

1923

KENYA

57890

20 JUN 23

U.S. DEPUTY
COMMISSIONER

1000

Date

2ND NOVEMBER 1923

CIRCULATION

Callor

SUBJECT
MURIKH ABHONA BIN AMBAR (NATIVE)
AKIDA OF KAO

The papers for computation of gratuity
on retrenchment. Recommends payment of Shs.
440.

U.S. of K.

U.S. of K.

U.S. of K.

Secretary of State

Previous Paper

MINUTES

Correct JH no 29, 1921

? Approved by 2/2/23

HC 5.12.23

As Smith

Forward 10/23

KENYA

No. 1653.



GOVERNMENT HOUSE,

NAIROBI,

KENYA.

November 2nd, 1923.

57890

20 NOV 23

My Lord Duke,

I have the honour to transmit a Form of Particulars required for the computation of gratuity payable to Sheikh Ashora bin Ambar (Native), Akida of Kao, who has been retrenched from the Service on account of the abolition of the post.

2. Sheikh Ashora bin Ambar's services date from the year 1901, and he is, therefore, eligible for gratuity in respect of 22 completed years amounting to Shgs. 440/- being a week's salary for each completed year of service, earned under Section IV of the Superannuation Act, 1887.

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

I have the honour to be,

My Lord Duke,

Your Grace's most devoted
and most obedient servant,

GOVERNOR.

H. GRACE
THE DUKE OF DEVONSHIRE, K.G., P.C., G.C.M.G., G.C.V.O.,
SECRETARY OF STATE FOR THE COLONIES,
DOWING STREET, LONDON, S.W.,

COLONY AND NORTHERN RAILWAYS OF KENYA

ENCLOSURE

GENERAL PENSION, etc.

STIPENDIARY required to be furnished in reference to persons recommended for Superannuation, Compensation or Gratuity on Retirement, or Gratuity on retirement.

(The filling of this form refers to the Instructions on page 4.)

Name of Applicant: **Charles Achero bin Achar (Native)**

Office or Situation: **Agent of Loo**

Recommended for: **a gratuity** of **Sh. 440/-**

Number of Years and Months: **22 years**

Salary or Wages (AVERAGE) / **Sh. 688-00**

Emoluments

Total amount of Salary or Wages and Emoluments on which Superannuation, etc., is claimed. } **Sh. 688-00**

Mode of retirement: **Abolition of Office**

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

Date of Appointment	Date of Commencement	Date of Termination	per Annum	Allowances, &c.	Nature of Allowances, &c.
of Loo	1901		528		
	1921	30-6-23	720		

Exact date of engagement cannot be traced.

12. Whether each of the Appointments held by the Applicant has been in the Public Service of the Colony.

13. Whether the nature of the several offices or situations held during the Applicant's Public Service have been such as to require that the holder should be in the public Service.

Yes

14. Whether holding any other Public Appointment, or receiving or claiming from the Public Money by Compensation, Half-Pay or otherwise.

No

15. If any kind of Pension or other Allowance has been received under the Imperial Commutation Acts, 1803 and 1817, the annual amount of Pension or Allowance and the date of Commutation should be stated.

None

16. Show, in several ordinary Vacation books, in each of the last 10 years —

No.	Period of Absence	Number of Days	Case of
1	From To		
10			
20			
30			
40			
50			
60			
70			
80			
90			
100			

17. Date of Commencement of Duty 11th December 1922

(Granted leave, with pay, from 1-1-23 to 30-6-23)

18. Date of Commencement of Salary 30th June 1923

Quantity to do

19. Date from which, respectively, 1st July 1923

16. Whether each of the Appointments held by the Applicant has been in the Public Service of the Colony.

Yes

17. Whether the duties of the several offices or situations held when the Applicant's Civil Service have been such as to require that the holder should give up the Public Service.

No

18. Whether holding any other Public Appointments, or receiving or claiming Public Money by Compensation, Staff Pay or otherwise.

None

19. If any kind of Pension or other Allowance has been commuted under the Empire Compensation Act, 1909 and 1917, the amount of Pension or Allowance and the date of Commutation should be stated.

None

20. Whether several ordinary Vacations have, in each of the last 10 years—

Year	Period of Absence	Number of Days	Class
1913	None	0	
1914			
1915			
1916			
1917			
1918			
1919			
1920			
1921			
1922			
1923			

21. Date of Commencement of Duty 31st December 1923

(Granted leave, with pay, from 1st-21st to 1st-21st)

22. Date of Commencement of Salary 1st July 1923

23. Date from which Applicant is entitled to Gratuity 1st July 1923

24. Signature of 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 one Head Officer if there shall be but one, together with "such certificate as shall be required" showing the merit, and value, and labour of the services of the Person concerned, as long a period of his public service as can be authentically proved, 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 hereby certify that Sheikh Ashora bin Ambar has discharged his duties with diligence and fidelity to the satisfaction of his superiors.

C. N. Osborne
Actg. Senior Commissioner Const

Witness,

12 October 1923.

Gratuity

24. Computation, by the Treasurer, of the Gratuity—

I certify that the Gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to four hundred and forty shillings (Sh. 440/-).

and I base my Certificate on the following calculation:—

1st Appointment - 1901
Retirement - 1st July 1923

	Years.	Months.	Days.
Actual service	22.	?	?
TOTAL	22.	?	?

Salary - Sh. 600/- a year

by clause under Section IV of Pension Act, 1907, being at the rate of Sh. 440/- for each year of service (i.e. of Sh. 600/- - Sh. 291-8)

- Sh. 440/-

The Treasurer,

Witness, 12th October 1923.

[Signature]
For Treasurer,

The Colony and Protectorate of Kenya.

Instructions

REGULATIONS REFERRED TO ON PAGE 1

In this Paper of Regulations and the Conditions mentioned
 as not used in original, the copies shall be fully printed.

Rule 1.—In the case of an Officer retiring on the West Coast of Africa, a statement is to be submitted to the Civil Service Commission, (Colonial Regulations, § 400).

Rule 2.—Where the Regulations of Application for which the Applicant is recommended, are Regulations of the Commission, Commission of Enquiry, or otherwise, and the applicant, in the case of a Commission, is not a member of the Commission, or in the case of a Commission of Enquiry, is not a member of the Commission, the applicant shall be required to state, and a reference shall be given to the authority under which the applicant is recommended.

Rule 3.—Where service has been interrupted by one or more breaks, the word "broken" shall be used before or after the number of years and months, and the names, dates, and circumstances of such or breaks shall be stated under heading 3.

Rule 4.—If the Applicant has been in receipt of the same Salary, or in the case from which he was to be paid, immediately before the date of his retirement, the actual amount paid to him in the month of his retirement shall be stated, provided by the word "actual," in other cases the amount of the actual Salary of the month of his retirement shall be stated, provided by the word "actual," but if the whole period of service is less than three years, then the average for the whole period of service shall be stated.

Rule 5.—A separate statement shall be inserted in the Applicant's Statement, for the 12 months immediately preceding retirement, of such Earnings (exclusive of salary or wages) which is required to be included in the statement of the Pension or Gratuity.

Where the value of a Pension or Gratuity, as estimated, exceeds, exceeds the salary and other emoluments which were received for Pension purposes, it is to be reduced to such of that salary, so that it shall not exceed one-third of the whole.

That which an Officer is allowed to receive for his Army or Navy will be taken into account in the Pension purposes, with regular salary, as the actual average of the net receipts of the 12 months immediately preceding the Officer's retirement. "Net" net receipts are to be ascertained by deducting from the gross amount of Fees such Office Expenses, as an Officer may have had to pay for his own expenses, in performing the services for which he was recommended by the Commission, besides, from the foregoing, he shall be exempt of Office Expenses payable to Public Funds for the use of his Office, in which a Fixed Salary is allowed. The Commission shall forward to the Colonial Department should be accompanied by the Commission from the retiring Officer, showing the amount received by them for 12 months immediately before the Office Expenses, as such of the 12 months immediately preceding the retirement. It will be the duty of the Colonial Department to forward to the Commission of the average of such amounts before forwarding them to the Colonial Department. In the case of Officers receiving Fixed Salary and Fees, the Fee will not be taken into account in the Pension purposes in the amount of more than one-third of the Salary, and Fees will not be taken into account in the Pension purposes during the period in which the whole of the Office receiving them was not given to the Public Funds.

Rule 6.—In case of infirmity, if the applicant is below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is incapacitated by infirmity of mind or body for discharging his duties, and that such infirmity is likely to be permanent.

In case of two years' service or more, this certificate shall be signed by two Officers, who at least one shall, if possible, be a National Officer of the Government.

Rule 7.—As to "broken" service see Rule 3.

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

Rule 8.—If an applicant, a professional Civil Officer has been allowed to have "acting" service, the details must be fully stated.

Rule 9.—If the applicant is liable to any deduction from his service under Clause 10 of the Regulations, the facts shall be fully stated.

Rule 10.—The length of service and other particulars of the applicant's career, as far as they relate to the Civil Service of the Colony, or to which, the Commission is required to refer, shall be fully stated.

REGULATIONS APPLIED TO ON PAGE 1

In this Paper of Particulars and the Conditions mentioned
to be kept by applicant, the copies shall be duly retained

Rule 1—The name of an Officer entering in the West Coast of Africa, a statement to be
submitted to the Secretary of the Colonies, (Colonial Regulations, 1880).

Rule 2—About the Description of Education for which the Applicant is recommended, an
Certificate, Testimonials, References, or Certificates, and in general, in the case of
Officers entering on active service, a statement in support of Professional or other special qualifications,
should be stated, and a reference should be given to the authority under which the same is
obtained.

Rule 3—If the applicant has been recommended by one or more bodies, the word "bodies" should be
written in after the subject of recommendation, and all names, terms, and circumstances of
such or bodies should be stated under heading 3.

Rule 4—If the Applicant has been in receipt of the same Salary, or in the case been which he was
to the 30 months immediately before the date of his appointment, the actual amount, rate of
a Wage of that date should be stated, provided the word "actual" in other cases
average amount received of Salary or Wages for the 30 months next preceding the date
appointment should be inserted, provided by the word "average," but if the whole period of
a less than three years, then the average for the whole period of service should be inserted.

Rule 5—A complete statement should be inserted of the average Annual Value, for the 30 months immediately
preceding appointment, of such Qualifications (exclusive of salary or wages), which is claimed to
justify the recommendation of the Person or University.

Whereas the value of a Degree of Honor, or Honor, or equivalent, awarded, exceeds
the salary and other emoluments which accrue for Pension purposes, it is to be reduced to
such of that amount, so that it shall not exceed one-fourth of the whole.

From which the value is allowed to accrue, for his own use will be taken into account
Pension purposes, with respect to the actual average of the net receipts of the 30
months preceding the Officer's appointment. These net receipts are to be ascertained by deducting
from the gross amount of Fees which the Applicant has, or an Officer may have had, or
from his own resources, in participating in the service for which he was recommended by the
Authority, however, from the Fees should be taken in amount of Office Expenses provided by
Public Funds for the discharge of those duties in which a Field Salary is allowed.
"Expenses" which are allowed in the Colonial Department should be accompanied by
statements from the receiving Officer, showing the amount received by them, for fees, and
amounts deducted at office for Office Expenses, &c., in each of the three years immediately
preceding the appointment. It will be the duty of the Colonial Department to ascertain by
investigation of the accuracy of such statements before forwarding them to the Colonies.
In the case of Officers receiving Field Salaries and Fees, the Fees will not be taken
into account in the amount of Pension purposes in the service of more than one grade
of the Salaries, and Fees will not in any case be allowed to exceed for Pension purposes during
period in which the whole sum of the Officer receiving them was not given to the Public Service.

Rule 6—In case of infirmity, if the applicant is below the ordinary age for retirement, a Medical Certificate
is to be furnished showing that he is incapacitated by infirmity of mind or body for discharging
duties of his situation, and that such infirmity is likely to be permanent.

In case of any special service or work, the certificate should be signed by the Officer
where at least one should, if possible, be a Superior Officer of the Government.

Rule 7—In the "bodies" service see Rule 3.

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

Rule 11—It is special circumstances, a professional Civil Officer has been recommended, a
statement showing his status in Pension, the date on which he was appointed.

Rule 14—If the applicant is recommended for promotion from the service of the
Colonies, he should state the date on which he was appointed to the service.

Rule 15—If the applicant is recommended for promotion from the service of the
Colonies, he should state the date on which he was appointed to the service.

FRANK ENGLISH FR. 1-7-20 TO 10-6-23 BOTH DATES INCLUSIVE.

7-20 to 31-12-20 = 6 months @ Rs. 44/- per mensem	Rs. 264.00
1-21 to 30-6-23 = 30 months @ Rs. 60/- per mensem	Rs. 1800.00
	<u>Rs. 2064.00</u>
Whereof 1/3rd	<u>Rs. 688.00</u>

COMPUTATION OF GRATUITY.

of 1st Appointment - 1901
of Retirement - 1st July 1923

	<u>Years,</u>	<u>Months,</u>	<u>Days,</u>
Actual service	22.	7	7
<u>TOTAL</u>	<u>22.</u>	<u>7</u>	<u>7</u>

Age salary - Rs. 688/- a year

Gratuity earned under Section IV,
Pension Act, 1887, being at
rate of Rs. 1/- for each year of
service (22/52nds of Rs. 688/- -
291.28)

- Rs. 440/-

N^o 57890/93

Kenya

400

DRAFT



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NO 46. 1708

For Comptroller

MINUTE.

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- Calendar 7-12 f

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- 1. Stationery Book
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10 Dec 1993

Sir,

I have to act the best
of you day, N^o 1653, of the
7th of November, to inform
you that I approve the amount
of a gratuity of Shs 440/-
to Sheikh Ashora bin
Ambar (Nawiri) Akida
of Kao. Jtc