

1911

EAST AFR PROT
7110

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670

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February

previous Paper

M. E. GRACIAS
POLICE DEPT

Recommends that he should be removed from the service as he has ceased to be of any appreciable value as a clerk. In case computation of the pension which he would appear to be entitled.

W. H. Miller

I suppose that the man is one of the 2nd grade clerks for whom \$2000 is provided in the Act of 1911-12 (unreasonable).

to General Dept

acct

~~General Dept~~

Yes: ad. Reg. 52 provides for the removal of an officer, whose pensionable emoluments do not exceed \$100 a year, on grounds of general inefficiency.

W. H. Miller

Approved: J. H. B. TOK 14/3

March 20 1911
at the City of New York

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GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA.

February 14th 1911.

EAST AFRICA PROT. COL. SERV.

No. 7E

(Incl. 1)

Sir,

I have the honour to recommend that Mr. Michael Menino Gracias, 7rd Grade Clerk in the Police Department of this Protectorate, should be removed from the service under the provisions of Section 55 Colonial Regulations.

Computation

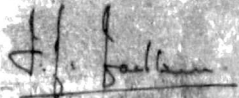
1. Mr. Gracias is now 52 years of age and the Commissioner of Police reports that, owing possibly to his age, he has ceased to be of any appreciable value as a clerk. He is slow, easily confused and makes frequent mistakes, and although he is the senior non-European clerk in the Department is of less value than the last joined clerk drawing half his salary.

2. He has slightly over 12 years service and his present salary is £100 a year. I attach a computation of the pension to which he would be entitled if this proposal meets with your approval.

I have the honour to be,

Sir,

Your humble, obedient servant,



ACTING GOVERNOR.

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.C., V.F.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET, LONDON, S.W.

COLONIAL PENSIONS, &c

C O
3710

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 on page 4.)

Name of Applicant: Michael Melino Gracias

Office or Situation: Third Grade Clerk, Police Department.

Recommended for P e n s i o n of £ 20:0:0

Age 52 years

Service in Years and Months: 12 years months

Salary or Wages (A c t u a l) £ 100 : 0 : 0

Emoluments

Total amount of Salary or Wages and Emoluments, on which Superannuation, &c. is claimed. £ 100 : 0 : 0

Cause of retirement: For the purpose of facilitating improvements in the organization of the Police Dept. by which greater efficiency and economy can be effected.

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.	Allowances &c.	Nature of Allowances, &c.
Clerk, E.A. Police	Oct. 1st 1898		£72/-	-	A
-do-	April 1st 1906		£100/-	-	

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, 1860 and 1871, the amount of Pension or Allowance so Committed and the date of Commutation should be inserted.

No

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

Year.	Period of Absence	Number of Days	Cause of Absence.
1908	From July 31st to Sept. 21st	53	Sick leave on F.P.
1909	"	"	"
1910	"	"	"
1911	"	"	"
1912	"	"	"
1913	"	"	"
1914	"	"	"
1915	"	"	"
1916	"	"	"

15. Date of Cessation of Duty 1911

16. Date of Cessation of Salary 1911

17. Date from which, inclusively, Pension will Commence... 1911

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 Officers 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.

Has done good work in the past but has ceased to be of any appreciable value as a clerk as a result, possibly, of his age which is 53.

W. K. Hocking
 Commissioner,
 East Africa Police.

Treasurer

12. Computation, by the Auditor-General, of the Pension, &c.

I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Services amounts to £20 : 0 : 0

and I base my Certificate on the following calculation:-

Date of 1st appointment October 1st 1898.

Date of Retirement 1911

Total 12 years months

Pensionable service 12 years.

Salary £100:0:0 per annum

Whereof 12 30th = £20 : 0 : 0

James P. [Signature]
 Treasurer,
 East Africa Protectorate.

Instructions

Instructions referred to on page 1

If this Paper of Particulars and the Certificates connected with it, be not sent by 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, Commisariate 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 that 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 Emolument (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 in 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 cases 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 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.

for
Bye

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DRAFT

East Africa Post
No 161

27 March 1911

Governor
Sir Phoenix

MINUTE

Mr. Smith 24/3/11

Mr. Macpherson

Mr. Fiddes.

Mr. Just.

Mr. Cox.

Sir C. Lucas.

Col. Seely.

Mr. Harcourt.

Sr.

I have the honour to
ack. the receipt of Mr Jackson's
despatch, No 72, of the 14th
ultimo with regard to the
case
inefficiency of Mr M. M.
Gracias, 3rd Grade Clerk in the
Police Department, and to perform