

## TERMS AND CONDITIONS

### 1. REMUNERATION PACKAGE

<b>OCPBSS Salary Grade</b>	<b>12.1</b>
• Base salary	K 93,592.63 p.a.
• SDMA	K 22,861.00 p.a.
• Housing Allowance	K 20,000.00 p.a.
• Telephone Allowance	K 1,000.00 p.a.
• Motor Vehicle Allowance	K 10,000.00 p.a.
• Service Allowance	<u>K 14,038.89 p.a.</u>
<b>Total</b>	<b><u>K161,492.52 p.a.</u></b>

+ 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.