

1923

KENYA

C O
36300

FROM
GOV'S DEPUTY
NORTHCOTE

1001

DATE

25TH JUNE 1923

Rec
21 JUL 23

FOR CIRCULATION:-

Mr. *Parsons*
Mr. *W. H. ...*
Mr. *...*

Asst. U.S. of S.

SUBJECT

RETIRING GRATUITY FOR NZUI WA 500
NATIVE MESSENGER

Encloses paper of particulars and requests
sanction to payment of gratuity.

Perm^t U.S. of S.

Part^r U.S. of S.

Secretary of State.

Previous Paper

MINUTES

Extract 1/11/23

Approved by 26/7/23

*but he can have £20 gratuity -
i.e. £1 for each year of service,
this being greater than
1 week's pay for each year.
See file of 1922 Oct.*

W. H. ... agrees.

*? ask - say that I.J.S.
considers that the gratuity
is £20 explain why.*

Dec 30.7.13

W.C.S. 30.7.23

Subsequent Paper

S.A.E.A.

KENYA.
NO.1001.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

36300

25th June, 1923.

REC
REC 2 JUL 25

My Lord Duke,

I have the honour to transmit herewith a Form of Particulars relating to gratuity payable to Nzui wa Soo, a native messenger in the Administration, who has been retrenched from the service in order to effect economy.

Form of Particulars.

2. He joined the service on the 1st January, 1903, and he is, therefore, eligible for a gratuity of Shs:229/53 in respect of 20 completed years of service earned under Section IV of the Superannuation Act, 1927.

3. I shall be glad to receive in due course Your Grace's sanction for the payment of the gratuity recommended.

I have the honour to be,

My Lord Duke,

Your grace's most devoted and most obedient servant,

GOVERNOR'S DEPUTY.

HIS GRACE

THE DUKE OF DEVONSHIRE, K.G., P.C., G.C.M.G., G.C.V.O..

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S. W.,

COLONY AND PROTECTORATE OF KENYA.

625

COLONIAL PENSIONS, &c.

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

(In filling up this Paper refer to the Instructions in page 4.)

1. Name of Applicant **Nzui Wa Soo (Native)**

2. Office or Situation **Messenger**

3. Recommended for **Gratuity** of Sh. **200-53**

4. Age _____

Service in Years and Months **20 years and 2 months and 1 day**

Salary or Wages (**A v e r a g e**) **Sh. 596-77**

Emoluments _____

Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. } **Sh. 596-77 a year**

Cause of retirement **Abolition of Office**

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

Title of Appointment	Date of Commencement	Date of Termination	Salary per annum Sh.	Allowances, &c.	Nature of Allowances, &c.
Messenger	1-1-08	31-3-08	120		
	1-4-08	31-3-09	144		
	1-4-09	30-9-10	192		
	1-10-10	31-5-12	288		
	1-6-12	31-7-13	360		
	1-8-13	31-3-14	384		
	1-4-14	31-3-20	480		
	1-4-20	1-3-23	600		

10. Whether each of the Appointments held by the Applicant has been on the Fixed Establishment of the Colony.

Yes

11. 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

12. Whether holding any other Public Appointment, or receiving or claiming to receive Public Money by Compensation, Half-Pay or otherwise.

No

13. If any kind of Pension or other Allowance has been commuted under the Imperial Pension Commutation Acts, 1869 and 1871, the annual amount of Pension or Allowance commuted and the date of Commutation should be inserted.

None

14. Absence, beyond ordinary Vacation leave, in each of the last 10 years:—

Year	Period of Absence	Number of Days.	Cause of Absence
1	From To		
19	" "		
19	" "		
19	" "		
19	" "		
19	" "		
19	" "		
19	" "		
19	" "		
19	" "		

15. Date of Cessation of Duty 1st March 1923 ...

16. Date of Cessation of Salary 1st March 1923 ...

17. Date from which, inclusively, Pension will Commence... 2nd March 1923
 Gratuity fell due

Windows See- Computation of Gratuity of.

AVERAGE YEARLY EMOLUMENTS FR. 2.3.20 to 1.3.23, BOTH DAYS INCLUSIVE.

PARTICULARS OF PERIOD AND RATE OF PAY.

	ACTUAL SALARY.	
	Sh.	Cts.
Fr. 2.3.20 to 31.3.20 - 30 days @ Sh. 40/- p.m. (50/31sts of Sh. 40)	38-	71
Fr. 1.4.20 to 28.2.23 - 35 months @ Sh. 50/-p.m. (Sh. 50/- x 35)	1750-	00
Per. 1.3.23-1 days @ Sh. 50/-p.m. (1/31sts of Sh. 50/- p.m.)	1-	61

TOTAL	1790 -	32
Whereof one third	596	77

COMPUTATION OF GRATUITY.

Date of 1st Appointment - 1st January 1903.

Date of Retirement - 2nd March 1923.

Years. Months Days.
 Actual Service 20. 2. 1.

Average salary and Emoluments- Sh. 596-77 a year.

Gratuity earned under section 1V of the Superannuation Act 1927, 20 week's salary at Sh. 596-77 a year. (20/52nds of Sh. 596-77)

Sh. 229-53.

T. I. C.

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 or Officers 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.

I knew Nzui wa Soo during the years 1904-1907 when I was District Commissioner, Machakos, and again from 1916 until his retirement when I was in charge of this Province.

I can testify that he discharged his duties with diligence and fidelity, to my satisfaction. He was a hardworking, efficient and loyal native servant of Government.

June 18. 1923.

J. N. N. N.

SENIOR COMMISSIONER,
UKAMBA.

Gratuity

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

I certify that the **G r a t u i t y** which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to Two hundred and twenty nine shillings and fifty three cents (Sh. 229-53)

and I base my Certificate on the following calculation:—

1st Appointment - 1st January 1903
Retirement - 2nd March 1923.

	Years.	Months.	Days.
Actual service	20.	2.	1.
TOTAL	20.	2.	1.

Salary and emoluments - Sh. 596-77 a year
 Salary earned under Section IV of the Pensions Act, 1922, being 20
 months of Sh. 596-77 a year
 Less 2nds of Sh. 596-77) - Sh. 229-53

THE TREASURER,

NAIROBI, 8th June 1923.

K. N. N.
For Treasurer,

The Colony and Protectorate of Kenya.

Instructions.

INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original the copies must be duly attested.

- HEAD 1 OF PAPER.**—In the case of an Officer serving on the West Coast of Africa, a statement is to be added whether he is a native of that Coast. (Colonial Regulations, § 430).
- HEAD 3.**—State the description of Allowance for which the Applicant is recommended, *viz.*, Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of Persons claiming an addition to their Pensions in respect of Professional or other special qualifications, this should be stated, and a reference should be given to the authority under which the claim is made.
- HEAD 5.**—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates, and circumstances of the break or breaks should be stated under heading 9.
- HEAD 6.**—If the Person retiring has been in receipt of the same Salary, or in the class from which he retires for the 36 months immediately before the date of his retirement, the actual annual rate of Salary or Wages at that date should be inserted, preceded by the word "actual." In other cases the average annual amount of Salary or Wages for the 36 months next preceding the date of retirement should be inserted, preceded by the word "average," but if the whole period of service is less than three years, then the average for the whole period of service should be inserted.
- HEAD 7.**—A separate statement should be inserted of the average Annual Value, for the 36 months immediately preceding retirement, of each Emoluments (exclusive of salary or wages) which is claimed to be included in the calculation of the Pension or Gratuity.

Whenever the value of a House or House Allowance, so ascertained, exceeds, one-sixth of the salary and other emoluments which count for Pension purposes, it is to be reduced to one sixth of that amount, so that it shall not exceed one seventh of the whole.

Fees which an officer is allowed to retain for his own use will be taken into account for Pension purposes, with regular salary, at the annual average of the net receipts of the 36 months next preceding the Officer's retirement. These net receipts are to be ascertained by deducting from the gross amount of Fees such Office Expenses, &c., as an officer may have had to defray from his own resources, in performing the services for which he was remunerated by Fees. No deduction, however, from the Fees should be made in respect of Office Expenses provided from Public Funds for the due discharge of those duties to which a Fixed Salary is annexed. Papers of "Particulars" when forwarded to the Colonial Department should be accompanied by formal declarations from the retiring Officers, showing the amount received by them for fees, and the amount defrayed as above for Office Expenses, &c., in each of the three years immediately preceding the retirement. It will be the duty of the Colonial Government concerned to satisfy themselves of the accuracy of such statements before forwarding them to the Colonial Office. In the case of Officers receiving Fixed Salaries and Fees, the Fees will not in ordinary circumstances be allowed to count for Pension purposes to the extent of more than one quarter of the Salaries, and Fees will not in any case be allowed to count for Pension purposes during any period in which the whole time of the Officer receiving them was not given to the Public Service.

- HEAD 8.**—In cases of infirmity, if the applicant is below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is disqualified by infirmity of mind or body for discharging the duties of his situation, and that such infirmity is likely to be permanent.

In case of ten years' service or more, this certificate should be signed by two Officers, of whom at least one should, if possible, be a Salaried Officer of the Government.

- HEAD 9.**—As to "broken" service see HEAD 5.

If the applicant has had any "acting" service, the details must be fully given, with statement whether or not, during the "acting" service, he was connected with the permanent Civil Service of the Colony.

- HEAD 11.**—If, in special circumstances, a professional Civil Officer has been allowed to have "private practice" without forfeiting his claim to Pension, the facts are to be fully stated.

- HEAD 14.**—If the Applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.

- HEAD 19.**—The length of service and other particulars of the computation are to be given. When an average of Salary, &c., is taken, the mode of calculating it (whether by months, &c.) is to be explained.

Form 36300/23 Kenya

628

C. D.
R - 2 AUG
D 7

7 August 1923

DRAFT.

Sir,

I have to ack the recd
of your despatch No 1001, of the
25th of June, ^{recommending} regarding the grant
of a gratuity of Shs 229/53
to Nzui wa Soo, a
native messenger in the
Administration, on his retirement
from the Service.

2. It would appear that

ya
No.

1092

O.A.F.
MINUTE.

Mr. Brett Aug 1.

Mr. Parkins

Mr.

Mr. Davis.

Sir G. Grindle.

Sir H. Road.

Sir J. Masterton Smith.

Mr. Ormsby-Gore.

Duke of Devonshire.

^{employee}
This ~~man~~ is eligible for the

grant of a gratuity of £20,
in accordance with the principles of
~~under~~ Sect. 4 of the Superannuation

~~Act, 1887,~~ ^{Act, 1887,} which provides

for the grant of a gratuity of

£1 for each year of service,

if this is greater than a

gratuity based on one

week's pay for each year

served.

It