

## **TERMS AND CONDITIONS**

### **1. REMUNERATION PACKAGE**

**OCPBSS Salary Grade** **14.1**

• Base salary	K121,744.75	p.a.
• SDMA	K 30,482.00	p.a.
• Housing Allowance	K 37,180.00	p.a.
• Telephone Allowance	K 2,000.00	p.a.
• Entertainment Allowance	K 1,000.00	p.a.
• Motor Vehicle Allowance	K 30,000.00	p.a.
• Service Allowance	<u>K 18,261.71</u>	<u>p.a.</u>
<b>Total</b>	<b><u>K240,668.46</u></b>	<b><u>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.