

1931.

Kenya.

1

No. 17004. (Part 2.)

SUBJECT

C0533/405

Pensions and Gratuities.

Non-European Staff.

Previous

Part 1.

Subsequent

18007/32.

65

Gov. Kenya

Conf. 155

26th October, 1931

2

Trs. form of particulars of gratuity payable to Mr. Ali Mohamed, 1st. Cl. Lineman, Post & Tel. Dept. who has been invalided on medical grounds. Encloses proceedings of Medical Board. Asks for a ruling as to the computation of the amount.

66

Gov. Kenya

Conf. 156

28th October, 1931

Submits for approval recommendations for the grant of pensions to Messrs Kaloo Jiwa and Dunga Ramjee, Sub-Foremen in the P.W. Dept., and D. Nazareth Head Tailor in the K.A.R. as personal to themselves in lieu of gratuities to which they are strictly entitled.

66. The despatch to which the Governor refers forwarded a petition from certain members of the Asian staff other than clerks.

In view of para. 3 of that despatch and having regard to the fact that the case of Mr Ram constitutes an exact precedent, the proposal that pensionable status should be accorded to Kaloo Jiwa, Dunga Ramjee and D. Nazareth as personal to themselves? may be approved.

Enclosure
26.11.31.

(66) Agree

(65) The origin of the personal allow. has nothing to do with the case. Further, the last para of the Kenya Secretariat Circular No 48 of 1920 (see encls to 244 $\frac{52}{22}$) allowed was known to be converted into "fixed salary". Agree with the Governor
L Hunter. No. 27. 4. 31.

(65) I quite agree

as proposed in the proposals

L Hunter
27.11.31

D.C. shd. see 65 after action

P. Brechin
27.11.31

DESTROYED UNDER STATUTE

To Govt (Conf) (65 Annul)

2 DEC 1931

DESTROYED UNDER STATUTE

Pennington
no see
D.C.A. to see
V. J. J. J.

69 Ag. Col. Secty. 3.p.n. 4th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to Wamahu wa Mathangeni, Interpreter, Administration.

70 Ag. Col. Secty. 3.p.n. 6th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to NBI, 0458567 Hamisi Kinage s/o Uamba, Watchman, P.W.D.

71 Ag. Col. Secty. 3.p.n. 6th November, 1931

Trs. for information and record, form of particulars of pension awarded to Mr. W. L. P. Pemba Laboratory Assistant, Medical Dept.

970871 ? Put by
Enthorne 4.12.31
Hunter 7 at once

72 Ag. Col. Secty 3.p.n. 12th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to NBI 0458181 Auni s/o Muanika, Office Boy, P.W.D.

73 Ag. Col. Secty 3.p.n. 12th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to NBI 0450977 Musa s/o Haji, Gatekeeper, P.W.D.

74 Ag. Col. Secty 3.p.n. 12th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to NBI 0458164 Juma bin Hassan, Office Boy, P.W.D.

977374 ? Put by
Enthorne 11.12.31
Hunter 11 at once

75 Ag. Col. Secty 3.p.n. 19th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to William Heare, signalmn, Port & Marine Dept, K.U.R. & Harbours.

76 Ag. Col. Secty 3.p.n. 19th November, 1931

Trs. for information and record, form of particulars of pension awarded to Mr. G. J. Lobo, 1st Grade Clerk, P.W.D.

45476 ? Put by
Enthorne 10.11.31
Hunter 10 at once

77 Ag. Col. Secty. 3.p.n. 25th November 1931 3

Trs. for information and record, form of particulars of gratuity awarded to Isher Makuka, Sweeper, Medical Dept.

78 Ag. Col. Secty 3.p.n. 25th November, 1931

Trs. for information and record, form of particulars of pension awarded to Mr. B. P. S. Naidoo, 1st Grade Clerk, Posts & Telegraphs Dept.

79 Ag. Col. Secty 3.p.n. 25th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to RWL "B" MSA 938409 Kombo bin Jaka, Headman, Slaughter House.

80 Ag. Col. Secty 3.p.n. 26th November, 1931

Trs. for information and record, form of particulars of gratuity awarded to Mr. D. P. Kapila, III Grade Clerk, Administration.

? Put by
Enthorne 29.12.31

In (80) the offer was "frondded" within 3 yrs. of retirement & the gratuity has been based on actual emoluments. In view of the minutes on (18) in X 15983³⁰ this need not be challenged
Hunter 29 at once

as at 6.

A. Ag. Ch. Secty - Uganda 27/11/31

Uganda form agrees with the figures of gratuities or pensions as shown calculated by Kenya form. In the cases referred to in the following cases hereon:- Nos. 36, 47, 58, 47, 50, 49, 55, 56, 57, 63, 62.

Call attention to the ruling regarding discretionary powers as to the investigation of cases which are clearly in accordance with the Regulations.

This will save cover. Put by
Hunter p. 2.932
at once

Nov 65 & 67 seen

A. J. Hardwig
J.D.

26-1-32

CHIEF SECRETARY'S OFFICE,

P. O. Box 5

ENTESSE, UGANDA.

27th November, 1931.

The Acting Chief Secretary to the Government of the Uganda Protectorate presents his compliments to the Under Secretary of State for the Colonies and is directed to inform him that this Government agrees with the figures of gratuities/ as calculated in the forms of particulars forwarded to him by the Kenya Government with the under-mentioned notes :-

- No 36 No.S/Est.19/2/1113/5 of the 13th August, 1931, relating to Kiwaza s/o Petro, Lineman, Post and Telegraphs Department.
- No 37 No.Est.19/2/617/8 of the 17th August, 1931, relating to Zaidi Wamunungu, Linesman, Post and Telegraphs Department.
- No 38 No.E.20251/3/52/11 of the 17th August, 1931, relating to Kaboya Mabene, Lineman, Post and Telegraphs Department.
- No 47 No.E.20251/3/64/5 of the 29th August, 1931, relating to Zakayo Kato, Mail Runner, Post and Telegraphs Department.
- No 50 No.Est.19/1/1153/45 of the 3rd September, 1931, relating to Mr.A. de Souza, First Grade Clerk, Post and Telegraphs Department.
- No 49 No.Est.19/1/675/31 of the 3rd September, 1931, relating to Mr.J.G.Moreira, Second Grade Clerk, Post and Telegraphs Department.
- No 55 No.Est.19/1/1275/35 of the 17th September, 1931, relating to Mr.S.K.Thamby, First Grade Clerk, Post and Telegraphs Department.
- No 56 No.E.20251/3/65/6 of the 18th September, 1931, relating to No.NSA.0396502 Bizibu s/o Kikukure, Head Boy, Post and Telegraphs Department.
- No 54 No.Est.19/1/584/27 of the 17th September, 1931, relating to Mr.A.J.Martin, 1st Grade Clerk, Customs Department.
- No 3 No.E.20251/3/66/3 of the 8th October, 1931, relating to Bulai, Lineman, Post and Telegraphs Department.

No.E.19/1/1070/24 of the 15th October, 1931,
relating to Mr.P.Shreedhar, II Grade Clerk,
Post and Telegraphs Department.

No 62

*14243/27
Kenya*

*No 11 on
20008/28
Kenya*

*See No 5 on
15029/28
Kenya*

2. The Secretary of State for the Colonies in his despatch No.425 of the 28th September, 1927, informed this Government that it was not necessary for awards of pensions and gratuities to native staff to be reported to him for approval, so long as they are clearly in accordance with the regulations. The same ruling was applied also in the case of members of the Non-European staff in Mr.Amery's despatch to this Government No.209 of the 28th April, 1928. It is therefore considered unnecessary to communicate to the Colonial Office, in future, the acceptance of the share of gratuity or pension payable by this administration in the case of service in joint services, as has been done in the past at the request of the Kenya Government. A copy of this note is being forwarded to the Kenya Government.

50⁶



THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. E. 18/1/477/37.
AND DATE

RECEIVED
21 DEC 1931
COL. OFFICE

26th November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Mr. D. P. Kapila, III Grade Clerk, Native Registration.

2. The gratuity is computed at the rate of Shs:1,080/- and instructions are being issued for the payment accordingly.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Dharam Parkash Kapila
 - 2. Office or Situation 3rd Grade Clerk, Native Registration
 - 3. Recommended for a ^{pension} gratuity of Sh.1,080/-
 - 4. Age Twenty three (23) years - Born 13th September 1908
 - 5. Service four Years - months and - days
 - 6. Salary or wages (actual/average) Sh.2,760-00'
 - 7. Value of quarters (actual/average) minimum 480-00'
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } Sh.3,240-00'
- 8. Cause of retirement Abolition of office owing to retrenchment
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
TOTAL :						

- 10. Date of Cessation of duty _____
 Notice of abolition of office (Granted leave with pay, from 2nd August 1931 to 1st February 1932)
- 11. Date of Cessation of Salary 1st February 1932
- 12. Date from which, inclusively, pension will commence 2nd February 1932
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.		Value of quarters p. a.	ANY OTHER ALLOWANCE!		Total emoluments p. a.	Amount for Aggregation.	
			Sh.	Os.		Nature.	Rate p. a.		£	s.
Temporary Clerk	2-2-28	30-6-28	2,350							
Asst. Sec. Clerk (Sh. 1,800 by Sh. 2,000)	1-7-28	30-6-29	1,800							
	1-7-29	25-9-29	1,890							
Asst. Sec. Clerk (Sh. 2,520 by Sh. 190 to Sh. 2,240)	26-9-29	25-9-30	2,520							
	26-9-30	25-9-31	2,650							
	26-9-31	1-2-32	2,760							
TOTAL										

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

Mr. D. P. Kapila has discharged his duties with diligence and fidelity and to my satisfaction. He has not at any time received any injury whilst on duty, and to the best of my knowledge has no claim or other matter for consideration beyond the present gratuity.

[Signature]
Chief Registrar of Natives.

[Signature]
Asst. Registrar of Natives.

19. Computation, by the Treasurer, of the pension &c. — gratuity,

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one thousand and eighty shillings (Sh. 1,080),

and I base my Certificate on the following calculation:—

Date of 1st appointment 2nd February 1928

Date of Retirement 1st February 1932
Transition

	Years.	Months.	Days.
Actual service	4.	0.	0.
Deduct period of leave without pay			
Balance	4.	0.	0.

Service for purposes of ~~pension~~ gratuity 4 years

Actual salary and emoluments Sh.3,240/- a year

Average Whereof

Gratuity earned under Section 802 of the Kenya Code of Regulations

being at the rate of 1 month's salary for each year of service = Sh.1,080/-

N.B. Mr. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, 17th November 1931.

[Signature]
Treasurer,

Colony and Protectorate of Kenya.



79⁹
THE SECRETARIAT,
NAIROBI,
KENYA.

17000
WHEN REPLYING
PLEASE QUOTE
NO. S. E. 20251/3/73/5.
AND DATE

RE
21 DEC 1931

25⁷ November, 1931.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of Particulars of gratuity awarded to RWL "B" MSA. 938409 Kombo bin Jaka, Headman, Slaughter House, whose appointment terminated on the 31st December, 1928.

2. The gratuity is computed at the rate of Sh:240/- and instructions are being issued for the payment accordingly.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full RWL B MSA. 938409 Kombo bin Jaka
2. Office or Situation Headman, Slaughter House
3. Recommended for a pension of Sh. 240/- gratuity
4. Age _____
5. Service twelve Years nine months and _____ days
6. Salary or wages (actual/average) Sh. 840-00
7. Value of quarters (actual/average) minimum 120-00
- 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } Sh. 960-00
8. Cause of retirement Abolition of office
9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
	TOTAL					

10. Date of Cessation of duty 31st December 1928
- (Granted leave, with pay, from _____ to _____)
11. Date of Cessation of Salary 31st December 1928
12. Date from which, inclusively, pension will commence 1st January 1929
on which gratuity falls due

Service for purposes of pension gratuity 12 years

Actual salary and emoluments Sh. 960/- a year

Average Sh. 960/- a year

Gratuity earned under Sec. IV of the Superannuation Act, 1887, being at the rate of one pound for each year of service = Sh. 240/-.

N. B. Mr. has exercised the option to receive a reduced pension and gratuity according to

The pension payable to him is therefore a year with a gratuity of

J. K. Ram
for Treasurer,

THE TREASURY,
NAIROBI, 25th October 19 31.

Colony and Protectorate of Kenya.

N
1700



THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. P. 19/1/687/31.
AND DATE

RECEIVED
21 DEC 1931

25 November, 1931.

Pension Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for the Colonies and begs to transmit, for information and record, a form of Particulars of pension awarded to Mr. B. P. S. Naidee, 1st Grade Clerk, Post and Telegraphs Department.

1. The pension is computed at the rate of Sh. 1,814/40 a year and instructions are being issued for the payment accordingly.
2. A copy of this Note, with enclosure, is being forwarded to the Government of Uganda with a request that its acceptance of the share of the pension payable by that Administration may be communicated to the Colonial Office direct.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Bangalore Pasupulati Sreenivasulu Naidoo
 2. Office or Situation 1st Grade Clerk, Post Office and Telegraphs
 3. Recommended for a ^{pension} of Sh. 1,814-40 a year
_{gratuity.}
 4. Age Fifty one (51) years - Born on the 28th February 1881
 5. Service sixteen Years ten months and - days
 6. Salary or wages (actual/average) Sh. 6,120-00
 7. Value of quarters (actual/average) 15% of Sh. 4,560 684-00
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on } Sh. 6,804-00
which Superannuation, &c., is claimed.
8. Cause of retirement Attainment of 50 years of age.
 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.	NUMBER OF DAYS.			Cause of Absence.
		On full salary.	On half salary.	Without salary.	
1920	From 5-8-20 To 23-8-20	-	-	16	Extension of leave
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
19	" " "				
	TOTAL			16	

10. Date of Cessation of duty 29th September 1931
(Granted leave, with pay, from 30th September 1931 to approximately 16-3-32)
11. Date of Cessation of Salary (approximate) 16th March 1932
12. Date from which, inclusively, pension will commence (approximate) 17th March 1932
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by Applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.	Value of quarters				Rate p. a.				Total emoluments p. a.	Amount for Aggregations.
				£	s.	d.	p. a.	£	s.	d.	p. a.		
4th Gr. Clerk (Sh. 1,680) by Sh. 1,800 to Sh. 2,000	17-5-15	16-9-15	2,640										
3rd Gr. Clerk (Sh. 1,680) by Sh. 1,800 to Sh. 2,000	17-9-15	31-3-16	3,000										
Scale altered to Sh. 3,000 by Sh. 1,800 to Sh. 3,720	17-9-15	16-9-17	3,180										
	17-9-17	16-9-18	3,360										
	17-9-18	16-9-19	3,540										
	17-9-19	31-3-20	3,720										
Scale altered to Sh. 3,000 by Sh. 2,400 to Sh. 4,560	1-4-20	31-12-20	4,320										
3rd Gr. Clerk (Sh. 4,560) by Sh. 3,600 to Sh. 6,120	1-1-21	31-12-21	4,920										
	1-1-22	31-12-22	5,280										
	1-1-23	31-7-23	5,640										
	1-8-23	31-12-23	5,640										
	1-1-24	31-12-24	6,000										
	1-1-25	15-5-25	6,120										
1st Gr. Clerk (scale same as above)													
TOTAL													

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: **YES.**
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: **YES.**
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: **NO.**
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: **NONE.**
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

We certify that Mr. B. P. S. Naidoo discharged his duties to the best of his ability whilst he was in the service of this Department during a period of over 16 years.

General Post Office,
Nairobi,
16th November, 1931.

B. P. S. Naidoo
POSTMASTER GENERAL,
KENYA & UGANDA.
B. P. S. Naidoo
DEPUTY POSTMASTER GENERAL.

19. Computation, by the Treasurer, of the pension, &c.—

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one thousand eight hundred and fourteen shillings and forty cents (Sh. 1,814-40) a year.

and I base my Certificate on the following calculation:—

Date of 1st appointment: 17th May 1915

Date of Retirement: 16th March 1932

	Years.	Months.	Days.
Actual service	16.	10.	0.
Deduct period of leave without pay	0.	0.	16.
Balance	16.	9.	14.

Service for purposes of pension 16 years.
gratuity

Actual salary and emoluments Sh. 6,804/- a year
Average

Whereof 16/60ths = Sh. 1,814-40 a year.

Gratuity earned under _____

being at the rate of _____

N.B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,

NAIROBI, 24th October 1931.

[Signature]
for Treasurer,

Colony and Protectorate of Kenya.

Allocation of pension:-

Total pension earned

Sh. 1,814-40 p.a.

Kenya share (exclusive):-

Date of 1st appointment - 17th May 1915

Date of amalgamation & 1st January 1925

	Years.	Months.	Days.
Actual service	9.	7.	15.
Deduct leave without pay	0.	0.	16.
	<u>9.</u>	<u>6.</u>	<u>29.</u>

Service for purposes of pension 9 years

Actual salary - Sh. 6,000 p.a.

Value of quarters 684 p.a. Sh. 6,684 p.a.

Whereof 9/60ths

Sh. 1,008-60 p.a.

Common share (I.e. the balance)

Sh. 811-80 p.a.



77
15
THE SECRETARIAT,
NAIROBI,
KENYA.

W
WHEN REPLYING
PLEASE QUOTE
No.S. E 19/1/1487/27.
AND DATE

25th November, 1931.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Isher Maluka, Sweeper, Medical Department, whose appointment terminated on the 30th September, 1931.

2. The gratuity is computed at the rate of Shs:311/54 and instructions are being issued for the payment accordingly.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full Ishar Maluka
 2. Office or Situation Sweeper, Medical Department.
 3. Recommended for a pension of Sh.311-54.
gratuity
 4. Age about 72 years
 5. Service fifteen Years eleven months and thirteen days
 6. Salary or wages (actual/average) Sh.1,080-00
 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } Sh.1,080-00
8. Cause of retirement: Abolition of office owing to retrenchment
 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 20	From 25-7-20	To 12-8-20	-	-	19	Extension of leave
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
		TOTAL	-	-	19	

10. Date of Cessation of duty 30th September 1931
(Granted leave, with pay, from _____ to _____)
11. Date of Cessation of Salary 30th September 1931
12. Date from which, inclusively, pension will commence 1st October 1931
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.		Value of quarters p. a.	ANY OTHER ALLOWANCE		Total emoluments p. a.	Amount for Aggregation.
			Sh.	Os.		Nature.	Rate p. a.		
Sweeper	18-10-18	1920	7						
	1920	1921	480						
	1921	1924	678						
	1924	30-6-26	686						
	1-7-26	31-12-26	744						
	1-1-27	30-6-28	744						
	1-7-28	30-6-29	840						
	1-7-29	31-12-29	960						
	1-1-30	31-12-30	1,080						
	1-1-31	30-9-31	1,080						
			TOTAL						

On a scale of Rs. 960 by Rs. 50 to Rs. 1,300

- Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
- Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
- Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
- If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
- Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

This officer has discharged his duties with diligence and fidelity to the satisfaction of the Head of his Department. He has been trustworthy and industrious during the whole of his service with Government. He is being retrenched owing to the necessity of reducing establishment.

F. G. Cope
FOR DIRECTOR OF MEDICAL & SANITARY SERVICES.

19. Computation, by the Treasurer, of the pension &c.—
gratuity,

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three hundred and eleven shillings and fifty four cents (Sh. 311-54).

and I base my Certificate on the following calculation:—

Date of 1st appointment. 15th October 1915 ✓

Date of Retirement 30th September 1931 ✓
~~Transfer~~

	Years.	Months.	Days.
Actual service	15.	11.	13.
Deduct period of leave without pay	0.	0.	19.
Balance	15.	10.	24.

Service for purposes of pension-gratuity 15 years

Actual salary and emoluments Sh. 1,080-00 a year

Whereof _____


Gratuity earned under Section IV of the Superannuation Act, 1887,
being at the rate of 1 week's salary for each year of service = Sh. 311-64.

N.P. M. has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,

NAIROBI, 15th November 1931.


Mr. Treasurer,
Colonial and Protectorate of Kenya.



76
19
THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. R. 19/1/549/26.
AND DATE

RECEIVED
12 DECEMBER
O.L. OFFICE

19th November, 1931.

The Acting Colonial Secretary of the
Colony and Protectorate of Kenya presents his
compliments to the Under Secretary of State
for the Colonies and begs to transmit herewith,
for information and record, a copy of the Form
of Particulars of pension awarded to Mr. C. J.
Lobo, 1st Grade Clerk, Public Works Department.

2. Instructions are being issued for the
payment of the pension to Mr. Lobo at the rate
of Sh: 2,721/60 a year with effect from the
15th March, 1932, inclusive.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Caetano Joao Lobo
 - 2. Office or Situation 1st Grade Clerk, Public Works Department
 - 3. Recommended for a pension of Sh.2,721-60 a year
gratuity
 - 4. Age Forty seven (47) years - Born 20th July 1884
 - 5. Service twenty four Years four months and one days
 - 6. Salary or wages (actual/average) Sh.6,120-00
 - 7. Value of quarters (actual/average) 15% of Sh.4,560 684-00
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sh.6,804-00
- 8. Cause of retirement Abolition of office owing to retrenchment
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.	NUMBER OF DAYS.			Cause of Absence.
		On full salary.	On half salary.	Without salary.	
1917 ..	From 19-5-17 To 27-5-17	-	9	-	Extension of leave
1926/27 ..	" 20-11-26 .. 18-1-27	-	60	-	-Do-
19 ..	" "				
19 ..	" "				
19 ..	" "				
19 ..	" "				
19 ..	" "				
19 ..	" "				
19 ..	" "				
19 ..	" "				
	TOTAL	-	69	-	

- 10. Date of Cessation of duty _____
- Notice of abolition of office 15th Sept. 1931 to 14th March 1932
(Granted leave with pay, from
- 11. Date of Cessation of Salary 14th March 1932
- 12. Date from which, inclusively, pension will commence 15th March 1932
on which gratuity falls due.

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p.a.	Value of quarters p.a.		Nature.	ANY OTHER ALLOWANCE.		Total emoluments p.a.	Amount for Aggregation
				£	d.		£	d.		
Clerk (Typist)	1-11-07	31-3-08	1,440							
	1-4-08	31-3-09	1,680							
Asst. Gr. Clerk (Sh. 1,920 by Sh. 150 to Sh. 2,360)	1-4-09	31-3-10	1,920							
	1-4-10	31-3-11	2,040							
	1-4-11	31-3-12	2,160							
	1-4-12	31-3-13	2,280							
	1-4-13	31-3-14	2,400							
	1-4-14	31-3-15	2,520							
	1-4-15	31-3-16	2,640							
	1-4-16	31-3-17	2,760							
	1-4-17	31-3-18	2,880							
	1-4-18	31-3-19	3,000							
	1-4-19	31-3-20	3,120							
Scale altered to Sh. 3,000 by Sh. 240 to Sh. 4,800 by Sh. 300 to Sh. 5,500 by Sh. 300 to Sh. 6,150)	1-4-20	31-12-20	4,320							
	1-1-21	31-12-21	4,920							
	1-1-22	31-12-22	5,280							
	1-1-23	31-7-23	5,640							
Asst. Gr. Clerk (scale same as above)	1-8-23	31-12-23	5,640							
	1-1-24	31-12-24	5,640							
	1-1-25	14-3-32	6,000							
			6,120							
TOTAL										

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The Applicant has discharged his duties with diligence and fidelity to my satisfaction.
The Applicant is a capable Stores Clerk.

Special Services)
Suspension) NIL.
Reprimand etc.)

(Signature)
DIRECTOR OF PUBLIC WORKS.

19. Computation, by the Treasurer, of the pension, &c.—
gratuity.

I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to two thousand seven hundred and twenty one shillings and sixty cents (Sh. 2,721-60) a year.

and I base my Certificate on the following calculation:—


Date of 1st appointment: 13th November 1907

Date of Retirement 14th March, 1932
Transfer.

	Years.	Months.	Days.
Actual service	24.	4.	1.
Deduct period of leave without pay			
Balance	24.	4.	1.

Service for purposes of pension gratuity 24 years
Actual salary and emoluments Shs. 6,004-00 a year
Average Shs. 2,401-00 a year
Whereof 24/60ths = Shs. 2,401-00 a year
Gratuity earned under _____
being at the rate of _____
N.B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____
The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,
NAIROBI, 25th October 1931.


for Treasurer,
Colony and Protectorate of Kenya.



7521
THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. E. 22674/337/20.
AND DATE

RECEIVED
12 DEC 1931
OOL

19th November, 1931.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to William Hoare, Signalman, Port and Marine Department, Kenya and Uganda Railways and Harbours, who has been awarded gratuity in respect of his Government service prior to his transfer to the Railway Administration on the 1st January, 1927.

2. The gratuity is computed at the rate of Shs:941/54 and instructions are being issued for the payment accordingly.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full William Hoare
 - 2. Office or Situation Signalman, Port and Marine Dept., K. & Ug. Rlys. & Harbours
 - 3. Recommended for a ^{pension} of Sn. 941-54 gratuity
 - 4. Age _____
 - 5. Service seventeen Years six months and twenty eight days
 - 6. Salary or wages (actual/average) Sn. 2,400-00
 - 7. Value of quarters (actual/average) minimum 480-00
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sn. 2,880-00
- 8. Cause of retirement: I l l - n e a l e d
 - 9. Absence, beyond ordinary Vacation leave: _____

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
		TOTAL				

- 10. Date of Cessation of duty 31st December 1926
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st December 1926
- 12. Date from which, inclusively, pension will commence Transfer: 1st January 1927.
on which gratuity falls due.

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p.a.	Value of quarters p.a.		ANY OTHER ALLOWANCE.		Total emoluments p.a.	Amount for Aggregation.
				Sh.	d.	Nature.	Rate p.a.		
At grade 1st class.	4-6-09	30-9-09	726	181	5				
	1-10-09	31-5-12	960						
	1-6-12	31-3-14	1,080						
	1-4-14	31-3-17	1,080						
	1-2-17	31-5-18	1,152						
	1-4-18	31-5-20	1,200						
	1-4-20	31-12-26	2,400						
TOTAL									

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

RECOMMENDED.

E. Thomas

GENERAL MANAGER,
KENYA AND UGANDA RAILWAYS
AND HARBOURS.

19. Computation, by the Treasurer, of the pension &c.—

I certify that the pension-gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to nine hundred and forty one shillings and fifty four cents (Sh. 941-54).

and I base my Certificate on the following calculation:—

Date of 1st appointment 4th June 1909

Date of Retirement 31st December 1926
Transfer

	Years.	Months.	Days.
Actual service	17.	6.	28.
Deduct period of leave without pay			
Balance	17.	6.	28.

Service for purposes of gratuity 17 years

Actual salary and emoluments Sh. 2,690/- a year

Average Whereof

Gratuity earned under Section IV of the Superannuation Act, 1887,
being at the rate of 1 week's salary for each year of service = Sh. 941-04.

N.D. - Mr. has exercised the option to receive a reduced pension
and gratuity according to

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,

NAIROBI, 24th October 1931.

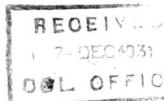
J. Khan
for Treasurer,

Colony and Protectorate of Kenya.



7424
THE SECRETARIAT,
NAIROBI,
KENYA.

17000
WHEN REPLYING
PLEASE QUOTE
No. S. E 20251/3/71/5.
AND DATE



12th November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to NBI.0458164 Juma bin Hassan, Office Boy, Public Works Department, whose appointment terminated on the 30th September, 1931.

2. The gratuity is computed at the rate of Shs.500/- and instructions are being issued for the payment accordingly.

COLONY AND PROTECTORATE OF KENYA.

Treasury Form No. 68 (a)

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full NRI.0458164 Juma bin Hassan
 - 2. Office or Situation Office Boy, Public Works Department,
 - 3. Recommended for a pension of gratuity Sh. 600/-
 - 4. Age _____
 - 5. Service twenty five years - _____ months and twenty four days
 - 6. Salary or wages (actual/average) Sh. 600-00 ✓
 - 7. Value of quarters (actual/average) _____
 - 7a Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on } Sh. 600-00 ✓
 which Superannuation, &c., is claimed.
- 8. Cause of retirement: Abolition of office owing to retrenchment ✓
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

- 10. Date of Cessation of duty 30th September 1931 ✓
 (Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 30th September 1931 ✓
- 12. Date from which, inclusively, pension will commence 1st October 1931 ✓
 on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.	Value of quarters p. a.	ANY OTHER ALLOWANCE.		Total emoluments p. a.	Amount for Aggregation.	
					Nature.	Rate p. a.			
Office Boy	7-9-06	Mar. 1916	356						
	Apr. 1916	Nov. 1917	452						
	Dec. 1917	Dec. 1925	480						
	Jan. 1926	Dec. 1928	540						
	Jan. 1928	30-9-31	600						
	TOTAL								

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: **YES.**
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: **YES.**
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: **NO.**
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: **NONE.**
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The applicant has discharged his duties with diligence and fidelity.

H. S. Lacey
 Ag. EXECUTIVE ENGINEER
 P.W.D. MAIROHS.

Suspension
 Reprimands
 Special Services) NIL

H. M. Jones
 For DIRECTOR OF PUBLIC WORKS.

19. Computation, by the Treasurer, of the gratuity, &c.—

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to **five hundred shillings (£500/-).**

and I base my Certificate on the following calculation:—

Date of 1st appointment: **7th September 1906**

Date of Retirement: **30th September 1931**

	Years.	Months.	Days.
Actual service	25.	0.	24.
Deduct period of leave without pay			
Balance	25.	0.	24.

Service for purposes of ~~pension~~ gratuity 25 years ✓

Actual ~~Average~~ salary and emoluments Sh. 600/- a year

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1887. ✓

being at the rate of 21 for each year of service Sh. 500/-

N. B. M. _____ has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,

NAIROBI, 28th October 1931.

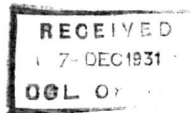
[Signature]
for Treasurer,

Colony and Protectorate of Kenya.



THE SECRETARIAT,
NAIROBI,
KENYA.

7004
WHEN REPLYING
PLEASE QUOTE
No. B 20251/3/72/5.
AND DATE



27 73
12¹ November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to NBI.0450977 Musa s/o Haji, Gatekeeper, Public Works Department, whose appointment terminated on the 30th September, 1931.

2. The gratuity is computed at the rate of Shs:140/- and instructions are being issued for the payment accordingly.

-----00000000000-----

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full NKI,0450977 Musa s/o Haji
 - 2. Office or Situation Gatekeeper, Public Works Department
 - 3. Recommended for a pension of Sh.140/- of gratuity
 - 4. Age _____
 - 5. Service seven Years six months and twenty seven days
 - 6. Salary or wages (actual/average) Sh.420-00/
 - 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sh.420-00 /
- 8. Cause of retirement Abolition of office owing to retrenchment
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
	TOTAL					

- 10. Date of Cessation of duty 30th September 1931 /
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 30th September 1931 /
- 12. Date from which, inclusively, pension will commence- 1st October 1931 /
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.	Value of quarters p. a.	ANY OTHER ALLOWANCE.		Total emoluments p. a.	Amount for Aggregation.
					Nature.	Rate p. a.		
Watchman	4-3-24	1925	Sh. 168					
		1926	192					
		1927	216					
		1928	246					
		1929	372					
		1930	396					
Gatekeeper	1929	1930	420					
		30-9-31						
TOTAL								

- 3
14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received, on duty, or other claims or matters for consideration.

The applicant has discharged his duties with diligence and fidelity.

W. S. Lane
 Ag. EXECUTIVE ENGINEER
 P.W.D. NAIROBI.
H. C. Jones
 For DIRECTOR OF PUBLIC WORKS.

Suspension
 Reprimands
 Special Services } NIL

19. Computation, by the Treasurer, of the pension, &c. — gratuity,

I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one hundred and forty shillings (Sh. 140/-),

and I base my Certificate on the following calculation:—

Date of 1st appointment 4th March 1924
 Date of Retirement 30th September 1931
~~Transfer~~

	Years.	Months.	Days.
Actual service	7	6	27
Deduct period of leave without pay			
Balance	7	6	27

Service for purposes of pension 7 years
gratuity

Actual salary and emoluments Sh. 420/- a year

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1937
being at the rate of 41 for each year of service Sh. 340/-

M. D. M. has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,
NAIROBI, 25th October 1931.

[Signature]
for Treasurer,
Colony and Protectorate of Kenya.

17004
WHEN REPLYING
PLEASE QUOTE
NO. S. I. 20251/3/68/5.
AND DATE



72²⁹
THE SECRETARIAT,
NAIROBI,
KENYA.

RECEIVED
17-DEC-1931
OCL OFFICE

12^h November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to NBI.0458181 Auni s/o Muanika, Office Boy, Public Works Department, whose appointment terminated on the 31st December, 1931.

2. The gratuity is computed at the rate of Shs. 420/- and instructions are being issued for the payment accordingly.

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COLONIAL PENSIONS, &c.

● PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full NBI.0458181 Auni s/o Mwanika
 - 2. Office or Situation Office Boy, Public Works Department.
 - 3. Recommended for a ^{pension} of Sh.420/- gratuity
 - 4. Age _____
 - 5. Service twenty one Years ? months and ? days
 - 6. Salary or wages (actual/average) Sh.528-00
 - 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c. is claimed. } Sh.528-00
- 8. Cause of retirement Abolition of office owing to retrenchment
 - 9. Absence, beyond ordinary Vacation leave _____

Year.	Period of Absence		NUMBER OF DAYS.			Cause of Absence.
			On full salary	On half salary.	Without salary.	
19	From	To				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL					

- 10. Date of Cessation of duty 31st December 1931
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st December 1931
- 12. Date ~~from which, inclusively, pension will commence~~ 1st January 1932
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.		Value of quarters p. a.	ANY OTHER ALLOWANCE.		Total emoluments p. a.	Amount for Aggregation.
			£s.	d.		Nature.	Rate p. a.		
Office Boy	1910		£s.	d.	£	£	£	£	£
Periodical increments have been made and in 1928 he reached the figure which he now draws viz. £s. 52s/- a year ✓									
TOTAL									

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

During the time Applicant has been under my control he has given every satisfaction and has discharged his duties with diligence and fidelity

R. G. Hindle
Chief Clerk
P.W.D.

Suspension. }
Special Services. } Nil.
Reprimands. }

H. C. Jones
For DIRECTOR OF PUBLIC WORKS.

19. Computation, by the Treasurer, of the pension &c.—
gratuity,
I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and twenty shillings (£s. 420/-).

and I base my Certificate on the following calculation:—
Date of 1st appointment 1910.
Date of Retirement 31st December 1931
Transfer

	Years.	Months.	Days.
Actual service	21.	?	?
Deduct period of leave without pay			
Balance	21.	?	?

Service for purposes of ~~pension~~ gratuity 21 years

Actual salary and emoluments Sh. 528/- a year

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1887,

being at the rate of £1 for each year of service Sh. 420/-

N.B. M. has exercised the option to receive a reduced pension and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity of _____

THE TREASURY,
NAIROBI, 28th October 1931.

[Signature]
for Treasurer,
Colony and Protectorate of Kenya.

12



THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. E. 19/1/885/55.
AND DATE

RESERVED.

RECEIVED
30 NOV 1931
COL OFFICE

6 November, 1931.

32
71

pension papers.

*No 2 or
15975730*

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and with reference to Lord Passfield's despatch Reserved No. 63 of 17th January, 1930, begs to transmit herewith, for information and record, a copy of the Form of Particulars of pension awarded to Mr. W. J. T. Pema, Laboratory Assistant, Medical Department.

2. Instructions are being issued for the payment of the pension to Mr. Pema at the rate of Sh: 1,240/80 a year with effect from 1st April, 1932.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

1. Name of Applicant in full William Joseph Trinity Pema
2. Office or Situation Laboratory Assistant, Medical Department.
3. Recommended for a pension of Sh.1,240-80 a year
~~gratuity~~
4. Age Thirty four (34) years - Born 30th May 1897
5. Service twelve Years - months and - days
6. Salary or wages (actual/average) Sh.5,520-00
7. Value of quarters (actual/average) 15% of Sh.4560 684-00
- 7a. Other Emoluments (actual/average)
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sh.6,204-00
8. Cause of retirement Abolition of office owing to retrenchment
9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
		TOTAL				

10. Date of Cessation of duty _____
- Notice of abolition of office
(Created leave with pay, from 1st October 1931 to 31st March 1932)
11. Date of Cessation of Salary 31st March 1932
12. Date from which, inclusively, pension will commence 1st April 1932
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.		Value of quarters p. a.		ANY OTHER ALLOWANCE. I		Total emoluments p. a.		Amount for Aggregation.
			Sh.	Cs.	£	s.	Rate p. a.	Nature.	£	s.	
Laboratory Assistant (Sh. 3,720 by Sh. 240 to Sh. 4,320)	1-4-30	31-3-31	3,720								
	1-4-31	31-3-32	3,960								
	1-4-32	31-3-33	4,200								
	1-4-33	31-12-37	4,320								
	1-1-38	31-12-38	4,560								
Scale altered to Sh. 4,800 by Sh. 240 to Sh. 5,000	1-1-39	31-12-39	4,800								
	1-1-30	31-12-30	5,040								
	1-1-31	31-12-31	5,280								
	1-1-32	31-3-32	5,520								
TOTAL											

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount of Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The applicant has discharged his duties with diligence and fidelity, to the satisfaction of the Deputy Director of Laboratory Services under whose orders he has served throughout his whole period of service. For several years he has been in sole charge of the section of the Laboratory devoted to the production of calf lymph and has carried out this responsible duty with and faithfully.

W. B. B. B.
 Chief
 Deputy Director of Laboratory Services

19. Computation, by the Treasurer, of the pension, &c.—

I certify that the pension gratuity, which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to one thousand two hundred and forty shillings and eighty cents (Sh. 1,240-80) a year.

and I base my Certificate on the following calculation:—

Date of 1st appointment: 1st April 1920

Date of Retirement: 31st March 1932

	Years.	Months.	Days.
Actual service	12	0	0
Deduct period of leave without pay			
Balance	12	0	0

Service for purposes of pension 12 years
gratuity

Actual salary and emoluments Sh. 6,204/- a year
Average

Whereof 12/60ths Sh. 1,240-00 a year.

Gratuity earned under _____
being at the rate of _____

N.B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,

NAIROBI, 23th October 1931.

J. G. K.
for Treasurer,

Colony and Protectorate of Kenya



35
70
THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. 20251/3/70/5.
AND DATE



6th November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to MBI.0458567 Hamisi Kinage s/o Uamba, Watchman, Public Works Department, whose appointment terminated on the 30th September, 1931.

2. The gratuity is computed at the rate of Sh. 380/- and instructions are being issued for the payment accordingly.

.....000000000.....

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full H.M.I. 0458567 Hamisi Kinage s/o Uamba
 - 2. Office or Situation Executive Engineer's Office Watchman, P.W. Department
 - 3. Recommended for a pension of Sh. 380/- gratuity
 - 4. Age _____
 - 5. Service nineteen Years nine months and ? days
 - 6. Salary or wages (actual/average) Sh. 600-00
 - 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed } Sh. 600-00
- 8. Cause of retirement: Abolition of office owing to retrenchment
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
		TOTAL				

- 10. Date of Cessation of duty 30th September 1931
(Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 30th September 1931
- 12. Date from which, inclusively pension will commence- 1st October 1931
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.	Value of quarters p. a.			ANY OTHER ALLOWANCE		Total emoluments p. a.	Amount for Aggregation.
				£	s.	d.	Nature.	Rate p. a.		
Labourer	Dec. 1911	1924	144							
Junior Watchman	1924	1926	360							
Investive Engineer's Office Watchman	1926	1927	396							
	1927	1928	528							
	1928	1929	552							
	1929	1930	576							
	1930	30-9-31	600							
TOTAL										

- 14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES.
- 15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES.
- 16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO.
- 17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE.
- 18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one, together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

The applicant has discharged his duties with diligence and fidelity

W. S. Harvey
 Ag. EXECUTIVE ENGINEER
 F.W.D. NAIROBI.

Suspension)
 Reprimands) NIL.
 Special Services)

H. S. Jones
 For DIRECTOR OF PUBLIC WORKS.

19. Computation, by the Treasurer, of the pension &c.—
gratuity,

I certify that the pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three hundred and eighty shillings (£380/-),

and I base my Certificate on the following calculation:—

Date of 1st appointment December 1911
 Date of Retirement 30th September 1931/
Transfer

	Years.	Months.	Days.
Actual service	19.	9.	?
Deduct period of leave without pay			
Balance	19.	9.	?

Service for purposes of pension 19 years
gratuity

Actual salary and emoluments Sh.600/- a year
Average

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1937,
being at the rate of one month's salary for each year of service Sh.380/-

N.B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

[Signature]
for Treasurer,

Colony and Protectorate of Kenya.

THE TREASURY,

NAIROBI, 28th October 1931.



38
69
THE SECRETARIAT,
NAIROBI,
KENYA.

WHEN REPLYING
PLEASE QUOTE
No. S. B. 20251/3/37/9.
AND DATE



4 November, 1931.

Gratuity Papers.

The Acting Colonial Secretary of the Colony and Protectorate of Kenya presents his compliments to the Under Secretary of State for the Colonies and begs to transmit, for information and record, a form of particulars of gratuity awarded to Wamahiu wa Mathangeni, Interpreter, Administration, whose appointment terminated on the 31st January, 1931.

2. The gratuity is computed at the rate of Shs:420/- and instructions are being issued for the payment accordingly.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1. Name of Applicant in full Wamahu wa Mathangeni
 - 2. Office or Situation Interpreter, Provincial Administration
 - 3. Recommended for a ^{pension}gratuity of Sh. 420/-
 - 4. Age _____
 - 5. Service twenty one Years _____ months and _____ days
 - 6. Salary or wages (actual/average) Sh. 675-00
 - 7. Value of quarters (actual/average) _____
 - 7a. Other Emoluments (actual/average) _____
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sh. 675-00
- 8. Cause of retirement Abolition of office
 - 9. Absence, beyond ordinary Vacation leave :

Year.	Period of Absence.		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
19 ..	From	To				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
19 ..	"	"				
	TOTAL					

- 10. Date of Cessation of duty 31st January 1951
- (Granted leave, with pay, from _____ to _____)
- 11. Date of Cessation of Salary 31st January 1951
- 12. Date from which, inclusively, pension will commence 1st February 1951
on which gratuity falls due

13. Dates of Commencement and Termination of the several Appointments held by applicant, with their Emoluments, distinguishing Salary from other Allowances, and specifying such Allowances.

Designation of post and scale of salary.	From	To	Salary p. a.		Value of quarters p. a.		ANY OTHER ALLOWANCE.		Total emoluments p. a.	Amount for Aggregation.
			£	s	£	s	Nature.	Rate p. a.		
Interpreter, Prov. Adm.	1909	31-1-22	520							
	1-9-22	31-12-22	642							
	1-1-23	31-1-31	684							
TOTAL										

14. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony: YES
15. Whether the duties of the several offices or situations held since the Applicant entered the Civil Service have been such as to require that the holder should give his whole time to the public service: YES
16. Whether holding any other Public Appointment, or receiving or claiming to receive any public money by Compensation, Half-pay or otherwise: NO
17. If any kind of Pension or other Allowance has been commuted under the Imperial Pensions Commutation Acts, 1869 and 1871, the annual amount or Pension or Allowance so commuted and the date of commutation should be inserted: NONE
18. Statement, if the circumstances warrant it, that the Applicant "has discharged his duties with diligence and fidelity, to the satisfaction of the Head Officer of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by such Head Officer, if there shall be but one together with "such a statement as will exhibit the merit, and value, and labour of the services of the person recommended, embracing as long a period of his public service as can be authentically stated," and observations as to Special Services, Suspension, Reprimand, &c., with full particulars of any injuries received on duty, or other claims or matters for consideration.

During the period Wambui wa Mithangani was employed as Interpreter he discharged his duties with diligence and fidelity.

His retrenchment is due to departmental reorganisation.

M. M. Lant
Provincial Commissioner
Kisumu.

Kyeri, October 27th, 1931

19. Computation, by the Treasurer, of the pension &c.—
gratuity,

I certify that the pension gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and twenty shillings (Sh. 420/-),

and I base my Certificate on the following calculation:—

Date of 1st appointment 1909
Date of Retirement 31st JANUARY 1931
Transfer December 1930

	Years.	Months.	Days.
Actual service	21.	1	?
Deduct period of leave without pay			
Balance	21.	1	?

Service for purposes of pension 21 years
gratuity

Average salary and emoluments Sh. 673/- a year

Whereof _____

Gratuity earned under Section IV of the Superannuation Act, 1887,
being at the rate of £1 for each year of service = Sh. 420/-

N.B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,
NAIROBI, 5th March 1931.

[Signature]
Treasurer,
Colony and Protectorate of Kenya.

Average yearly salary from 1-2-28 to 31-1-31:-

From 1-2-28 to 31-12-28 = 11 mos. @ Sh. 54 p.m. Sh. 594

From 1-1-29 to 31-1-31 = 25 mos. @ Sh. 57 p.m. Sh. 1425

Whereof one third =

Sh. 2019
Sh. 673 p.a.

KENYA.

NO. 156

CONFIDENTIAL.



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66
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

28 October, 1931.



Sir,

With reference to paragraph 3 of Kenya Confidential despatch No. 26 of the 9th March, 1929, I have the honour to address you on the subject of the grant of pensions to Messrs. Kaloo Jiwa and Dinger Ramjee, Sub-Foremen in the Public Works Department, and D. Mazareth, Head Tailor in the King's African Rifles as personal to themselves in lieu of gratuities to which they are strictly entitled.

2. Mr. Mazareth who is now over 55 years of age has applied for permission to retire from the Service. The appointment of Mr. Ramjee was terminated with effect from the 22nd June, 1931, while Mr. Jiwa has received notice of the termination of his appointment consequent upon the reduction of staff in the Public Works Department. In these cases the Heads of the respective Departments recommend that pensionable status should be accorded to these men as personal to themselves in view of their long and meritorious services under the Crown.

3. Mr. Jiwa was engaged in the Public Works Department with effect from the 28th October, 1905, and is at present in receipt of a salary of Shs. 480/- per mensem in the scale of Shs. 380/- by Shs. 20/- to Shs. 500/- per mensem while Mr. Ramjee whose continuous service in the Public Works Department dates from the 10th February, 1913, served in the Military Department from the 1st February,

THE RIGHT HONOURABLE
J. H. THOMAS, P. C., M. P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWLING STREET, LONDON S.W.

1905.

No. 20
25235/297
E.A.F.

(Unword Comp (4) 201 971

1905, and at the date of the termination of his appointment was in receipt of a salary of Shs.360/- per mensem in the scale of Shs.280/- by Shs.15/- to Shs.360/- per mensem. Mr. Nazareth's service dates from the 1st May, 1904, and he is now in receipt of a salary of Shs.360/- per mensem on the scale of Shs.280/- by Shs.15/- to Shs.360/- per mensem.

4. Should these recommendations be approved the pensions to which Messrs. Jiwa, Ramjee and Nazareth will become entitled will amount approximately to Shs.2,792/40 per annum, Shs.1,440/- per annum and Shs.2,170/80 per annum respectively.

5. It will be observed from the enclosures to Kenya Confidential despatch No.170 of the 14th December, 1926, that the Inter-Departmental Committee which dealt with the Terms of Service in 1925 for Asiatic Staff other than Clerks recommended, inter alia, that four posts of Sub-Foremen in the Public Works Department and the post of Master Tailor in the King's African Rifles should be made pensionable. Two of the posts of Sub-Foremen in the Public Works Department are filled by Messrs. Kaloo Jiwa and Dinger Ramjee, while the post of Master Tailor in the King's African Rifles is filled by Mr. D. Nazareth.

6. As you are aware the recommendations of that Committee in so far as new pensionable posts were concerned are still in abeyance, but having regard to the circumstances of these cases which are identical to that of Mr. Saig Ram, which was dealt with in Lord Passfield's Confidential despatch of the 27th May, 1930, I endorse the recommendations made in these cases and trust you will accord sanction thereto, in which case the approval of

the

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(in circ)
with general letter.*

*1597/130
Kenny*

the Legislature will be sought in the usual manner.

I have the honour to be,
Sir,
Your most obedient, humble servant,



BRIGADIER-GENERAL.
GOVERNOR.

65 65



KENYA.

GOVERNMENT HOUSE,
NAIROBI,

NO. 155

KENYA.

CONFIDENTIAL.

RECEIVED
23 NOV 1931
OCL OFFICE

26th October, 1931.

Sir,

I have the honour to transmit a Form shewing particulars of gratuity payable to Mr. Ali Mohamed, 1st Class Lineman, Post and Telegraphs Department, who has been invalided in India on medical grounds. The proceedings of the Medical Board are also enclosed for your information.

Form.

Proceedings.

unind Conf (3) 2 Dec 1931

2. A difference of opinion in regard to the manner in which the gratuity should be computed has arisen between the Treasurer and the Auditor and as I am informed that there are other similar cases involved I shall be glad of a general ruling which will be applicable to all such cases.

The following recapitulation of Mr. Ali Mohamed's history will be of assistance in formulating your decision.

3. The revised Terms of Service for the Non-European Staff approved by the late Viscount Milner in his Confidential despatch of the 17th June, 1920, which were applicable to the Clerical Staff only, were embodied in Secretariat Circular No. 48 of the 13th August, 1920. There was no approved scale of salary attached to the post of Linesmen in the Post and Telegraphs Department, and in accordance with the footnote added to this Circular (of which a copy is enclosed), Mr. Ali Mohamed was paid salary plus War

*Jucas.
26027/20 EA*

Cir. 48/1920.

THE RIGHT HONOURABLE
J. H. THOMAS, P.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
DOWNING STREET, LONDON S.W.

Bonus

Bonus as a fixed salary with effect from the 1st April, 1920.

4. On the 31st March, 1920, Mr. Ali Mohamed's emoluments were:-

Salary	Rs. 50/-
War Bonus	" 50/-
House Allowance	" 45/-
	<hr/>
Total	Rs. 145/- p.m.

5. On the 1st April, 1920, Mr. Mohamed was granted an increment of Rs. 12/50 per mensem on which date his emoluments were adjusted as follows:-

Salary	Fls. 112/50
House Allowance	" 20/-
Temporary House Allowance	" 12/50
	<hr/>
Total	Fls. 145/- p.m.

6. On the 1st April, 1921, a further increase of Fls. 7/50 per mensem was granted to Mr. Mohamed which resulted in his drawing emoluments as under as from that date:-

Salary	Fls. 120/-
House Allowance	" 20/-
Temporary House Allowance	" 5/-
	<hr/>
Total	Fls. 145/- p.m.

7. In accordance with the scales of salaries for Asiatic Staff other than Clerks approved in Mr. Amery's Confidential despatch of the 17th February, 1927, which came into force on the 1st January, 1927, the scale for 1st Class Linemen in the Post and Telegraphs Department is Shs. 150 by Shs. 7/50 to Shs. 300 per mensem.

8. Mr. Mohamed who opted in favour of the revised

No 11 01
1700 3/27 E.H.

Terms of Service, was granted the maximum salary of the revised scale attached to his post, viz. Shs.200/- per mensem and the balance of Shs.40/- per mensem as personal allowance.

9. The Auditor considers that Mr. Mohamed's gratuity should be based on his salary and house allowance viz. Shs.240/- and that the personal allowance of Shs.40/- which was due to the addition of War Bonus should not be taken into consideration in the computation of Mr. Mohamed's gratuity, while the Treasurer contends, and I share his views, that this case is similar to that of Mr. Premji Samjee in whose case a gratuity based on salary plus War Bonus was authorized in Mr. Churchill's despatch No.817 of the 30th May, 1922.

*Govt
24/5/22 K...*

I have the honour to be,
Sir,
Your most obedient, humble servant,

BRIGADIER-GENERAL.
GOVERNOR.

COLONY AND PROTECTORATE OF KENYA.

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuities on retirement.

- 1 Name of Applicant in full Ali Mohamed
 - 2 Office or Situation 1st Class Lineman, Post and Telegraph Department
 - 3 Recommended for a ~~portion~~ ^{pension} of gratuity of Sh.1227-69
 - 4 Age Thirty four (34) years
 - 5 Service nineteen Years eight months and twenty two days
 - 6 Salary or wages (actual/~~average~~) Sh.2400-00
 - 7. Value of quarters (actual/~~average~~) Minimum 480-00
 - 7a. Other Emoluments (actual/~~average~~) Personal Allowance 480-00
- Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } Sh.3360-00
- 8 Cause of retirement I l l - h e a l t h
 - 9. Absence, beyond ordinary Vacation leave :

Year	Period of Absence		NUMBER OF DAYS.			Cause of Absence.
			On full salary.	On half salary.	Without salary.	
1917	From 26-8-17	To 14-9-17	-	20	-	Extension of leave
1930/31	" 23-12-30	" 22-3-31	-	90	-	-Do-
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
19	"	"				
	TOTAL			110	-	

- 10. Date of Cessation of duty 2nd September 1930
(Granted leave, with pay, from 3rd September 1930 to 22nd March 1931)
- 11. Date of Cessation of Salary 22nd March 1931
- 12. Date ~~from which, inclusively, pension will commence~~ 23rd March 1931
on which gratuity falls due

Service for purposes of ^{pension} gratuity 19 years

Actual ^{average} salary and emoluments Sh. 3360/- a year

Whereof _____

Gratuity earned under Sec. IV of the Superannuation Act, 1887,
being at the rate of 1 week's salary for each year of service = Sh. 1227-69.

N. B. Mr. _____ has exercised the option to receive a reduced pension
and gratuity according to _____

The pension payable to him is therefore _____ a year with a gratuity
of _____

THE TREASURY,

NAIROBI, 20th July 1931.

J. H. _____
for Treasurer,
Colony and Protectorate of Kenya.

Allocation of Gratuity:-

Total Gratuity earned Sh. 1227-69

Exclusive Kenya share:-

Date of 1st Appointment - 1st July 1911

Date of amalgamation - 1st January 1925

	<u>Years.</u>	<u>Months.</u>	<u>Days.</u>
Actual service	<u>13.</u>	<u>6.</u>	<u>0.</u>

Service for purposes of gratuity - 13 years

Actual salary and emoluments - Sh. 3360 a year

Gratuity earned under Section IV of the
Superannuation Act, 1887, being at
the rate of 1 week's salary for each
year of service Sh. 840-00

BALANCE (Common share) Sh. 387-69

NORTH WESTERN RAILWAY.

49

CERTIFIED that I have carefully examined Mr. Ali Mohamed, son of Bhole, a Lineman in the Post and Telegraph Department of Colony and Protectorate of Kenya.

His age is, by his own statement 48 years, and by appearance about 50 years.

I consider Mr. Ali Mohamed to be completely and permanently incapacitated for further service of any kind in the Department to which he belongs, in consequence of Chronic Rheumatism with Tachycardia.

His incapacity does not appear to have been caused by irregular or intemperate habits.

sd.

MEDICAL OFFICER.
N. W. R., Lalamusa.

Dated 8/4/31.

No. 30 of 1931.

J. J. Hospital,

Bombay, April 21, 1931.

I agree with the opinion expressed by the Medical Officer, N.W. Railway, Lalamusa, Punjab, and recommend that Mr. Ali Mohamed, 1st Class Lineman, Post and Telegraphs Department, be invalided as unfit for further service in the Colony and Protectorate of Kenya.

sd. S. S. Vazifdar

LIEUT. COLONEL, I. M. S.,
SUPERINTENDENT, J. J. HOSPITAL, AND
GOVT. MEDICAL ADVISER FOR THE EAST
AFRICAN PROTECTORATES AND
UGANDA RAILWAY.

COLONY OF KENYA AND THE E.A. PROTECTORATE.

S.19492.

CIRCULAR NO.48.

Secretariat,

Nairobi.

13th August, 1920.

TERMS OF SERVICE FOR NON-EUROPEAN OFFICIALS.

THE following alterations in the conditions of service for the Non-European Clerical Staff (including Postmasters and Clerical Interpreters, but not including the Uganda Railway Staff) have received the sanction of the Secretary of State.

1. ESTABLISHMENT. The number of posts in Grade I will be increased from 25 to 42, and in Grade II from 91 to 106. The number in Grade III will remain at 233 as hitherto. The present Grade V will be merged into Grade IV, and the aggregate number of posts reduced, by the number by which the first and second grade have been increased, to 448. The number of Grade VI, will remain as on the Estimates, and will be classed as Junior Clerks.

The names of the Senior Clerks in Grades II and III will be submitted to the Heads of their Departments to ascertain whether they are fit for promotion to fill the new posts in the higher grades. These should not be recommended unless they are fully competent and deserving.

The increase thus caused in the higher grades is subject to adjustment among Departments. In these Departments, in which promotions are made in consequence of this increase, the first vacancies which occur in the first or second grades corresponding to these promotions should be referred to the Chief Secretary through the Treasury by the Heads of the Departments concerned, who should then state the total number of their clerical posts in the various grades, and the reasons, if any,

for

COLONY OF KENYA AND THE E. A. PROTECTORATE.

S.19492.

Secretariat,

CIRCULAR NO.48.

Nairobi.

13th August, 1948.

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The increase thus caused in the higher grades will be subject to adjustment among Departments. In the Departments, in which promotions are made in consequence of this increase, the first vacancies which occur in the first or second grades corresponding to these posts should be referred to the Chief Secretary through

for filling the vacancies by promotion in these two Departments.

2. SALARIES. The scales of salary of the clerks will be as follows :-

Grade I. Fixing \$60 per annum, with special conditions of pay for good work and long services, but no fixed scale of increments, except where an incremental scale is already provided for in the Estimate with a maximum exceeding \$1.260 p.m., in which case the incremental scale will be retained as personal to the present holder of the post.

Grade II. \$1.180 p.m., by annual increments of \$1.15 p.m., to \$1.255.

Grade III. \$1.125 p.m., " " "
\$1.10 p.m., to \$1.180.

Grade IV. \$1.075 p.m., " " "
\$1.05 p.m., to \$1.120.

Junior Clerks under \$1.075 p.m., with no fixed scale but such increments as may be recommended from time to time and approved in the Estimates.

These rates will take effect from the 1st of April, 1920.

A clerk will enter the new scale of his grade at the incremental step equal to or next above the amount of his salary and War bonus as on the 1st of March, 1920, and will draw an increment to his new scale on the 1st of April, 1920, unless he is promoted and his new salary exceeds the rate at which he was entitled to salary and War bonus ^{under} the old scale on the 1st of April. If the aggregate of his salary and War bonus exceeds the maximum of new scale of his grade he will at once draw the maximum of his new scale and an

additional

additional temporary non-pensionable allowance equivalent to the difference between the minimum of the new scale and the aggregate of his salary and any bonus on the 1st of March.

Promotions from Grade IV to Grade III, will be made by examination, which for the present will take place from the Heads of departments until the passing of the institution of a general examination. No clerk will be eligible for promotion until he has completed at least 5 years in Grade IV.

Clerks need not be engaged at the minimum salary of Grade IV if it is found impossible to secure suitable men at this figure.

3. AGE OF RETIREMENT. The ages for both compulsory and voluntary retirement will be 55 or 50 years service, whichever is earlier. This will come into force from the 1st of April, 1921. The same conditions as those laid down for European Officers apply in other respects.

4. HOUSE ALLOWANCE in lieu of quarters, where the latter are not available, will be granted at the rate of 15% of the initial salary of the grade, with a minimum of Rs. 20 p.m., from the 1st of August, 1920. For the purpose of assessing pensionable emoluments allowance at the same rate will be added to the salary, with a minimum of Rs. 240 in each case. This will apply to all pensions granted in respect of service any part of which is subsequent to the 31st of March, 1920.

In cases where a clerk is at present drawing house allowance at a higher rate than that to which he is entitled under this rate, he will draw the difference as a temporary non-pensionable additional allowance, less any increase over the aggregate of his present salary

additional temporary non-pensionable allowance equivalent to the difference between the minimum of the new scale and the aggregate of his salary and his bonus on the 1st of March.

Promotion from grade IV to grade III, will be made by examination, which for the present will take place as heads of departments think fit pending the institution of a general examination. No clerk will be eligible for promotion until he has completed at least 3 years in Grade IV.

Clerks need not be engaged at the minimum salary of grade IV if it is found impossible to secure suitable men at this figure.

3. AGE OF RETIREMENT. The ages for both compulsory and voluntary retirement will be 55 or 50 years service, whichever is earlier. This will come into force from the 1st of April, 1921. The same conditions as those laid down for European Officers apply in other respects.

4. HOUSE ALLOWANCE in lieu of quarters, where the latter are not available, will be granted at the rate of 15% of the initial salary of the grade, with a minimum of Rs.20 p.m., from the 1st of August, 1920. For the purpose of assessing pensionable allowances at the same rate will be added to the salary, with a minimum of Rs.240 in each case. This will apply to all pensions granted in respect of service any part of which is subsequent to the 1st of March, 1920.

In cases where a clerk is at present drawing house allowance at a higher rate than that to which he is entitled under this rate, he will draw the difference as a temporary non-pensionable additional allowance, less any increase over the aggregate of his present salary

7. TRAVELLING.

(a) When travelling on the Uganda Railway subsistence allowance will be granted in accordance with the existing scale, subject to a maximum of Rs.1/50 per night.

(b) When a clerk is detained at home on first appointment or return from leave pending instructions to proceed to his post, or on departure on leave or retirement from the service awaiting the departure of a steamer, he will be granted a refund of actual lodging expenses up to a maximum of Rs.1/50 per night.

(c) All clerks in Grades I to IV, will be entitled to 2nd class accommodation on the Uganda Railway provided that there is room on the train, if there is no room no claim for the difference between 2nd class and lower class fares will be entertained.

8. WAR BONUS including assistance towards the cost of family passages will be discontinued forthwith.

Non-Europeans other than clerks will, if considered suitable by the Heads of their departments, be placed on the same scale as the grade to the old scale of which their previous salary most nearly corresponded, under the same conditions as those laid down above. If Heads of Departments do not consider that arrangement suitable in any cases they may pay the present salary plus war bonus as a fixed salary (in non-pensionable cases), or as salary and compensation allowance (in pensionable cases), or they may put up their recommendations

recommendations.

55
640

BY- G. E. SPENCER,

for Chief Secretary to the Government.