

## **TERMS AND CONDITIONS**

### **1. REMUNERATION PACKAGE**

**OCPBSS Salary Grade** **8.1**

• Base salary	K62, 333.96 p.a.
• DMA	K 8, 000.00 p.a.
• Housing Allowance	K 7, 800.00 p.a.
• Service Allowance	<u>K 9, 350.09 p.a.</u>
<b>Total</b>	<b><u>K87, 484.05 p.a.</u></b>

### **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.