

TERMS AND CONDITIONS

1. REMUNERATION PACKAGE

Position: SENIOR LEGAL OFFICER

OC Grade Point	11.1	
Base salary	K58,994.08	pa
SDMA	K19,051.00	pa
Housing Allowance	K10,400.00	pa
Telephone Allowance	K 500.00	pa
Service Allowance	K 8,849.11	pa
Total	<u>K97, 794.19</u>	p.a

2. ENTITLEMENTS

- (a) Annual Recreation Leave - 3 weeks (accruable)
- (b) Compassionate Leave - 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 contributed (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.