

1923

KENYA

CO
49515

Dep. Sec.
Sanborn

1411

DATE

13th Sept, 1922

RE
RE

13 OCT 23

OR CIRCULATION:-

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

SUBJECT

Pension of Mr.
J.G. Lobo.

Perm^a U.S. of S.
Part^r U.S. of S.
Secretary of State.

Recommended ^{a year} the 1927 ^{50%}
on retirement.

Previous Paper

MINUTES

Correct. 11th Oct 1922

Approved 15.10.23

del 20.10.23

W.S. 27.10.23

Amend 1526
Nov 23

[Signature]

Subsequent Paper

KENYA,
NO. 1411.



GOVERNMENT HOUSE,
NAIROBI,
KENYA.

13th September, 1923.

49515

REC
Rt 10 OCT 23

My Lord Duke,

I have the honour to transmit herewith a form of particulars required for the computation of pension payable to Mr. J.E.Lobo, 2nd Grade Clerk, Public Works Department, who has been retrenched from the service of this Colony in order to effect economy.

2. Mr. Lobo's services date from the 10th June, 1905, and he is, therefore, eligible for a pension in respect of ~~seventeen~~ completed years. The pension is computed at Shs.1927/80 a year with effect from the 6th April, 1923 inclusive.

3. Pending the receipt of Your Grace's sanction to the pension recommended, I have approved of the payment to Mr. Lobo of an alimentary allowance at the rate of Shs.1500/- a year with effect from the date quoted.

I have the honour to be,

My Lord Duke,

Your Grace's most devoted
and most obedient servant,

J.M. Kenham
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.

COLONY AND PROTECTORATE OF KENYA.

256

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.)

Name of Applicant John Bustaquio Lobo
 Office or Situation 2nd Grade Clerk, Public Works Department
 Recommended for a pension of Sh. 1927-80 a year
 Age _____
 Service in Years and Months 17 years 9 months and 27 days
 Salary or Wages (A c t u a l) Sh. 6120-00 ✓
 Emoluments Value of quarters 15% of Sh. 4560/- Sh. 684-00 ✓
 Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. ... } Sh. 6804-00 ✓
 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.	Salary per annum Sh.	Allowances, &c.	Nature of Allowances, &c.
G. P. O)	10-6-05	28-9-05	1200		
P. W. D.)	29-9-05	31-12-05	1440		
	1-1-06	31-3-07	1920		
	1-4-07	31-3-08	2400		
	1-4-08	31-3-10	2976		
de Clerk (Sh. 3000 by to Sh. 3600 a year)	1-4-20	31-3-11	3120		
	1-4-11	31-3-12	3240		
	1-4-12	31-3-13	3360		
	1-4-13	31-3-14	3480		
	1-4-14	31-3-16	3600		
tered to Sh. 3000 by to Sh. 3720 a year	1-4-16	31-3-20	3720		
de Clerk (Sh. 4560 by to Sh. 6120 a year)	1-4-20	31-3-21	5280		
	1-4-21	31-3-22	5640		
	1-4-22	31-3-23	6000		
	1-4-23	5-4-23	6120		

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 Commuted and the date of Commutation should be inserted.

None

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

Period of Absence		Number of Days.	Cause of Absence
From	To		
1919	7-9-19	To 5-11-19	60 Extension of leave quarter pay.
19	"	"	"
19	"	"	"
19	"	"	"
19	"	"	"
19	"	"	"
19	"	"	"
19	"	"	"

15. Date of Cessation of Duty 6th December 1922

(Granted leave, with pay, from 7-12-22 to 5-4-23).

16. Date of Cessation of Salary 5th April, 1923

17. Date from which, inclusively, Pension will Commence 6th April 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.

Mr. Lobo earned the unqualified approval of all the officers under whom he served, and had it not been for his personal wish there would have been no suggestion of dispensing with his services.

Special Services: Nil.
 Suspension: Nil.
 Reprimands: Nil.
 Injuries received on duty: Nil.

as above
 MAG: DIRECTOR OF PUBLIC WORKS.

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 One thousand nine hundred and twenty seven shillings and eighty cents (Sh. 1927-80) and I base my Certificate on the following calculation:—

1st Appointment - 10th June 1905
 Retirement - 6th April 1923.

	Years.	Months.	Days.
Actual service	17.	9.	27.
TOTAL	17.	9.	27.

able service + 17 years
 salary and emoluments - Sh. 6804-00 a year
 whereof 17/60ths - Sh. 1927-80 a year ✓

THE TREASURER,

NAIROBI, 24th August 1923.

Kimberlin
 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.

HEAD 1 OF PAPER.—In the case of an Officer serving on the West Coast of Africa, a statement is to be added, whether he is a native of that Coast. (Colonial Regulations, § 430).

HEAD 3.—State the description of Allowance for which the Applicant is recommended, viz., Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of Persons claiming an addition to their Pensions in respect of Professional or other special qualifications, the same should be stated, and a reference should be given to the authority under which the claim is made.

HEAD 5.—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates, and circumstances of the break or breaks should be stated under heading 9.

HEAD 6.—If the Person retiring has been in receipt of the same Salary, or in the class from which he retires, for the 36 months immediately before the date of his retirement, the actual annual rate of Salary or Wages at that date should be inserted, preceded by the word "actual." In other cases, the average annual amount of Salary or Wages for the 36 months next preceding the date of retirement should be inserted, preceded by the word "average," but if the whole period of service is less than three years, then the average for the whole period of service should be inserted.

HEAD 7.—A separate statement should be inserted of the average Annual Value, for the 36 months immediately preceding retirement, of each Emoluments (exclusive of salary or wages) which is claimed to be included in the calculation of the Pension or Gratuity.

Wherever 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 in the course of his services, 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 for Public Service for the due discharge of those duties to which a Fixed Salary is annexed. Papers of this class, when forwarded to the Colonial Department should be accompanied by formal receipts 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 Salary, 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.—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 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.

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.)

Name of Applicant John Bustaquio Lobo
 Office or Situation 2nd Grade Clerk, Public Works Department
 Recommended for a pension of Sh. 1927-80 a year
 Age _____
 Service in Years and Months 17 years 9 months and 27 days
 Salary or Wages (A c t u a l) Sh. 6120.00
 Emoluments Value of quarters 15% of Sh. 4560/- Sh. 684.00
 Total amount of Salary or Wages and Emoluments on which Superannuation, &c., is claimed. Sh. 6804.00
 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	Salary per Annum	Allowances &c.	Nature of Allowances &c.
(G. P. O.)	1-6-05	28-9-05	1200		
(P. W. D.)	29-9-05	31-12-05	1440		
	1-1-06	31-3-07	1920		
	1-4-07	31-3-08	2400		
	1-4-08	31-3-10	2976		
Grade Clerk (Sh. 3000 by	1-4-20	31-3-11	3120		
to Sh. 3600 a year)	1-4-11	31-3-12	3240		
	1-4-12	31-3-13	3360		
	1-4-13	31-3-14	3480		
	1-4-14	31-3-16	3600		
altered to Sh. 3000 by	1-4-16	31-3-20	3720		
to Sh. 3720 a year					
Grade Clerk (Sh. 4560 by	1-4-20	31-3-21	5280		
to Sh. 6120 a year)	1-4-21	31-3-22	5640		
	1-4-22	31-3-23	6000		
	1-4-23	5-4-23	6120		

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 commuted and the date of Commutation should be inserted.

None

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

Date of Absence	Number of Days	Cause of Absence
919 From 7-9-19 to 5-11-19	60	Extension of leave without pay.

15. Date of Cessation of Duty 6th December 1922

(Granted leave, with pay, from 7-12-22 to 5-4-23).

16. Date of Cessation of Salary 5th April 1923

17. Date from which, inclusively, Pension will Commence 6th April 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.

Mr. Lobo earned the unqualified approval of all the officers under whom he served, and had it not been for his personal wish there would have been no suggestion of dispensing with his services.

Special Services: Nil.
Suspension: Nil.
Reprimands: Nil.
Injuries received on duty: Nil.

AG: DIRECTOR OF PUBLIC WORKS.

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 One thousand nine hundred and twenty seven shillings and eighty cents (Sh. 1927-80)

and I base my Certificate on the following calculation:—

1st Appointment - 14th June 1905
Retirement - 6th April 1923.

	Years.	Months.	Days.
Actual service	17.	9.	27.
TOTAL	17.	9.	27.

Probable service - 17 years
Salary and emoluments - Sh. 6804-00 a year
Whereof 17/60ths - Sh. 1927-80 a year

Commutation

For Treasurer,

THE TREASURER,

NAIROBI, 24th August 1923.

The Colony and Protectorate of Kenya.

Instructions.

INSTRUCTIONS REFERRED TO ON PAGE 1.

If this Paper of Particulars and the Certificates connected with it, be not sent in original, the copies must be duly attested.

HEAD 1 OF PAPER—In the case of an Officer serving on the West Coast of Africa, a statement is to be added whether he is a native of that Coast. (Colonial Regulations, § 430).

HEAD 3—State the description of Allowance for which the Applicant is recommended, viz., Superannuation, Compensation, Compassionate Allowance, or Gratuity, and its amount. In the case of Persons claiming an addition to their Pensions in respect of Professional or other special qualifications, the should be stated, and a reference should be given to the authority under which the claim is made.

HEAD 5—If the service has been interrupted by one or more breaks, the word "broken" should be added before or after the number of years and months, and the causes, dates, and circumstances of the break or breaks should be stated under heading 9.

HEAD 6—If the Person retiring has been in receipt of the same Salary, or in the class from which he retires for the 36 months immediately before the date of his retirement, the actual annual rate of Salary or Wages at that date should be inserted, preceded by the word "actual." In other cases the average annual amount of Salary or Wages for the 36 months next preceding the date of retirement should be inserted, preceded by the word "average," but if the whole period of service is less than three years, then the average for the whole period of service should be inserted.

HEAD 7—A separate statement should be inserted of the average Annual Value, for the 36 months immediately preceding retirement, of each Emoluments (exclusive of salary or wages) which is claimed to be included in the calculation of the Pension or Gratuity.

Whenever the value of a House or House Allowance, so ascertained, exceeds one-sixth of the salary and other emoluments which count for Pension purposes, it is to be reduced to one-sixth of that amount, so that it shall not exceed one-seventh of the whole.

Fees which an officer is allowed to retain for his own use will be taken into account for Pension purposes, with regular salary, at the annual average of the net receipts of the 36 months next preceding the Officer's retirement. These net receipts are to be ascertained by deducting from the gross amount of Fees such Office Expenses, &c., as an officer may have had to defray from his own resources, in performing the services for which he was remunerated by Fees. No deduction, however, from the Fees should be made in respect of Office Expenses provided from Public Funds for the due discharge of those duties to which a Fixed Salary is annexed. Papers of "Particulars" when forwarded to the Colonial Department should be accompanied by formal declarations from the retiring Officers, showing the amount received by them for fees, and the amount defrayed as above for Office Expenses, &c., in each of the three years immediately preceding the retirement. It will be the duty of the Colonial Government concerned to satisfy themselves of the accuracy of such statements before forwarding them to the Colonial Office. In the case of Officers receiving Fixed Salaries and Fees, the Fees will not in ordinary circumstances be allowed to count for Pension purposes to the extent of more than one quarter of the Salaries, and Fees will not in any case be allowed to count for Pension purposes during any period in which the whole time of the Officer receiving them was not given to the Public Service.

HEAD 8.—In cases of infirmity, if the applicant is below the ordinary age for retirement, a Medical Certificate is to be furnished showing that he is disqualified by infirmity of mind or body for discharging the duties of his situation, and that such infirmity is likely to be permanent.

In case of ten years' service or more, this certificate should be signed by two Officers, of whom at least one should, if possible, be a Salaried Officer of the Government.

HEAD 9.—As to "broken" service see HEAD 5.

If the applicant has had any "acting" service, the details must be fully given, with 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.

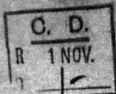
HEAD 14.—If the Applicant is liable to any deduction from his service under Clause 102 of the Colonial Regulations, the facts should be fully stated.

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.

260

Jan 49575/23

Kenya



S3

Nov 1923.

DRAFT.

Sir,

No. 1574

I have the honour to

Dr. Coynston
MINUTE.

acknowledge the receipt of your

despatch No. 1411 of the

13th of September, and

Mr. Brett Oct 30
Mr. Parkin

to inform you that I approve the

award of a pension at the rate

Mr. Davis
Sir G. Grenville
Sir H. Hood

of Shs: 1927/80 a year, with

Sir J. Huxtable Smith
Mr. Oswald Gore
Duke of Devonshire

effect from the 6th of April 1923

to Mr. G. Lobo, 2nd Grade
Cook, P.W.D., on his
retrenchment from the
Service.

Jsc

(Signed) DEVONSHIRE