

1923

KENYA

C O
49504

From Dep Sec
Knox Oct 1377

1377

Date
4th Sept, 1923

RE 10 OCT 23

FOR CIRCULATION

SUBJECT

Mr. *Jeffie*
Mr. *Robinson*
Mr.
Asst. U.S. of S.

*Gratuities to
Soleman bin Boger*

Perm^o U.S. of S.
Part^o U.S. of S.
Secretary of State.

*Recommend the \$49.85
as retrenchment*

Previous Paper

MINUTES

*They could have given him £1
for each year - £24 in all, as it
is less than a years pay.*

C.H. Oct. 11 '23

*Arch found this out, and say
that £24 may be paid if the Bureau
concur.*

11 10 23

C.J.D. 12.10.23.

Ward 12 10 23

Amud. 1464-19 6220C

to Arch

Subsequent Paper

KENYA.

NO. 1377.



GOVERNMENT HOUSE,

NAIROBI,

KENYA.

4th September, 1925.

49504

10 OCT 23

51

My Lord Duke,

I have the honour to transmit herewith a form of particulars required for the computation of gratuity payable to Suleman bin Waziri, Process Server, Judicial Department, who has been retrenched from the Service of this Colony in order to effect economy.

of Particulars.

2. Suleman bin Waziri has completed 24 years of service and is, therefore, eligible for a gratuity of Shs. 349/35 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. H. H. H.
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.

COLONY AND PROTECTORATE OF KENYA

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 1)

Name of Applicant **Suleman bin Waziri (Native)**

Office or Situation **Process Server, Adm. Dept.,**

Recommended for **a gratuity** Sh. 349-85

Age **45 years (about)**

Service in Years and Months **00** **00**

Salary or Wages **Average** Sh. 748-00

Emoluments

Total amount of **Sh. 349-85**

which is **Sh. 349-85**

less of retirement **Abolition**

less of Commutation **00**

their Emoluments **00**

Allowances **00**



Name of Applicant **Process Server** **Sh. 748-00**

Process Server	1898	31-12-00	748	00	War Bonus
			576		
	1-1-17	31-3-17	576	00	War Bonus
	1-4-17	31-3-18	600	90	War Bonus
	1-4-18	31-3-19	624	96	War Bonus
	1-4-19	31-3-20	648	90	War Bonus
	1-4-20	31-3-21	744		
	1-4-21	31-12-22	768		

AVERAGE YEARLY EMOLEMENTS FROM 1-1-20 to 31-12-23 BOTH DATES INCLUSIVE

10. Whether each of the Appointments held by the Applicant was based 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. Whether any Pension or Allowance has been constituted under the Imperial Pension Regulations Act, 1911, and if so, the annual amount of Pension or Allowance so constituted and the date of its constitution should be inserted.

None

PARTICULARS OF PERIOD AND RATE OF PAY.

ACTUAL SALARY.

WAR BONUS.
(Sh. P. - P.M.)

	Sh.	Pts.	Sh.	Pts.
Fr. 1.1.20 to 31.3.20 - 3 months @ Sh. 54/- p.m. (Sh. 54/- x 3)	162	00	24	00
Fr. 1.4.20 to 31.3.21 - 12 months @ Sh. 62/- p.m. (Sh. 62/- x 12)	744	00		
Fr. 1.4.21 to 31.12.22 - 21 months @ Sh. 64/- p.m. (Sh. 64/- x 21)	1344	00		
TOTAL	2250	00	24	00

Actual salary for three years - Sh. 2250 - 00

Actual war bonus for three years - Sh. 24 - 00

TOTAL Sh. 2274 - 00

Whereof One third - Sh. 758 - 00 a year

COMPUTATION OF GRATUITY.

Date of 1st Appointment - 1898 (actual date not known)

Date of Retirement - 1st January 1923.

	Years.	Months.	Days.
Actual service	24.	0.	0.

Average salary and emolument - Sh. 758/-

Gratuity earned under Section IV of the Superannuation Act, 1887, being 24 weeks' pay at the rate of Sh. 758/- a year

- Sh. 349-85

14. Date of cessation of Duty 31st December 1922

15. Date of cessation of Salary 31st December 1922.

Gratuity is due

17. Date from which, inclusively, Pension will Commence 1st January 1923

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.

The applicant has discharged his duties with diligence and fidelity to the satisfaction of the Head Officers of his Department. The duties of a Process Server require a knowledge of the Law relating to the service of processes, of local Geography and of the identity of litigants.

J. P. ...
Judge,
Supreme Court of Kenya.

[Signature]
Deputy Registrar,
Supreme Court of Kenya.

Gratuity

computation by the Treasurer of the Province, &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 three hundred and forty shillings and eighty five cents (Sh. 349-85)

and I base my Certificate on the following calculation:-

1st Appointment - 1898 (actual date not known)
1st Retirement - 1st January 1923.

	Years.	Months.	Days.
actual service	24.	0.	0.
TOTAL	24.	0.	0.

Salary earned under Section IV of Superannuation Act, 1887, being 3 weeks salary at Sh. 758/- a year (Sh. 758/-)

- Sh. 758/- a year

- Sh. 349-85

[Signature]

For Treasurer,

OFFICE OF THE TREASURER,

Nairobi, 9th August 1923.

The Colony and Protectorate of Kenya

Instructions

COLONIAL PENSIONS, &c.

PARTICULARS required to be furnished in reference to persons nominated for Pension, annuities, Compensation or Compassionate Allowance or Gratuitous or other benefits.

(This may be filled in by the person concerned.)

Name of Applicant **Muleman bin Masiri (deceased)**
 Office or Situation **Process Server, Judicial Dept.**
 Recommended for **gratuity**
45 years (about)
 Service in Years and Months **Over 4 years** or **24 yrs**
 Service which average including or exempt including
 Wages and Gratuity
 &c. claimed
 of Office
 of Compensation
 High Employment
 Allowances

1-4-16	11-1-16	570	88
1-4-17	11-1-17	570	
1-4-17	11-1-18	640	
1-4-18	11-1-19	640	
1-4-19	11-1-20	640	
1-4-20	11-1-21	700	
1-4-21	11-1-22	700	

SUBBAN SIBRAZI - COMMISSIONER OF LANDS

YEARLY EARNINGS FROM 1-1-20 TO 11-1-21 2000 AND THEREAFTER

PERIOD OF PERIOD AND RATE OF PAY	AGGREGATE SALARY		WAR BONUS	
	Sh.	Cts.	Sh.	Cts.
1.1.20 to 31.3.20 - 3 months @ Sh. 54/- p.m. (Sh. 54/- x 3)	162	00	24	00
1.4.20 to 31.3.21 - 12 months @ Sh. 62/- p.m. (Sh. 62/- x 12)	744	00		
1.4.21 to 31.12.22 - 21 months @ Sh. 64/- p.m. (Sh. 64/- x 21)	1344	00		
TOTAL	2250	00	24	00

Actual salary for three years - Sh. 2250 = 00
 Actual war bonus for three years - Sh. 24 = 00
TOTAL Sh. 2274 = 00

One third of the total - Sh. 758 = 00 a year

REMARKS

Date of last appointment - 1998 (actual date of appointment)
 Date of retirement - 1st January 1999.

	1998	1999	2000
Actual service	20	0	0

Basic salary and allowances - Sh. 758/-
 Gratuity earned under Section 1V
 of the Superannuation Act, 1987,
 for 24 weeks' pay at the rate
 of Sh. 758/- a year - Sh. 349-85

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.

The applicant has discharged his duties with diligence and fidelity to the satisfaction of the Head Officers of his Department. The duties of a Process Server require a knowledge of the law relating to the service of processes, of local Geography and of the identity of litigants.

[Signature]
Judge,
Supreme Court of Kenya.

[Signature]
Deputy Registrar,
Supreme Court of Kenya.

Gratuity

Computation, by the Treasurer, of the ~~Kenya~~ &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 three hundred and nine shillings and eighty five cents (Sh. 349-85)

and I base my Certificate on the following calculation:—

1st Appointment * 1898 (actual date not known)
1st Retirement * 1st January 1923.

	1898	1923	Total
Actual service	24	0	24
TOTAL	24	0	24

Salary earned under Section IV of the Administration Act, 1907, being the salary at Sh. 758/- a year (less of Sh. 758)

= Sh. 758/- a year

= Sh. 349-85

[Signature]

For Treasurer,

THE TREASURER,
NAIROBI, Kenya, August 1923

The Colony and Protectorate of Kenya

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.

The applicant has discharged his duties with diligence and fidelity to the satisfaction of the Head Officers of his Department. The duties of a Process Server require a knowledge of the law relating to the service of processes, of local Geography and of the identity of litigants.

[Signature]
 Judge,
 Supreme Court of Kenya.

[Signature]
 Deputy Registrar,
 Supreme Court of Kenya.

Gratuity

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

I certify that the **GRATUITY** which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to **three hundred and nine shillings and eighty five cents (Sh. 349-85)**

and I base my Certificate on the following identification:—

1st Appointment = 1898 (actual date not known)
 2nd Appointment = 1st January 1921.

	POUNDS.	SHILLINGS.	PENCE.
Actual services	24.	0.	0.
TOTAL	24.	0.	0.

Salary earned under Section IV of Government Act, 1907, being the salary at Sh. 758/4 a year (less of Sh. 758) = Sh. 758/- a year
 = Sh. 349-85

[Signature]
 For Treasurer.

THE TREASURER,
 NAIROBI, August 1923.

The Colonial 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.

11. If the Applicant is an Officer serving on the West Coast of Africa, a statement is to be added showing the rate of his salary as fixed by the Colonial Regulations, § 4301.
12. If the Applicant is an Officer of the Public Service, the Applicant is recommended, *viz.*, Superannuation, Gratuity, and its amount. In the case of Persons who have held office in the Public Service on account of Professional or other special qualifications, this fact is to be stated, and the authority under which the claim is made.
13. If the Applicant has held office in any more breaks in word "broken" should be added showing the dates of his previous offices, and the classes, dates, and circumstances of the termination of each of his offices under heading 9.
14. If the Applicant has been employed in the same Salary Grade or the class from which he retired, the actual rate of his salary on the date of his retirement, the actual annual rate of Salary on that date, and the actual average salary received by the word "actual." In other cases the actual rate of his Salary or Wages for the 36 months next preceding the date of his retirement, and the average for the 36 months next preceding the word "average," but if the whole period of service has been less than 36 months, the average for the whole period of service should be inserted.
15. If the Applicant has been employed in any other class, the average Annual Value for the 36 months immediately preceding the date of his retirement (exclusive of salary or wages) which is claimed to be taken into account for the Pension or Gratuity.
16. If the Applicant has been employed in any other class, the House Allowance, as ascertained, exceeds one-sixth of the amount of the Pension or Gratuity which would be allowed for Pension purposes, it is to be reduced to one-seventh of the amount, so that it shall not exceed one-seventh of the whole.
17. Fees which an Officer is allowed to retain for his own use will be taken into account for Pension purposes with his regular salary, and the annual average of the net receipts of the 36 months next preceding the date of his retirement. These net receipts are to be ascertained by deducting from the gross amount of Fees and Office Expenses, &c., as an Officer may have had to defray for the discharge of his duties, the amount of the Office Expenses provided for him from the Public Funds for the 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 statements 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 which in any case be allowed to count for Pension purposes during any period of the whole term of the Officer receiving them was not given to the Public Service.
18. If the age of the applicant is below the ordinary age for retirement, a Medical Certificate is to be submitted showing that he is disqualified by infirmity of mind or body for discharging the duties of his position, and that such infirmity is likely to be permanent.
19. If the applicant has not served ten years' service or more, this certificate should be signed by two Officers, of whom at least one should, if possible, be a Senior Officer of the Government.
20. If the applicant has served less than ten years' service see HEAD 5.
21. 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 service of the Colony.
22. If, under any circumstances, a professional Civil Officer has been allowed to have "private practice" while retaining 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 compensation 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.

... of an Officer serving on the West Coast of Africa, a statement is to be added showing the nature of that Coast. (Colonial Regulations, § 480).

All claims for Superannuation, Compassionate Allowance or Gratuity, and its amount. In the case of Persons having special qualifications, this aspect of Professional or other special qualifications, this should be stated and attested, should be given to the authority under which the claim is made.

... more breaks in work "broken" should be added showing the dates, times, and the causes, dates, and circumstances of the breaks, and should be stated for heading V.

... the date from which he retires, and the actual annual rate of Salary received by the word "actual". In other cases the average of the Salary or Wages for the 36 months next preceding the date of service should be inserted by the word "average", and if the whole period of service is not known, the average for the whole period of service should be inserted.

HEAD 13. The average of the average annual value, for the 36 months immediately preceding the date of retirement (exclusive of salary or wages) which is claimed to be payable by way of Pension or gratuity.

When the amount of House or House Allowance, as ascertained, exceeds one-sixth of the amount of the Pension or gratuity, it is to be reduced to one-sixth of that amount, that it shall not exceed one-seventh of the whole.

Fees which are allowed to remain for his own use will be taken into account for Pension purposes with regular salary at the annual average of the receipts of the 36 months next preceding the Officer's retirement. These not receipts are to be ascertained by deducting from the gross amount of Fees in Office Expenses, &c., as an Officer may have had to defray from his wages, and part for the services for which he was remunerated by Fees. No deduction is to be made from the Fees in respect of Office Expenses provided from Public Funds to the discharge of the 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 in any case be allowed to count for Pension purposes during any period within the whole time of the Officer receiving them was not given to the Public Service.

HEAD 14. If the age of 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.

... of ten years' service or more, this certificate should be signed by two Officers, when possible, one should, if possible, be a Superior Officer of the Government.

HEAD 15. For details of 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 service of the Colony.

HEAD 16. 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 17. 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 18. The length of service and other particulars of the compensation 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 13. 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 14. With the description of Allowances 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 Pension on the ground 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 15. If there has been any break in the service, the word "broken" should be added before or after the name of the Officer, and the nature, dates, and circumstances of the break or breaks should be fully stated under heading 9.
- HEAD 16. If the Applicant has been in receipt of the same Salary as the class from which he retires, the rate of his immediate salary at the date of his retirement (the actual annual rate of Salary) should be stated at that date, and the average salary provided 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 given provided by the word "average", but if the whole period of service exceeds that of three years, then the average for the whole period of service should be inserted.
- HEAD 17. 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.
- When the same Tax Pension Home Allowance is ascertained to exceed, 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 claim for his own use will be taken into account for Pension purposes, with regular salary as the annual average of the receipts of the 36 months immediately 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 pocket 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 of the Officer receiving them was not given to the Public Service.
- HEAD 18. If the age of 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.
- If the applicant has attained 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 19. For details of 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 Service of the Colony.
- HEAD 20. 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 21. 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 22. 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.

Kenya
No. 49504/23

58

DRAFT.

19 Oct 1923.

Sir,

121624
Govt Comptroller
MINUTE.

I have to ack. the recd
of your despatch No 1377, of

Recd Oct 16

Mr. Parkins
Mr.
Sir O. Davis
Sir G. Grindle
Sir H. Read
Sir J. Maiterson Smith
Mr. Ormsby-Gore
Date of Despatch

the 4th of Sept, regarding
of No. 349/25
The grant of a gratuity to
Suleman bin Waziri,
Process Server, Judicial

Dept, on his retrenchment
from the Service, + to
(2) I wd however have
point out that ~~the same~~
in this

was a gratuity,
~~is slight for the~~
~~family of \$24~~
is \$1 for each year of

service, we have been
permissible, ~~and~~
~~if you concur,~~

I approve the grant of the
benefit to be by ~~payment~~
in lieu
of that ~~amount~~
~~amount~~ proposed.

2
DEVONSHIRE

KENYA
NO. 1578.



49505
10 OCT 23

GOVERNMENT HOUSE
NAIROBI,
KENYA
4th September, 1935.

My Lord Duke,

Particulars.

I have the honour to transmit herewith a form of particulars required for the computation of gratuity payable to Bedoi bin Juma, Native Agent, Provincial Administration, who has been retrenched from the service of this Colony in order to effect economy.

2. Bedoi bin Juma's services date from the 1st of April, 1904 and he is, therefore, eligible for a gratuity of Shs. 282/45 earned under Section IV of the Superannuation Act, 1937.

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,

[Handwritten signature]
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.

COLONY AND PROTECTORATE OF KENYA

COLONIAL PENSIONS, &c.

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

(In filling up this form, please refer to the instructions on page 1.)

Name of Applicant **bedoi bin Juma**

Office or Situation **Native Agent, Administration**

Recommended for **a gratuity** of **bn. 282-46**

Age

Service in Years and Months **18 years and 9 months**

Salary or Wages (Average including war bonus) **bn. 816-00 a year**

Emoluments

Total amount of Salary or Wages and Emoluments when Superannuation, &c. is claimed **bn. 816-00 a year**

Cause of retirement **Abolition of Office**

Dates of Commencement and Termination of the service of 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	Gratuity	Notes
Master	1-4-04	30-6-04	480		
Charge Out Post Building	1-7-04	31-7-14	720		
Agent	1-8-14	31-5-15	800		
	1-6-16	31-12-16	720		
	1-1-17	31-3-20	720	98	857-00/18
	1-4-20	31-12-22	816		

Statement, if the circumstances warrant it, that the officer has discharged his duties "with diligence and fidelity, to the satisfaction of the Head Officer or Officers of his "Department," or be signed by any two of such Head Officers, or by such officers 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 labor of the service, and the person recommended, embracing as long a period of his public service as may be satisfactorily "stated," and observations as to Special Services, Suspensions, Discharges, or removal of "particulars of any injuries received on duty, or other claims or matters of importance."

Benjamin J. ... was discharged his duties with diligence and fidelity to the satisfaction of the Head Officer of the Department. In April 1904 was appointed Market Master at Kericho & in July 1904 was put in charge of the outposts buildings at Solih. In August 1904 he was appointed Agent for the Kericho District and retained this position till the date of his retirement in July 1908.

In addition to his regular work of a post office he has been active in the various societies and clubs in the district and has been a member of the ...

Date of Appointment - 1st April 1904
Date of Retirement - 1st January 1908

Aerial service

1904	1905	1906	1907	1908
18.	18.	18.	18.	18.
TOTAL				
18.	18.	18.	18.	18.

His salary and emoluments - Sh. 810.00
He is entitled to a gratuity under section IV of the Pensions Act, 1937, at the rate of one week's salary for each year of service at Sh. 810.00 a year (18/5 ends of 316) - Sh. 792.16

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THE TREASURY,

Nairobi, 14th July 1908

18.

1908

Statement, if the circumstances warrant it, that the incumbent 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, together with such a "statement as will exhibit the merit, and value, and labour of the service of such Person "recommended, embracing as long a period of his public service as can be satisfactorily "stated," and observations as to Special Services, Suspension, Reprimand, etc., with full "particulars of any injuries received on duty, or other claims or matters of importance.

Bedi Bhai Janda has discharged his duties with diligence and fidelity to the satisfaction of the Head Officers of the Police Department. In April 1904 he was appointed Market Master at Kericho & in July 1904 was put in charge of the outposts buildings at Sotik. In August 1904 he was appointed the Agent for the Kericho district and retained this position till the date of his retirement in 1908.

He qualified for a pension under the Act of 1887 as Native Agent & the rate of pension was fixed at Rs. 18 per month and was granted on 1st January 1908.

Competence and Fidelity
Employment as Market Master at Kericho & Sotik
Agent for the Kericho district
Two months' leave for year 1904-05
with...

of 1st Appointment - 1st April 1904
of Retirement - 1st January 1908

Actual service	18.	18.
<u>TOTAL</u>		
	18.	18.

Salary and emoluments - Rs. 816-00
Pay earned under Section IV of the Pensions Act, 1937, at the rate of the weekly salary for each year, of Rs. 156-00 a year (18/52 weeks x Rs. 816)
- Rs. 282-18

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THE TREASURY,
Nairobi, 14th July 1908

REGUL. BIN JUMA. COMPUTATION OF GRATUITY OF -

63

FOR THREE YEARLY ENGAGEMENTS FROM 22-1-1-22 to 22-12-22 Both DAYS INCLUSIVE.

ARTICLE AND OF SERVICE AND SALARY	ACTUAL	VARIABLES.
	SALARY SH. 078	(SH. 0/- P.M.) SH. 078
r. 1-1-22 to 31-3-22 - 3 months & n. 80/- P.M. (SH. 60/- x 3).	180 - 00	24 - 00
r. 1-4-22 to 31-12-22- 33 months & n. 68/- P.M. (SH. 68/- x 33).	2244 4-00	00 - 00
T O T A L.	2424 - 00	24 - 00

Total salary for three years. SH. 2424 - 00
 Total war bonus for three years. SH. 24 - 00
2448

T O T A L SH. 2448 - 00

Where of one third. SH. 816 - 00 a year.

COMPUTATION OF GRATUITY.

DATE OF 1st APPOINTMENT. 1st APRIL 1904.
 DATE OF RETIREMENT. 1st JANUARY 1923.

	Years	Months	Days
ACTUAL SERVICE.	18	9	

Average salary and Emoluments. SH. 816/- a year.

Gratuity earned under Section IV of the Superannuation Act, 1887, at the rate of one week's salary for each year of service at SH. 816/00 a year. (18 1/2 of 52nds of SH. 816/- a year. 723. 252. 46 1/2) 723. 252. 46 1/2

COLONIAL PENSIONS, &c.

RETIREMENT VOUCHERS required to be furnished in reference to persons recommended for Superannuation, Compensation or Compassionate Allowances, or Gratuitous Retirement.

(In filling up this Paper, the following instructions apply.)

Name of Applicant **Mohd bin Juma**
 Office or Situation **Native Agent, Administration**
 Recommended for **a gratuity** of **Sh. 282-48**
 Service in Years and Months **18 years and 9 months**
 Salary or Wages **Average including War Bonus** **Sh. 816-00 a year**
 Pensions and Allowances **Sh. 816-00 a year**
 Cause of Retirement **Abolition of Office**

Notes: (1) The above amount of Salary or Wages and Pensions and Allowances is for the purpose of Superannuation, &c., as shown above.
 (2) The above amount of Salary or Wages and Pensions and Allowances is for the purpose of Superannuation, &c., as shown above.

Name of Applicant	From	To	Amount	Notes
Chief Master	1-4-14	31-3-14	480	
Charge Dept Post Building	1-7-14	31-7-14	730	
Pro Agent	1-8-14	31-8-14	900	
	1-6-15	31-12-15	730	
	1-1-17	31-3-20	730	98 War Bonus
	1-1-20	31-12-22	816	

Sh. 282-48

REGOL BIA JUNA. TERMINATION OF GRATUITY OF

60

GRANTS YEARLY INCLEMENTS FROM 01-1-20 to 31-12-22 PER DATE INCLEMENTS

AT THE END OF 2012 AND SALARY

1. 01-1-20 to 31-12-20 = 3 months
 @ 0.00% P.M. (Sh. 00/- per 3)

2. 1-1-20 to 31-12-21 = 24 months
 @ 0.00% P.M. (Sh. 00/- per 1)

TOTAL = 2444 0-00 04 = 00

GRANT TOTAL = 2444 0-00 04 = 00

GRANT TOTAL = 2444 0-00 04 = 00

There is no other...

TERMINATION OF GRATUITY

1. 01-1-20 to 31-12-20 = 3 months

2. 1-1-20 to 31-12-21 = 24 months

TOTAL = 2444 0-00 04 = 00

GRANT TOTAL = 2444 0-00 04 = 00

GRANT TOTAL = 2444 0-00 04 = 00

GRANT TOTAL = 2444 0-00 04 = 00

Statement, if the circumstances warrant, 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 duty, and value, and fitness of the services of the Person recommended, embracing as part of his private services, all the authentically "rated," and observations as to Special Services, Suspensions, Reprimands, etc., with full particulars of any injuries received on duty, or otherwise, as of interest for consideration.

Head Officer J. M. R. B. discharged his duties with diligence and fidelity to the satisfaction of the Head Officers of the Department. In April 1904 he was appointed Market Master at Kertono & in July 1904 was put in charge of the outport buildings at Sotik. In August 1904 he was appointed National Agent for the Sotik District and retained his Appointment until the close of his term of office in 1907.

In addition to his special work of a part of his term as Native Agent, during the years of his service he has been engaged in farming and other pursuits and has been successful in his endeavours.

His services have been of great value to the Department and he is recommended for a gratuity of two hundred and eighty two shillings and forty six cents (Nn. 382-46)

Gratuity
Two hundred and eighty two shillings and forty six cents (Nn. 382-46)

of 1st Appointment - 1st April 1904
of Retirement - 1st January 1923.

	Years	Months	Days
Total service	18	9	8
TOTAL	18	9	8

Age-salary and emoluments - Nn. 816-00
Salary earned under Section IV of the Pension Act, 1907, at the rate of one week's salary for each year of service at Nn. 816-00 a year (12/6 weeks Nn. 816)

[Signature]

For Treasurer,
NAIROBI, 14th July 1923

The Colonial Secretary, Nairobi

in acc^d with the principles of

~~under~~ Section 4 of the

Superannuation Act, 1887,

for the grant of a gratuity

of $\frac{36}{100}$ ~~of~~ £1

~~for~~ for each completed

year of service, and of

~~if~~ if you consent, I

approve the grant of the

higher gratuity.

(Signed) BEVONSWIRE