.a.
• Motor Vehicle Allowance	<u>K 36, 000.00 p.a.</u>
Total	<u>K253, 216.23 p.a.</u>

+ *Gratuity (25% of (Base + SDMA)) paid on anniversary date*

2. ENTITLEMENTS

- (a) Annual Recreation Leave - 3 weeks (accruable)
- (b) Compassionate/Paternity - 10 days (non-accruable)
- (c) Sick Leave - 3 weeks (accruable)
- (d) Leave airfares - Officer + declared dependants

3. NSL CONTRIBUTIONS

- (a) 6% of fortnight base salary
- (b) Employer contribution of K1.40 per Kina (about 8%)

4. OC PERFORMANCE BASED SALARY STRUCTURE

- Your performance determines whether you move up on the salary ladder or remain on the same grade point.

5. ORGANISATION STRUCTURE AND ESTABLISHMENT-LOCATIONS

- Regional offices,
- Head Office

6. PERFORMANCE APPRAISAL

- Done every year.

7. TRAINING POLICY (OC) & GENERAL ORDER

- Approved by the Members of the Commission.
- Minimum of two years of service to be eligible to take part.