

EAST AFR. PROT.

No. 44480

44480

1 DEC 08

Governor No. 1908
Under Conf. 12/1

(Subject.)

1908

7 Nov.

Gratuity to Mr. J. Hinkman

Inst. of Police.

Last previous Paper.

L
42386

Transmit computation gratuity of £69 10 4 recommended.

(Minutes.)

General Sept

H. J. R.

7/11/08

H. Hargreaves

The Governor, & probably in view of 22302, has not furnished the cutsheet required under head 15 of the form.

In sending form to the Treasury it will be necessary to give full information as to the circumstances attending the termination of Mr. Hinkman's office. That is, if it is deemed to recommend him for a gratuity.

V.H.

Sec 10

[Signature]

I held this up because it appeared to me to be contrary to all precedent & I wanted to make sure of the matter.

Copy Treas commo 10 Feb
To H. S. J. Hinkman 10/11/08
Award Conf

Mr. [Name] appears to be a [Name] with my
reputation & not [Name] those for [Name]
appears at [Name] he is not in Class II of
the Pensioner Reg. for Ireland. [Name]

On abolition of office, therefore he is entitled
to an annual allowance which in his case
will probably be commuted.

Propose that to the Treasury

C. H.
14 Jan

Mr. Harris

Is it possible to go into
[Name] with [Name] when you send on
[Name] [Name]

at once J. B.
19/1

D. [Name]
3/11

44480

Governor's Office, 08

Nairobi,

November 7th 1908.

~~EAST AFRICA PROTECTORATE~~

CONFIDENTIAL (121)

(Incl. 1)

My Lord,

With reference to Your Lordship's despatch Confidential of the 27th of August last, I have the honour to transmit herewith the computation of the gratuity to which Mr. J. Likeman, Inspector of Police, would appear to be entitled.

I have the honour to be,

With the highest respect,

My Lord,

Your Lordship's most obedient,

humble servant,



H. H. PRINCIPAL SECRETARY OF STATE

FOR THE COLONIES

DOWNING STREET,

LONDON, S.W.

Copy
COLONIAL PENSIONS, &c.

C-6 262
 44480
 4 SEC 08

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.)

1. Name of Applicant *John Longhurst Pakenham*

2. Office or Situation *Inspector of Police*

3. Recommended for *gratuity* at *£ 69 - 10 - 11*

4. Age *38*

5. Services in Years and Months *three years & three months*

6. Salary or Wages (Average for 36 months immediately preceding retirement) *£ 178 - 15 - 0*

7. Emoluments (Average value of property being 11% of salary, & gratuity to be repaid £559 of £1000 on 1/1/1907) *£ 29 - 12 - 10*

Total amount of Salary or Wages and Emoluments, on which Superannuation, &c., is claimed *£ 208 - 10 - 10*

Cause of retirement *abolition of his 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 | Allowances, &c. | Nature of Allowances, &c. |
|----------------------------|----------------------|---------------------|--------------|-----------------|---------------------------|
| <i>Inspector of Police</i> | <i>16 May 06</i> | <i>16 May 07</i> | <i>£ 180</i> | <i>Nil</i> | <i>Nil</i> |
| | <i>16 May 07</i> | <i>16 May 08</i> | <i>£ 190</i> | | |
| | <i>16 May 08</i> | <i>16 May 08</i> | <i>£ 200</i> | | |
| | <i>16 June 08</i> | <i>27 Sept 08</i> | | | |

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

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.

No

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 | | |
| 1 | | | |
| 1 | | | |
| 1 | | | |
| 10 | | | |
| 19 | | | |
| 10 | | | |
| 10 | | | |
| 10 | | | |
| 10 | | | |
| 10 | | | |
| 10 | | | |

Nil

15. Date of Cessation of Duty *left East Africa 25th March 1908*

16. Date of Cessation of Salary *27th September 1908*

17. Date from which, inductively, Pension will Commence *1st September*

18. Statement, if the circumstances warrant it, that the Applicant has discharged his duties with diligence and fidelity, to the satisfaction of the Local Officers or Officers of his Department. To be signed by any two of such Local Officers, if there shall be more than one, or by such Local 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.

12. Computation, by the *Treasurer* *Gratuity* Auditor General, of the *gratuity* *gratuity*

I certify that the *gratuity* which may be paid to the Applicant according to the Rules of the Colonial Service, amounts to *69-10-11*

and I enclose Certificate on the following calculation: *see statement attached*

J. P. Giff
Treasurer

Instructions referred to on page 1

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

Head 1. *Paper.*—In the case of an Officer serving in the West Coast of Africa, a statement it to be added whether he is a native of that Coast. (Colonial Regulations, 200)

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, this should be stated, and 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 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, 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. 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 10.—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 Selected Officer of the Government.

Head 11.—As to "broken" service, see *Head 5.*
If the Applicant has had any "broken" service, the details should be fully given, with a statement whether or not during the "broken" service he was connected with the Permanent Civil Service of the Government.

Head 12.—In special circumstances, a professional Civil Officer has been allowed to have "gratuate" practice without forfeiting his claim to Pension. See *Head 6.* to be fully stated.

Head 14.—If the Applicant is liable to any deduction from his service under Clause 102 of the Colonial Laws, the amount and date should be fully stated.

If the Applicant has any other particulars of his compensation due to be given, that an account should be given of the nature and amount of each, and if it is due to any other authority, it should be stated.

COMPUTATION OF GRATUITY

FOR

INSPECTOR J. L. LITHEMAN OF EAST AFRICA POLICE.

---00000---

Salary computed for the 36 months immediately before the date of his retirement.

| Months, Days. | Salary | Annual. |
|--------------------------------------------------|-----------|--------------|
| | | E.S.S. |
| From 28th September 1905 to 30th September 1905. | 3 £150 | 1. 5. 0. |
| " 1st October 1905 to 31st May 1906. | 8 - | 100. 0. 0. |
| " 1st June 1906 to 31st May 1907. | 12 - £180 | 180. 0. 0. |
| " 1st June 1907 to 31st May 1908. | 12 - £180 | 180. 0. 0. |
| " 1st June 1908 to 27th September 1908. | 3 27 £200 | 65. 0. 0. |
| | 36 - | £ 456. 5. 0. |

| | |
|-----------------------------------------------|--------------|
| Annual average salary | £ 126.25. 0. |
| Add 1/6th for value of free quarters | 23.12. 10 |
| | £ 149.37. 10 |
| Average monthly salary and emoluments | £ 12. 7. 7. |
| Period of service as below 4 years | 4 |
| | £ 50.10. 0. |

| | |
|------------------------------------------------|------------------------|
| Date of last appointment | 1st June 1906. |
| Date of retirement | 27th September 1908. |
| Actual service | 3 years and 3 months. |
| Add commuted allowance (2 years' service as 3) | 1 year and 7 months. |
| Total | 4 years and 10 months. |

44430

E.A. Protectorate
265



DRAFT.

The Secretary
To the Treasury.

Downing Street,
London, 1908.

Ans'd 6508/9

MINUTE.

Mr. Harris? Sir,

Mr.

Mr. Jones

Mr. Antribus.

Mr. Cox. 4

Sir C. Lucas.

Sir F. Hopwood.

Col. Seely.

The Earl of Crewe.

I am directed by the Earl of Crewe
to transmit to you a copy of a despatch from
the Governor of the East Africa Protectorate
relative to the retirement of Mr. Likeman,
Inspector of Police, on the abolition of his
appointment.

Conf. 7th Nov. 1908.

2. I am to explain that in the course
of the past year considerable changes have
been made in the organization of the East
Africa Police, with a view to placing it on a
much more efficient basis. Mr Likeman's

appointment

appointment as an Inspector of Police was
of a grade which was abolished with a view
to re-placing the holder by a different
grade of officer.

3. It will be observed that the Governor
has proposed a gratuity calculated as if
Mr Likeman had retired on the ground of ill-
health; but the Secretary of State ^{believes} under-

stands that such a method of dealing with
an abolished appointment is ^{not in accordance} altogether
^{with the usual} foreign to the practice of the Treasury,
and I am to enquire whether ^{the case} their Lordships
^{should not be dealt with on the same} are prepared to approve of the calculation
of an allowance in respect of the ^{annual} actual
abolition ^{of the} of the appointment in the usual
manner. ^{the Minister}

Mr Likeman's service
lasted only three years. Lord Cross under-
stands that under the general principles
observed by the Treasury, the annual allow-

allowance arrived at would be ^{personally} granted for a
lump sum.

4 Their Lordships will doubtless con-
sider whether any addition should be made to
Mr Likeman's services in respect of the
abolition of his appointment, but in this
connection I am to state that there are no
special grounds for favourable treatment.