

1923

KENYA

46475

REC'D
20 SEP 23

FROM
GOV'S DEPUTY
HORNBY
1532

DATE
24TH AUGUST 1923

FOR CIRCULATION :-

Mr. Jeffries
Mr.
Mr.
Asst. U.S. of S.

SUBJECT

RETRENCHMENT OF KANJI BHANJI
CARPENTER, TREASURY DEPT.

The computation of gratuity and requests
sanction to payment of Shs 1,073/07.
Reports re-engagement at lower salary and
enquires if gratuity is payable in such cases.

Permt U.S. of S.
Permt U.S. of S.
Secretary of State.

Previous Paper

MINUTES

Correct-

22/9/23

I do not know of any rule on the
part of the Govt & I should
suppose that if his post had been
abolished the former individual could
be re-engaged in some other capacity
But I think we should ask for
particulars of his new post?

Hef
26.9.23

Mr. Hunter

If you don't know of
any rule, I think we shall
have to ask them what
their practice wd. be.
C. J. 25.9.23.

Subsequent Paper

27 Sept 23
20.00 cons -
7 Dec '23 on Sec 52667/23
701

[Handwritten signature]

inter view
13/4
3901
25.9.23

See over

13/10/22



Super Dy.
TREASURY CHAMBERS,

WHITEHALL.

In Reply
please quote Regd. No.

J 52331

12/10/22

Dear Mr Hunter

599

You Mr Jeffries has written

note dated 27th Sept to Mr Robinson of

the Dept with regard to an individual

Mr European - Kenya who was retrenched

on abolition of office, & re-employed at

lower salary. Can you please

ascertain the length of the interval

between retrenchment & re-employment?

Yours truly

J. M. Drake

Colonial Office

J. M. Drake

See over

13/10/03



Dupied 544

TREASURY CHAMBERS,

WHITEHALL.

In Reply please quote Regd. No.

P 32331

14/10/23

Dear Mr Hunter

599

Your Mr Jeffrey has written

with date 27th Sept to Mr Robinson of
the Dept with regard to an individual
non-European in Kenya who was retrenched
in abolition of office, & re-employed at
low salary. Can you please
ascertain the length of the interval
between retrenchment & re-employment?

Yours truly

For receipt

Colonial Office

J. Wake

KENYA.

No. 1332.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

24th August, 1923.

46475

REC

RE 20 855 07

My Lord Duke,

I have the honour to transmit a Form of Particulars required for the computation of gratuity payable to Kanji Bhanji, a Carpenter in the Treasury Department, who has been retrenched from the service of this Colony in order to effect economy.

2. He joined the service on the 1st March 1906, and is, therefore, eligible under Section IV of the Superannuation Act, 1887, for a gratuity of Rs. 1,075/07 in respect of 15 completed years of service.

3. Kanji Bhanji has however been re-engaged on a lower salary and in the circumstances I shall be glad to be informed for future guidance as to whether gratuity is payable in cases of this nature.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted
and most obedient servant,

J. L. S. K. K. K.
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.

Advised - no idea except
that it couldn't have
been more than ^{about} 6 months
what we would like is
statement of general
practice.

11/13/10/22

Kenya
in Despatch No. 1332 of 24-8-1923

COLONIAL PENSIONS, &c.

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

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

1. Name of Applicant **Kanji Bhanji**

2. Office or Situation **Carpenter, Treasury Department**

3. Recommended for **a Gratuity** of **Sh. 1073-07**

4. Age

5. Service in Years and Months **16 years 10 months and 11 days**

6. Salary or Wages (**Average including Bonus**) **Sh. 3240.00**

7. Emoluments **Value of quarters minimum** **Sh. 480.00**

Total amount of Salary or Wages and Emoluments on which Superannuation, &c. is claimed **Sh. 3720.00**

8. Cause of retirement **Abolition of Office**

9. Dates of Commencement and Termination of the service, and the nature of the work done, with their Emoluments, distinguishing Salary from other allowances, and the nature of such Allowances

Date of Commencement	Date of Termination	per annum Sh.	per annum Sh.	Remarks
1-3-06	31-3-09	1200		
1-4-09	31-3-12	1440		
1-4-12	31-3-15	1680		
1-4-15	31-3-16	1920		
1-4-16	31-12-16	2040		
1-1-17	31-3-20	2040	1200	War Bonus
1-4-20	11-1-23	3240		

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 any Public Money by Compensation, Half-Pay or otherwise.

No

13. 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

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

Year	Period of Absence.	Number of Days.	Cause of Absence.
1910...	From 20-3-10 To 22-9-10	187	Extension of leave without pay.
1913 ...	17-5-13 .. 15-11-13	183	Extension of leave without pay.
1916 ...	12-1-16 .. 24-8-16	226	Extension of leave without pay.
19 ..	" .. "		
19 ..	" .. "		
19 ..	" .. "		
19 ..	" .. "		
19 ..	" .. "		

15. Date of Cessation of Duty 11th January 1923.

16. Date of Cessation of Salary 11th January 1923.

Gratuity fell due

17. Date from which, inclusively, Pension will Commence, 12th January 1923.

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.

Khanji Bhanji discharged his duties with diligence and fidelity to the satisfaction of the Head of his Department during the whole period of his service in this Colony.


FOR TREASURER.

Gratuity

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 **One thousand and seventy three shillings and cents seven (Sh. 1073-07)**

and I base my Certificate on the following calculation

Date of 1st Appointment - 1st March 1906
Date of Retirement - 12th January 1923.


	Years.	Months.	Days.
Actual service	16.	10.	11.
Deduct period of leave without pay,	1.	7.	21.
TOTAL	15.	2.	20.

Basic salary and emoluments - Sh. 3720/- a year
Gratuity earned under Section IV of the Pensions Act, 1921, 15 weeks' salary at Sh. 3720/- a year - Sh. 1073-07

THE TREASURER,

NAIROBI, 29th J u n e 1 9 2 3.

D/S


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 a 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 103 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.

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Govt 46675/23
Kenya.

604

C. D.
R 25 SEP
D 2

Ind. Qs for signature

Sept 27

Amud
52467

27 Sept. 1923

DRAFT.

Dear Robinson

P. Robinson Esq.

May I once more

[Treasury]

thank you for guidance
over a pension question?

MINUTE.

B. W. Spivey
3901

The point is that

Mr. Jeffries 28/9/23

a certain unestablished
non-European in Kenya
was retrenched on

Mr.

Mr.

Mr. Davis.

Sir G. Grindle.

Sir H. Read.

Sir J. Masterton Smith

Mr. Ormsby Gore.

Duke of Devonshire.

abolition of office. Having

15 years service to his

credit he was eligible

for a gratuity of 15

weeks' pay.

But

But the Govt. has since
found him employment
(in what capacity I do
not know) at a lower
rate of salary than
he was getting before.

Would you mind
letting me know whether
in such a case you would
issue the gratuity in
respect of the previous
service or not?

Yours sincerely

(Sgd) C. J. Jeffries

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found him employment
(in what capacity I do
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