

1923

KENYA

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49501

RECEIVED
10 OCT 23

Mr. [Signature]
1374

DATE
4th Sept, 1923

FOR CIRCULATION:-

Mr. [Signature]
Mr.
Mr.
Asst. U.S. of S.

SUBJECT

Equality to the
large man

Recommendation of 1874
on [unclear] [unclear]

Pres. U.S. of S.
Vice U.S. of S.
Secretary of State.

Previous Paper

MINUTES

Corrected [unclear] 13 1923

Approved [unclear] 20 23

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20 23
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Aug 10 1923

Subsequent Paper



49501
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29
GOVERNMENT HOUSE,
NAIROBI,
KENYA.

September, 1933.

My Lord Duke,

I have the honour to transmit herewith a form of particulars required for the computation of gratuity payable to Mr. Sawji Monji, Staff Wistri, Public Works Department, who has been retrenched from the service of this Colony in order to effect economy.

2. Mr. Monji's service dates from the 1st of February, 1905 and he is, therefore, eligible for a gratuity of Shs.1694/72 earned under Section IV of the Superannuation Act, 1887.

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

I have the honour to be,

My Lord Duke,

Your Grace's most devoted
and most obedient servant,

J. C. S. Kerthick
GOVERNOR.

IS 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.

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 Form refer to the Instructions on page 4.)

1. Name of Applicant: Saidi Masji

2. Office or Situation: Staff Master, Public Works Department

3. Recommended for: a gratuity of Sh. 2494-77

4. Age: _____

5. Service in Years and Months: 18 years, 4 months and 21 days

6. Salary or Wages (Actual) Sh. 4416-00

7. Emoluments: Value of quarters (minimum) Sh. 480.00

8. Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed: Sh. 4896-00

9. Cause of retirement: Abolition of Office

10. 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.
Master	1-2-05	30-9-08	1680		
	1-10-08	30-6-13	2400		
	1-7-13	31-3-14	2520		
	1-4-14	30-9-17	2880		
	1-10-17	31-3-20	3240		
	1-4-20	21-6-23	4416		

PUBLIC RECORD OFFICE, LONDON

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.
1918	From 6-8-18 To 10-10-18	64	Extension of leave without salary.
19	"		
19	"		
19	"		
19	"		
19	"		
19	"		
19	"		
19	"		

15. Date of Cessation of Duty 21st December 1922

(Granted leave, with pay, from 22-12-22 to 21-6-23).

16. Date of Cessation of Salary 21st June 1923

17. Date from which, inclusively, Gratuity is due Pension will Commence... 22nd June 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 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.

Mr. David Hamill's Government career was one of exceptional usefulness and untiring capability.

He had wonderful mechanical knowledge which enabled him to open safes, repair clocks, etc. He repaired many motor vehicles and it is doubtful whether the Department will ever again secure a rival of his qualifications.

His health broke down after extended service and his departure was much regretted.

Special Services Nil.
 Suspension Nil.
 Reprimand Nil.
 Injuries received on duty Nil.
 Any other claims or matters for consideration Nil.

A. W. Birch

AS: DIRECTOR OF PUBLIC WORKS.

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

I certify that the Gratuity which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to One thousand six

Hundred and Ninety Four shillings and seventy sevenpence (Sh. 1694-77).

and I base my Certificate on the following calculation :-

Date of 1st Appointment - 1st February 1905
 Date of Retirement - 22nd June 1923

	Years.	Months.	Days.
Actual service	18.	4.	21.
Deduct period of leave, without pay,	0.	2.	4.
TOTAL	18.	2.	17.

Annual salary and emoluments - Sh. 4896/- a year

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

being 18 weeks salary at Sh. 4896/-

a year (18/52nds of Sh. 4896/-) - Sh. 1694-77

TREASURER,

NAIROBI, 25th August 1923

[Signature]
 For Treasurer,

The Colony and Protectorate of Kenya.

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.

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 on page 4.)

HEAD 1.—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 2.—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 3.—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 4.—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 5.—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 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. Deduction, however, from the Fees should be made in respect of Office Expenses provided for Public Funds for the due discharge of those duties to which a Fixed Salary is annexed. Part 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 the Salaries, and Fees will not in any case be allowed to count for Pension purposes during a period in which the whole time of the Officer receiving them was not given to the Public Service.

HEAD 6.—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 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, whom at least one should, if possible, be a Salaried Officer of the Government.

HEAD 7.—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 public Civil Service of the Colony.

HEAD 8.—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 9.—If the Applicant is liable to any deduction from his service under Clause 102 of the Regulations, the facts should be fully stated.

HEAD 10.—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.

Name of Applicant **Kamji Kamji**
 Office of Situation **Staff Assist., Public Works Department**
 Recommended for **a gratuity** of **Sh. 1694-77**
 Age _____
 Service in Years and Months **19 years, 4 months and 21 days**
 Salary or Wages (**A O S U S I**) **Sh. 4416-00**
 Emoluments **Value of quarters (minimum)** **Sh. 480-00**
 Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. **Sh. 4896-00**
 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	Allowances	Nature of Allowances
1-1-74	1-1-74	3-1-78	15-00	
	1-1-78	3-1-81	24-00	
	1-7-81	31-1-84	25-00	
	1-4-84	3-1-87	278-00	
	1-1-87	31-1-89	124-00	
	1-4-89	21-6-23	4416	

- 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 Pension-Commutation Acts, 1869 and 1871, the annual amount of Pension or Allowance so Commuted and the date of Commutation should be inserted.
- 14. Absence, beyond ordinary Vacation leave, in each of the last 10 years:-

Year	Period of Absence	Number of Days	Cause of Absence
1918	From 1-1-18 to 1-1-18	04	Extension of leave without salary.
1919			
1920			
1921			
1922			
1923			
1924			
1925			
1926			
1927			
1928			
1929			
1930			

- 15. Date of Cessation of Duty **1st December 1928**
(retired leave, with pay, from 1-12-28 to 31-12-28)
- 16. Date of Cessation of Salary **1st June 1923**
- 17. Date from which, inclusively, Pension will Commence... **22nd June 1923**
Gratuity is due.

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.

Mr. David Smith's Government career was one of exceptional usefulness and varied capability. He had wonderful mechanical knowledge which enabled him to open safes, repair clocks, etc. He repaired many motor vehicles and it is doubtful whether the Department will ever again secure a mistress of his qualifications. His health broke down after extended service and his departure was much regretted.

Special Services **Nil.**
 Suspension **Nil.**
 Reprimand **Nil.**
 Injuries received on duty **Nil.**
 Any other claims or matters for consideration **Nil.**

A. H. Smith
 AG. DIRECTOR OF PUBLIC WORKS.

Gratuity
 Computation, by the Treasury, of the Pension, &c.
 I certify that the **£ 1,000 6s 0d** which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to **One thousand six hundred and ninety four shillings and seventy seven pence (Sh. 1694-77),** and I base my Certificate on the following calculation:

of 1st Appointment = 1st February 1909
 of Retirement = 22nd June 1923

	Years	Months	Days
Actual service	18.	4.	1.
Reduced period of leave, with pay,	2.	2.	4.
TOTAL	20.	6.	17.

I salary and emoluments = Sh. 4896/- a year
 City earned under Section IV
 of the Pension Act, 1927,
 at 1/100th salary at Sh. 4896/-
 for 20/6/17 = **Sh. 1024-77**

TREASURY,
 NAIROBI, **22nd August 1923.**
[Signature]
 For Treasurer
 The Colonial and Public Works Department
 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.—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, *etc.* 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 4.—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 4.

HEAD 5.—If the Pensioner has not 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 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 Honorary 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 forms of 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 cause 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 the Salaries, and Fees will not in any case be allowed to count for Pension purposes during a 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 the station, and that such infirmity is likely to be permanent.

In cases of "acting" service or leave, this certificate should be signed by two Officers, one of whom should, if possible, be a Selected Officer of the Government.

HEAD 9.—In the case of "acting" service, see Head 4.

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 forsaking 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 15.—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.

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 PAGES. — 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, etc., 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 V.

HEAD 6 — If the Pension 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 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 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.

Where, after 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 — See "Acting" 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 a 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 15 — 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
49501/23

Kenya

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S/S

C. D.
R 31 OCT
D 31

31/10/1923.

DRAFT.

Kenya

No. 1578

For Comynson

MINUTE.

Mr. Buel Oct 30
Mr. Harkinson
Mr.
Mr. Davis

Sir G. Grindle

Sir H. Ross

Sir J. Masterton Smith

Mr. Ormsby-Gore

Duke of Devonshire

Sir,

I have the honour to
acknowledge the receipt of your
despatch No. 1374 of the
4th of September, and

to inform you that I approve the

award of a pension at the rate of ~~Shs~~
of Shs 1694/77 a year, with

effect from the _____ of _____

to Mr. Sawji Muzji,
Staff Master, P.W. D.,
in his re-employment from
the Service. etc

(Signed) DEVONSHIRE

~~the committee~~
~~has recommended~~
~~that the committee~~
~~be constituted~~
~~with the following~~
~~members~~
~~to be appointed~~
~~by the committee~~
~~on the 1st of~~
~~the month of~~
~~the year 1954~~

~~1st~~
~~30-10-54~~

You have asked for the
authority for X above.
The Regulation in Pension
& gratuities for the subordinate
staff are in ^{Law} _{4587/11} EAP.
These regulations are reproduced
in the Uganda Secretariat
Handbook but not in the
Kenya Code of Regulations.
The authority for a certificate
from India is in Rules 7 & 8.

I am sorry it has taken so

In the case of European
the words "count for
pension or gratuity" have
been interpreted, where
they occur in Afr. 539,
as meaning count for
a continuous service
pension or gratuity.

I think we are
quite safe in approving
in this case.

But we might
point out to Kenya that
the present Code of Regns
contains no provision
analogous to § 7 of
the of old F.O regns.,
and ask, as we did
Kenya in 54013/12
which it is recommended
that this provision should
remain as part of the
code of service of
so on what grounds.

In the name of
the Secretary

P. T. O.

Wed 12 23 1954

I have reviewed this
with the officers. Practically
speaking there is no
prospect of Masters being
obtained from Govt service
outside E.A. except in the
case of those members of
the Indian S.M.D., and,
as indicated in my article
of 16 Dec a slip occurred,
we are therefore still
obliged to compare the
Advocate of Controversy with
persons in that class.

I think therefore that there
will be general reference to
said words. They are
not being quoted only
as a result of 54013/23
I would leave it alone

Yours truly,
abrown

ab.

19.12.23

alone

KENYA
No. 1875.GOVERNMENT HOUSE,
NAIROBI,
KENYA.
4th September, 1923.

49502

RE
R. 10 OCT 23

My Lord Duke,

I have the honour to transmit herewith a form of particulars required to be furnished in recommending Mr. Imam Bakhsh, Sub Assistant Surgeon, Medical Department, for pension as he has been retired from the service of this Colony in order to effect economy.

2. He entered the Indian Medical Service on the 10th April, 1896; seconded for service with the Government of Kenya on the 1st September 1900, and finally transferred to the Kenya Medical Department on the 1st September, 1912.

3. The Government of India has accepted liability for pension in respect of Mr. Bakhsh's service from the 10th April 1912 to the 31st August 1912, and the pension payable to him in respect of his 27 completed years of Indian and Colonial service is computed at Rs. 3024/- a year, based on the actual salary and emoluments drawn by him prior to retirement from this Colony. The Government of India will be approached with regard to the calculation of their share.

4. Pending the receipt of Your Grace's sanction to the pension recommended, I have authorized the payment to Mr. Bakhsh of an alimentary allowance at the rate of Shs. 840/- a year with effect from the date of his retirement, i.e. 26th June, 1923 inclusive.

I have the honour to be,
My Lord Duke,
Your Grace's most devoted
and most obedient servant,

GOVERNOR.

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.

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 Isaac Baksh
2. Office or Situation Sub Assistant Surgeon, Medical Dept.,
3. Recommended for a pension of Sh. 1024/- a year
4. Age _____
5. Service in Years and Months 27 years, 2 months and 16 days
6. Salary or Wages (A o t u a l) Sh. 6000.00
7. Emoluments Value of Quarters (15% of Sh. 4800) Sh. 720.00
 Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed } Sh. 6720.00
8. Cause of retirement Abolition of Office
9. 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	Allowances, &c.	Nature of Allowances, &c.
Service with the Government India	10-4-96	31-8-00	Rs. 300 to 600		
Transferred to the Government Kenya	1-9-00	31-8-12	Rs. 1200 to Rs. 2400		
Asst. Surgeon (transferred to the Govt. of Kenya)	1-9-12	31-3-19	Sh. 4800		
	1-4-19	25-6-23	Sh. 6000		

The Government of India is liable to contribution in respect of pension from the 10th April 1896 to the 31st August 1912, both days inclusive.

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

Yes

11. Whether the duties of the several offices or situations held since the Applicant entered 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
1919	From To		
1919	" "		
1919	" "		
1919	" "		
1919	" "		
1919	" "		
1919	" "		
1919	" "		
1919	" "		
1919	" "		

15. Date of Cessation of Duty 21st December 1922.

(Granted leave, with pay, from 22-12-22 to 25-6-23)

16. Date of Cessation of Salary 25th June 1923.

17. Date from which, inclusively, Pension will Commence, 26th June 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 or Officers of his Department," to be signed by any two of such Head Officers, if there shall be more than one, or by each 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.

Certified that Sub Assistant Surgeon Imam Halkiah has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of this Department. His services were valuable and meritorious.

ACTING PRINCIPAL MEDICAL OFFICER,

20th. August, 1923.

19. Computation, by the Treasurer, of the Pension, &c.:-

I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to Three thousand and twenty four shillings (Sh. 3024/-) a year,

and I base my Certificate on the following calculation:-

of 1st Appointment - 10th April 1896
of Retirement - 26th June 1923.

	Years.	Months.	Days.
Actual service	27.	2.	16.
TOTAL	27.	2.	16.

Signable Service - 27 years
Annual salary and emoluments - Sh. 3024/- a year
Whereof 27/60ths - Sh. 3024/- a year

The Treasurer,

NASSAU, N.I.C. August 1923

For Treasurer,

The Colony and Protectorate of Kenya

Instruction

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.

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.)

HEAD 1.—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 2.—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 3.—If the service has been interrupted by one or more breaks, the word "broken" should be added before and after the number of years and months and the causes, date and circumstances of the break or breaks should be stated under heading.

HEAD 4.—If the Person retiring has been in receipt of the 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 5.—A separate statement should be inserted of the net annual value, for the 36 months immediately preceding retirement, of each Emolument (exclusive of salary or wages) which is to be included in the calculation of the Pension or Gratuity.

Whenever the value of a House or House Allowance has not been ascertained, exceeds, notwithstanding 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-sixth of the whole.

Fees which an officer is allowed to receive for his own use will be taken into account for Pension purposes, with regular salary, at the actual 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, and 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. Reports 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 15 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 3.

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.

- Name of Applicant **Isaac Kahuh**
- Office or Situation **Sub Assistant Surgeon, Medical Dept.**
- Recommended for **a pension** of **Sh. 3074 per year**
- Age
- Service in Years and Months **27 years, 7 months and 16 days**
- Salary of **Sh. 4800**
- Net Pension **Sh. 2400**
- Save retirement **Sh. 2400**
- Date of commencement and termination of the several Appointments to which Applicant is entitled, with their emoluments, discharges, and Salary from other allowances, and gratuity, if any, Allowances

No. of Appointment	Date of Commencement	Date of Termination	Salary per Annum	Allowance, &c.	Nature of Allowances, &c.
with the Government	1-1-96	11-8-00	Rs. 300 to 600		
with the Government	1-9-00	11-8-12	Rs. 1200 to 2400		
Sub Surgeon (Transferred to Govt. of Kenya)	1-9-12	11-7-19	Sh. 4800		
	1-4-19	17-6-23	Sh. 6000		

The Government of India is liable to contribution in respect of pension from the 17th April 1896 to the 1st August 1912, both days inclusive.

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 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 Computation Acts, 1869 and 1871, the annual amount of Pension or Allowance Committed 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
1911	From To		
19			
19			
19			
19			
19			
19			
19			
19			
19			

15. 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.

Certified that Sub Assistant Surgeon James Paulish has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of this Department. His services were valuable and meritorious.

Chidlow
ACTING PRINCIPAL MEDICAL OFFICER,
20th. August, 1923.

16. Computation, by the Treasurer, of the Pension, &c.--

I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three thousand and twenty four shillings (£3,204/-) a year,

and I base my Certificate on the following calculation:--

of last appointment = 24th April 1906
of Retirement = 26th June 1923.

	Years	Months	Days
Actual service	27	2	16
TOTAL	27	2	16

Probable service = 27 years
1 salary and emoluments = £2,375/- a year
Interest 27/6ths = £2,304/- a year

15. Date of Cessation of Duty 21st December 1922
(Granted leave, with pay, from 22-12-22 to 25-1-23)

16. Date of Cessation of Salary 27th June 1923.

17. Date from which, inclusively, Pension will Commence 26th June 1923

THE TREASURER,
NAIROBI, 102

Compton
For Treasurer.

The Colony and Protectorate of Kenya.

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 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 Committed 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
	From	To		
19				
19				
19				
19				
19				
19				
19				
19				
19				

15. Date of Cessation of Duty 31st December 1922
(Granted leave, with pay, from 22-12-22 to 25-6-23)

16. Date of Cessation of Salary 25th June 1923

17. Date from which, inclusively, Pension will Commence 25th June 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 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 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.

Certified that Sub Assistant Surgeon Inam Baksh has discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of this Department. His services were valuable and meritorious.

C. J. J. J.
ACTING PRINCIPAL MEDICAL OFFICER,
20th August, 1923.

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

I certify that the Pension which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to three thousand and twenty four shillings (£3,204/-) a year, and I base my Certificate on the following calculation:—

of 1st Appointment = 1st April 1896
of Retirement = 26th June 1923.

	Years	Months	Days
Actual service	27	2	16
TOTAL	27	2	16
Gratuity service	27	2	16
Salary and emoluments	27	2	16
Interest 27/6ths	27	2	16

THE TREASURER,
NAIROBI, 28th August 1923

R. M. M.
For Treasurer.

The Colony and Protectorate of Kenya.

4

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HEAD 3.—State the description of Allowance for which the Applicant is recommended, etc., Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of Pensioners 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 such 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 their 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.

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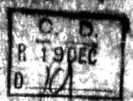
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Gen Kemp
49502/20

42



~~SB~~

20 Dec. 1920

Sir

I have the honour to acknowledge

receipt of your letter dated the 13th of the

month of Sept. & to inform you

that I have the pleasure

to inform you that

of the 26th of

the 15th of

Mr. Imam Baksh (late

Surgeon, Medical

Dept. You take the opportunity
I desire to put out to

DRAFT.

emp
No 1750
MINUTE.

Serial L17
Mr. Ormsby Gore
Duke of Devonshire

The cases of officers
transferred from the Indian
Medical Dept. have of
course to be treated in
accordance with the special
terms on which the officers
were engaged; but

to consider that the present Foreign Code of
Regulations contains a provision analogous
(to Section 7 of the Foreign Office ^{provision} regulations
for non-Europ. - officers in regard to
provision Government service in India or
any Protectorate ~~which I think is an~~
~~of counting for pension.~~
~~It would refer to my father's 1596~~
~~of the 14th of the 15th of 1895 to~~
learn whether the Government that this such
a provision should remain a part of the
conditions of service in the case of future
to the non-European ~~is generally~~
applied ~~or not, in what form.~~

From
(52/013)

DA