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NAIROBI CITY TWIN / HR

HR

Domain Guide

Inspect employee records, hiring dates and organizational references alongside the employment layer they support.

City	Nairobi
Coverage	Public sample available
List price	$3,995 USD - standalone domain
Guide edition	Striped Donkey V5.89 - 7 September 2026

Use this guide

Read the documented coverage and limitations alongside the published sample and release evidence. Model counts and sample distributions describe their stated source and period. The final accepted order specifies licensed scope, usage rights, duration and delivery.

Useful questions

- Review employee and resident references
- Compare hiring dates and employment status
- Inspect position and department coverage

Scope and limitations

Longitudinal synthetic pay can move beyond an entry/reference band through modeled tenure and career progression. This is a modeling choice rather than a payroll-compliance rule. Exact progression formulas, rates and grade-specific examples are not published.

Department and employer context is represented within HR, but this public release does not assert direct object-level relationships to Finance or Business. Those cross-domain boundaries remain explicit.

Payroll uses simplified withholding assumptions for synthetic analysis rather than a full statutory payroll-tax engine. The rates are not intended for payroll compliance, tax filing, or employer-specific compensation decisions.

Performance Review's Rating does not currently affect payroll, promotion or separation likelihood for any synthetic employee.

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01 How Human Resources fits the City Twin.

FCTE models the organizational and payroll administration behind a formal job - real graded positions inside a grade-band hierarchy, statutory payroll deductions, training and performance review - for the same synthetic citizens already employed under a real Employment Contract, across Nairobi City Twin™.

Nairobi City Twin™ · 1940-2026

02 Known and possible relationships.

Connections follow the published domain scope. Optional, contextual and planned relationships retain their stated limits below.

Domain or context	Relationship and published scope
Employment	Employee and contract context connect personnel administration to the existing employment layer.
Grade and compensation	Positions, grade bands and compensation context describe the employee within an organisation.
Payroll and deductions	Payroll, statutory deductions and social-insurance context sit alongside the employee record.
Training and review	Training and performance records describe activity within the employee lifecycle.
Business and Public Finance	Employer and department context are represented within HR. Direct cross-domain joins are not asserted by the public guide.

Supporting links

Employment

Business

Fleet

Finance

Public Finance

03 The organizational layer behind an employment contract.

FCTE's HR model represents how a synthetic resident's formal employment is organized - position and grade context, compensation, statutory deductions, training and performance history through time. The cards below describe the public semantic capabilities available in the Nairobi release.

Position and grade-band context captures jurisdiction-specific workforce structure and compensation ranges without publishing the physical grade mapping.

Payroll context represents recurring gross pay, statutory deductions and net-pay outcomes through time.

Statutory-deduction context represents cited jurisdictional pension, health-insurance and income-tax obligations.

Completed training history is role-sensitive so course mix reflects the employee’s position and jurisdiction. Exact catalogs and selection weights are controlled.

Performance-review context represents periodic workforce evaluations with numeric and categorical outcomes through time.

Historical workforce context allows major economic shocks and policy periods to affect synthetic payroll outcomes while keeping the internal propagation logic controlled.

Synthetic by design: no position, payroll run, training record or performance review on this page represents a real employer, a real employee, or an actual compensation decision. FCTE generates a synthetic organizational history from

its synthetic population.

Both domains touch the same citizen, and both read from the same underlying employment relationship - but they answer different questions.

Employment's Job Catalog spans 262 jobs across the whole economy (manufacturing, education, legal and more, dating back to 1960). HR's Position catalog is a much narrower, formally graded set of 36 roles per city - the kind of civil-service-style hierarchy (Director, Chief Engineer, Assistant Director…) that has an explicit grade band, a compensation range, and statutory payroll deductions attached to it. Not every Employment Contract maps to an HR Position; HR is the administrative layer for the subset of employment that is formally graded.

04 A workforce is not a headcount.

A headcount is a number. FCTE's HR model is a chain of dated, connected records: a contract becomes a graded position, a position becomes a monthly payroll run with named statutory deductions, and that run sits alongside training and performance history for the same persistent citizen - bounded, at both ends, by the citizen's own birth and death.

Female, DOB 1966-04-16, Nairobi. Employee 5363, hired 2006-02-13 as Officer I (grade JG-M) - a real, currently-live, 20-year employment record with 21 Performance Reviews and 21 Training records, still Active today.

A real Employee row, linked to the same persistent citizen identity used across Demographics and Employment.

Her first Performance Review - the earliest of 21 real, dated review records on this employee.

Crossed into the "Meets Expectations" band within two years of hire.

Her most recent of 21 real reviews - two decades of dated performance history on the same employee, still employed today.

Employee records use the same persistent synthetic-resident identity used across Demographics, Employment and other City Twin domains. This enables longitudinal analysis without exposing the physical join design.

Payroll uses jurisdiction-relevant pension, health-insurance and income-tax context grounded in public law and policy. Exact rate application, caps and calculation logic remain controlled.

Performance Review's Rating is recorded but does not currently change Payroll, grade band, or separation likelihood for any synthetic employee. No causal effect is modeled or claimed today.

05 Two real, different grade-band systems - not a shared template.

FCTE represents Kenya-specific public-sector grade and compensation structures as distinct jurisdictional models rather than relabeling one shared model. Exact compensation mappings and internal rules are controlled.

Kenya Job Group conventions are represented at grade-family level. Detailed compensation bands and position-level calibration remain controlled.

Documented public institutions, occupational structures and labor-market evidence provide the external reference frame for the synthetic workforce.

Workforce counts, role distributions and tenure measures are computed from released synthetic HR records and aggregate certification views.

Workforce composition, role mix, tenure and organizational distributions are calibrated to documented institutional and labor evidence and checked at release level. Exact staffing weights and assignment rules remain controlled.

Individual synthetic assignments are generated under controlled domain rules. Exact sampling, assignment order and parameterization are not published.

View HR Generation Methodology →

Supporting links

View HR Generation Methodology →

06 From one contract to an organization.

Employee-level generation has run in Nairobi. Below is a real join across Employee, Position and Payroll - one representative (near-grade-average) employee per band, for the most recent generated payroll month, 2023-04.

Direct output from Nairobi release, captured 2026-08-06 - one near-average employee per grade band, PayrollMonth 2023-04.

View HR Deployment Status →

Public entity family	Represents	Disclosure boundary
Workforce position context	Role, organization and workforce-structure context	Physical position data structure is controlled
Employee lifecycle	Resident-to-workforce relationship through time	Exact employment dependency and fields are controlled
Compensation & payroll	Pay, grade and payroll context	Exact band mapping, formulas and fields are controlled
Benefits & development	Social insurance, training and workforce-development context	Assignment and eligibility logic are controlled

Position	Grade Band	Hired	Gross / Month	Net / Month

Supporting links

View HR Deployment Status →

07 Do the deductions match the law? Yes, confirmed live.

Open the HR Realism Report →

17 structural checks run against Nairobi: reference data (positions, grade bands, statutory schemes) and employee-level data (86,304 employees, 3.78M-10.68M payroll rows) both fully populated and passing.

Realism certification (5 checks, certification check-R05): ALL PASS, 0 WARN in Nairobi - every deduction rate lands inside its sourced statutory band.

Explore Every Domain's Certification Status →

• certification check Health and Pension statutory schemes populated

- certification check Grade Tier Map coverage across all defined grade bands
- certification check / H10 Employee population available + resident-reference integrity, 0 unresolved references
- certification check NetAmount ≤ GrossAmount, 0 violations
- certification check-H17 death/separation-bound payroll integrity, 0 violations Nairobi

Supporting links

Open the HR Realism Report →

Explore Every Domain's Certification Status →

08 An organization chart is not a company.

Longitudinal synthetic pay can move beyond an entry/reference band through modeled tenure and career progression. This is a modeling choice rather than a payroll-compliance rule. Exact progression formulas, rates and grade-specific examples are not published.

Department and employer context is represented within HR, but this public release does not assert direct object-level relationships to Finance or Business. Those cross-domain boundaries remain explicit.

Payroll uses simplified withholding assumptions for synthetic analysis rather than a full statutory payroll-tax engine. The rates are not intended for payroll compliance, tax filing, or employer-specific compensation decisions.

Performance Review's Rating does not currently affect payroll, promotion or separation likelihood for any synthetic employee.

No position, payroll amount, training record or performance review represents an actual employer's policy, a real employee, or an identifiable person.

View All HR Limitations →

Supporting links

View All HR Limitations →

09 From contract to organization - live today.

The same synthetic resident can appear across Demographics, Household, Employment and HR context.

The citizen holds a formal contract - 86,304 active contracts exist on Nairobi today.

Formal employment can be represented with position and grade context through time; exact release volumes are not a public engine parameter.

Gross-to-net pay context reflects named statutory deduction categories without exposing the calculation recipe.

Training and performance history can accumulate over the employment span as longitudinal workforce context.

Organizational history sits alongside health, household and demographic context through the shared resident identity.

Available as Standalone Domain · Multi-Domain Bundle · Full City Twin™

Supporting links

View Deployment Status →

View HR Domain →

See the Evidence →

Review licensing & delivery details →

View Pricing & Licensing →

Browse Human Resources Data →

Explore Multi-Domain Access →