

TERMS AND CONDITIONS

1. REMUNERATION PACKAGE

OCPBSS Salary Grade **10.1**

• Base salary	K74, 804.58 p.a.
• SDMA	K13, 064.00 p.a.
• Housing Allowance	K10, 400.00 p.a.
• Telephone Allowance	K 500.00 p.a.
• Service Allowance	<u>K11, 220.69 p.a.</u>
Total	<u>K109, 989.27 p.a.</u>

+ Gratuity (25% of (Base + SDMA))

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) & G/Order

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