

EAST AFR. PROT

C. O.
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PAGE 14 AUG 14

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ref. as to Mr. Pearle's,
but unless you consider
any of the candidates
for junior staff
positions, whom
you interviewed
on Tuesday last, specially
suitable, there will
appear to be nobody

procur

to accepting the
Governor's suggestions,
provided that he is
satisfied that both
the men whom he
mentions are ^{well} ~~qualified~~
suited for app't

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11 12 1914

Governor 637
Elfield

1914

14th July

Last previous Paper
Gov/24433

Arrived cons. of Gov. 10 Aug 14

Next subsequent Paper
Gov/42118

FORM 1113, 1913-14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

PROVIDENT FUND -
GRATUITIES ON RETIREMENT

Expresses view that bonus on retirement should
be payable only on permanent cessation of duty and
not on transfer to another Railway.

Copy of minutes on file 2912.

w. of

Mr. Read.

We now have the new Rules in Gov. 24433. The Rules
as to gratuities are still silent about transferred officers
but in this despatch the Governor takes the view, as I
expected, that a transferred man does not lose his title
to gratuity. He considers, however, that payment should be
deferred till "permanent cessation of duty", which, I take it
means not only ordinary retirement or death, but also
resignation or dismissal if, unfortunately, the officer's
service does not continue to be of the "good and faithful"
standard which earned the gratuity. We need hardly, how-
ever, take this point till it arrives.

The despatch is not altogether clearly expressed
owing to the use of the words "bonus on retirement" in para.
2 and "bonus" in para. 3, where "gratuity" must be intended
in each case. The true "bonus" of the Rules is part of
the sum standing to his credit in the P.F., and the whole

of that sum is (para. 3) to be paid over at once.

?Ask Gov. General, Nigeria, to cause the sum of Rs 3860.61 to be paid to Mr. Bland, explaining how it is made up, and say that payment of gratuity on retirement is deferred, ~~in the~~ case of a transferred officer, until the conclusion of his service. Add that C.A. will be instructed to transfer the Rs 3860.61 from E.A.P. to Nigeria funds. Instruct C.A. accordingly.

Copy of both to Gov., E.A.P. acknowledging his views as to gratuity in the case of transferred officers, and suggest that it might be made clear in the Rules.

(Sgd.) W. C. B.

10/8/14.

So proceed -- and pass draft to Gov. General of N. Nigeria through Nigeria Dept.

At once.

(Sgd.) H. J. R.

10/8/14.

To C.A.

To Governor, 1267 }

12 August, 1914.

To Gov., E.A.P., 761 - Copy above drafts sent, 15 August, 1914.

(Provident Fund, Uganda Railway).

C. O.

20440

JUL 14 1914

EAST AFRICA PROTECTORATE.

No. 837.

July 6th, 1914.

Sir,

I have the honour to acknowledge the receipt of your despatches No. 400 of the 15th of May and No. 492 of the 22nd of May regarding Mr. H.G. Bland, and to inform you in reply to the former that the following amounts are due to him from the Uganda Railway Provident Fund:-

	Rs.	Cts.
Compulsory Deposit	2,010	04
Bonus	1,549	37
Interest	304	30
	3,860	01

2. As regards his claim for a gratuity of £200, referred to in the 2nd paragraph of your latter despatch, when recommending the grant of gratuities on retirement, in connection with the Provident Fund, it was intended that the bonus

THE RIGHT HONOURABLE

LEWIS HARCOURT, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWNING STREET,

LONDON, S.W.

bonus on retirement should be payable only on permanent cessation of duty, and not on transfer to another Railway.

3. I therefore consider that Mr. Bland may now receive the sum which stands to his credit with the Provident Fund, but that payment of the bonus should be deferred until the conclusion of his service wherever he may be stationed in the meantime.

I have the honour to be,

Sir,

Your humble, obedient servant,

sd/ H.C. De'field

GOVERNOR.

FILE 2912 W.A.

C. O.
30740
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Africa Protectorate.

Downing Street.

13 August, 1914.

490

Sir,

I have the honour to acknowledge the receipt of your despatch No. 637 of the 6th July, relative to the amount due to Mr. R.G. Bland from the Uganda Railway Provident Fund, and to transmit to you a copy of a despatch which I have addressed to the Governor Genl. of Nigeria, and a copy of a letter which has been sent to the Crown Agents on the subject.

2. I note the views which you express in regard to the grant of a gratuity to a transferred officer, and I would suggest that the matter should be made clear in the Uganda Railway Provident Fund Rules.

I have the honour to be,

Sir,

Your most obedient,

humble servant,

(Signed) J. H. ROBERTS

*Gen Nigeria
1267 - 12 August
Crown Agents
12 August*

for
Mr H. Conway Belfield, W.C.M.G.,
&c. &c. &c.