

## CHAPTER 159

### **PENSIONS ACT**

*[13th May, 1933]*

Act 3 of 1933.  
Act 14 of 1935.  
Act 5 of 1936.  
Act 13 of 1937.  
Act 38 of 1948.  
Act 17 of 1950.  
Act 35 of 1950.  
Act 10 of 1954.  
Act 4 of 1956.  
Act 7 of 1956.  
Act 14 of 1957.  
Act 9 of 1966.  
Act 34 of 1967.  
Act 3 of 1970.  
Act 17 of 1971.  
S.I.95 of 1975.  
Act 6 of 1976.  
S.I.72 of 1976.  
Act 23 of 1976.  
Dec.48 of 1978.  
Dec.31 of 1979.  
S.I.93 of 1981.  
Act 5 of 1983.  
S.I.37 of 1983.  
S.I.42 of 1983.  
S.I.53 of 1985.  
Act 16 of 1985.  
S.I.29 of 1989.  
Act 10 of 1990.  
Act 03 of 1998.

### ARRANGEMENT OF SECTIONS

#### SECTION

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*Short title.*  
3/23/1976.

1. This Act may be cited as the Pensions Act.

*Definitions.*  
2/22/1933.  
8/14/1935.  
3/4/1956.  
2/14/1957.  
2/3/1970.  
2/17/1971.  
S.I.95/1975.  
S.I.72/1976.  
3/23/1976.  
S.I.29/1989.

2. In this Act -

"Pensionable office" means :

- (a) in respect of service under the Government of Seychelles, an office which has been declared by the Minister<sup>[1]</sup> by a notification published in the Gazette, to be pensionable. Such office may be declared in such notification to be pensionable with retrospective effect or during the tenure of such office by a particular person:

Provided that any office declared to be pensionable under this section may be declared at any time, by the Minister, by a notification published in the Gazette, to be no longer pensionable, due regard being had to existing rights;

- (b) in respect of other public service, an office which is a pensionable office under the law or regulations in force in such service;

"pensionable emoluments" -

- (a) in respect of service under the Government of Seychelles includes -

- (i) salary,
- (ii) personal allowance,
- (iii) house allowance,
- (iv) fees of office,
- (v) inducement allowance paid in respect of service on or after the first day of April, 1961, in pursuance of the Overseas Service Act, but

(1971 Ed)

does not include duty, entertainment or other allowance or any other emoluments whatever.

(b) in respect of other public service, means emoluments which count for pension in accordance with the law or regulations in force in such service;

"salary" means the salary attached to an office;

"personal allowance" means a special addition to such salary, granted personally to the holder for the time being of the office;

"house allowance" means the estimated value of free quarters, or the allowance paid in lieu thereof to which an officer is entitled under the terms of his appointment, as determined in accordance with the provisions of regulation 8(2) in the schedule to this Act or any regulation hereafter made amending or substituted for the same;

"fees of office" means any fees paid out of the Treasury by way of salary which have been declared by the Minister, by notification published in the Gazette, to be pensionable:

Provided that the amount to be allowed for fees shall not exceed twenty-five per centum of the actual salary of the office;

"public service" means service in a civil capacity under the Government of Seychelles or the Government of the United Kingdom of Great Britain and Northern Ireland or the Government of India or of a British Dominion, Colony or Protectorate or a territory under a British Mandate and any such other service as the Minister may determine to be "public Service" for the purpose of any provision of this Act;

Provided that service as a Governor or High Commissioner of a British Dominion, Colony or Protectorate or a territory under British Mandate or as a Governor in India shall be deemed to be public service except for the purposes of computation of pension or gratuity and of section 10 of this Act;

"other public service" means public service not under the Government of Seychelles;

"Service of the Colony or service of the Republic" means service in a civil capacity under the Government of Seychelles;

"the Colony" means the Colony of Seychelles;

*Minister may*

3.(1) It shall be lawful for the Minister from time to time,

*make pension regulations*

2/14/1935

3/14/1957

S.I.95/1975.

S.I.72/1976.

3/23/1976.

2/D31/1979.

S.I.29/1989.

to make, and when made, to vary, add to, and revoke regulations for the granting of pensions, gratuities and other allowances to persons who have been in the service of the Colony, or the service of the Republic or of both or to their heirs or legal representatives. Every such regulation when made, shall be laid before the People's Assembly and shall be published in the Gazette:

Provided that until varied or revoked by any such regulations, the regulations contained in the schedule shall be in force.

(2) The said regulations and any regulations varying or revoking the same as aforesaid, shall have the same force and effect for all purposes as if they were contained in this Act and the term "this Act", shall in the following sections, be read and construed accordingly.

(3) Any regulations made under this section may be given retrospective effect for the purpose of conferring a benefit upon or removing a disability attaching to any person.

*Pensions not of right.*

2 and 3/5/1936.

S.I.72/1976.

3/23/1976.

S.I.29/1989.

*4(1) No officer shall have an absolute right to compensation for past services or to pension, gratuity, or other allowance under this Act, nor shall anything herein or in such regulation contained, limit the right of the Government of Seychelles to dismiss any officer without compensation.*

(2) Where it is established to the satisfaction of the Minister that an officer has been guilty of negligence, irregularity or misconduct, the pension, gratuity or other allowance may be reduced or altogether withheld.

*Service not qualifying for pension.*

4/14/1957

2/5/1983.

2/16/1985.

5.(1) No pension, gratuity or other allowance shall be granted to any officer in respect of any service while on - agreement.

(2) Where, prior to the coming into force of this section, a person employed in the public service -

(a) in an office not being a pensionable office, has left the service on or before 31st December, 1978;

(b) in a pensionable office has left the service on or after 31st December, 1978

any period of service of such person while under the age of sixteen years shall be taken into consideration for the purpose of -

(i) determining the eligibility of such person to be paid any pension, gratuity or other allowance under the Act; or

- (ii) calculating the amount of such pension, gratuity or other allowance.

*Circumstances  
in which  
pensions may  
be granted.*

2/13/1937.

2/35/1950

2/9/1966

3/3/1970

S.I.95/1975.

2/6/1976.

S.I.72/1976.

3/23/1976.

S.I.29/1989.

2/10/1990.

6(1) No pension, gratuity or other allowance shall be granted to any officer except on his retirement from the public service in one of the following cases: -

(a) on or after attaining the age of fifty-five years, or in special cases with the approval of-

(i) the President on or after attaining the age of forty-five years; or

(ii) the Minister on the completion of twenty-five years of continuous service with the Government of Seychelles, whichever is the earlier.

(b) in the case of transfer to other public service, on or after attaining the age at which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity;

(c) on the abolition of his office;

(d) on compulsory retirement for the purpose of facilitating improvement in the organisation of the department to which he belongs, by which greater efficiency and economy can be effected;

(e) on medical evidence to the satisfaction of the Minister that he is incapable by reason of some infirmity of mind or body of discharging the duties of his office and that such infirmity is likely to be permanent;

(f) in the case of termination of service in the public interest as provided in this Act;

(g) in the case of non-commissioned officers and constables of the police force, on or after attaining the age of fifty years or, with the approval of the President at any time after attaining the age of forty-five. This provision shall be deemed to have come into operation on the first day of April, 1950;

(h) in the case of a designated officer, as defined in clause 1 of the agreement set out in the Schedule to the Overseas Act, if the officer's conditions are not fair and reasonable. This provision shall be deemed to have come into operation on first day of April, 1964.

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(1971 Ed)

(2) Notwithstanding subsection (1) or any other written law, a person who is entitled to a pension, gratuity or other allowance under this Act shall, -

(a) in the case of a pension, be paid the pension on his attaining the age of 55 years;

(b) in the case of gratuity or other allowance, be paid the gratuity or other allowance on his attaining the age of 55 years or on such earlier date as the President may in his absolute discretion decide.

(3) Subsection (2) shall not apply to a person -

(a) to whom any of the circumstances specified in subsection (1)(a) to (h) apply; or

(b) who is required to retire before attaining the age of 55 years by virtue of any other provision of this Act.

*Retirement on grounds of public interest.*

4/3/1970.

S.I.95/1975.

S.I.72/1976.

3/23/1976.

7. Where an officer's service terminates on the ground that, having regard to conditions existing in the public service, the qualifications of the officer and all the other circumstances of the case, such termination is desirable in the public interest and a pension, gratuity or other allowance cannot otherwise be granted to him under the provisions of this Act, the President, may, if he thinks fit, grant such pension, gratuity or other allowance as he thinks fit and proper, not exceeding in amount that for which the officer would be eligible if he retired from the public service in the circumstances described in paragraph (e) of section 6.

*Age of compulsory retirement.*

3/6/1976.

S.I.72/1976.

S.I.29/1989.

8. It shall be lawful for the Minister to require any officer to retire from the public service at any time on or after he has attained the age of forty-five years or on the completion by him of twenty-five years of continuous service in the employment of the Government of Seychelles.

*Maximum pension grantable.*

5/14/1957.

S.I.95/1975.

3/23/1976.

9.(1) A pension granted to an officer under this Act shall not exceed two-thirds of the highest pensionable emoluments drawn by him at any time in the course of his service under the Government of Seychelles.

(2) Where the officer has been or is granted a pension or pensions in respect of other public service he may be granted the full pension for which he is eligible in respect of his service under the Government of Seychelles, but no person may, at any time, draw from the funds of the Government of Seychelles an amount of pension which, when added to the amount of any pension or pensions drawn in respect of other public service, exceeds two-thirds of the highest pensionable emoluments drawn by such person at any time in the course of his service under the Government of Seychelles or in other public service:

Provided that where such a person receives in respect of some period of public service both a gratuity and a pension, the amount of such pension shall be deemed for the purpose of this subsection to be four-thirds of its actual amount.

(3) In a case falling under the limitation laid down by subsection (2), the amount of pension to be drawn from the funds of the Government of Seychelles shall be determined with due regard to the amount of any pension or pensions similarly to be drawn in respect of other public service.

(4) For the purpose of the preceding subsections an additional pension granted in respect of injury shall not be taken into account, but where the officer is granted such an additional pension, the amount of such additional pension which he may draw shall not exceed one-sixth of his highest pensionable emoluments at any time in the course of his public service by more than the sum by which the amount of his pension or pensions, apart from such additional pension, falls short of two-thirds of such highest emoluments.

Re-employment,  
effect on  
gratuity or  
pension.  
2/7/1956  
2/34/1967  
S.I.95/1975  
S.I.72/1976  
3/23/1976  
S.I.29/1989.

10(1) If any officer to whom a gratuity without pension has been granted under this Act is reappointed to any office in the service of the Colony or the service of the Republic, his previous service may be taken into account for the purposes of pension if he refunds the gratuity on such reappointment.

(2) If an officer to whom a pension has been granted under this Act is appointed to another office in the public service, the payment of his pension may, if the Minister thinks fit, be suspended during the period of his re-employment.

Pensions,  
etc., not to  
be assignable.  
3/23/1976.

11.No pension, gratuity or other allowance granted under this Act shall be assignable or transferable or liable to be attached, sequestered or levied upon, for or in respect of any debt or claim whatsoever other than a debt due to the Government.

Pensions,  
etc., to cease  
on bankruptcy  
S.I.95/1975  
S.I.72/1976.  
3/23/1976.  
S.I.29/1989.

12.If any officer to whom a pension or other allowance has been granted under this Act, is adjudicated a bankrupt or is declared insolvent by judgment of the court, then such pension or allowance shall forthwith cease :  
Provided always that in any case where a pension or allowance ceases by reason of the bankruptcy or insolvency of the pensioner, it shall be lawful for the Minister from time to time, during the remainder of such pensioner's life, or during such shorter period or periods either continuous or discontinuous, as the Minister shall think fit, to cause all or any part of the moneys to which such pensioner would have been entitled by way of pension or allowance had he not become a bankrupt or insolvent, to be paid to or applied for the maintenance and personal support or benefit of all or any, to the exclusion of the other or others, of the following persons, namely such

pensioner and any wife, child or children of his, in such proportions and manner as the Minister thinks proper and such moneys shall be paid or applied accordingly.

Pensions,  
etc., to  
cease on  
conviction.  
S.I.95/1975.  
S.I.72/1976.  
3/23/1976.  
S.I.29/1989.

13. If any officer to whom a pension or other allowance has been granted under this Act is sentenced to a term of imprisonment by any competent court, whether within or without Seychelles, for any crime or offence, then in every such case it shall be lawful for the Minister to order that such pension or allowance shall forthwith cease and after such order, such pension or allowance shall not be paid: Provided always that the pension or allowance shall be restored with retrospective effect, in the case of a person who after conviction at any time receives a free pardon:  
And provided further that where a pension or allowance ceases for the reason aforesaid, it shall be lawful for the Minister, to cause all or any part of the moneys to which the pensioner would have been entitled by way of pension or allowance, to be paid to or applied for the benefit of any wife, child or children of the pensioner, or after the expiration of his sentence, also for the benefit of the pensioner himself, in the same manner precisely and subject to the same qualifications and restrictions as in the case of bankruptcy or insolvency hereinbefore provided.

Pensions,  
etc., to cease  
on accepting  
certain  
appointments.  
S.I.95/1975  
S.I.72/1976  
3/23/1976  
S.I.29/1989.

14.If any officer to whom a pension or other allowance has been granted under this Act becomes either a director of any company the principal part of whose business is in any way directly concerned with Seychelles, or an officer or servant employed in Seychelles by any such company, without in every such case the permission of the Minister in writing first had and obtained, then in every such case, it shall be lawful for the Minister to direct that such pension or allowance shall forthwith cease:  
Provided always, that it shall be lawful for the Minister on being satisfied that the person in respect of whose pension or allowance any such direction shall have been given has ceased to be a director of such company or to be employed as an officer or servant of such company in Seychelles, as the case may be, to give directions for the restoration of such pension or allowance with retrospective effect, if he shall see fit, to such a date as he shall specify.

Gratuity  
when an  
officer dies  
in the service  
or after  
retirement.  
2/10/1954.  
3/7/1956.  
2/34/1967.  
S.I.72/1976.

15(1)(a) Where an officer holding a pensionable office who is not on probation or agreement, dies while in the service of the Colony or the service of the Republic it shall be lawful for the Minister to grant to his heirs or legal representatives a gratuity of an amount not exceeding either his annual pensionable emoluments, or his commuted pension gratuity, if any, whichever is the greater, and such gratuity shall be deemed for all purposes to form part of the estate of such deceased officer.



3/23/1976  
S.I.29/1989

(b) For the purposes of this subsection -

(i) "annual pensionable emoluments" means the emoluments which would be taken for the purpose of computing any pension or gratuity granted to the officer if he had retired at the date of his death in the circumstances described in paragraph (e) of Section 6;

(ii) "commuted pension gratuity" means the gratuity, if any, which might have been granted to the officer under Regulation 17 of the schedule if his public service had been wholly in the Colony or in the Republic or in both and if he had retired at the date of his death in the circumstances described in paragraph (e) of Section 6 and elected to receive a gratuity and reduced pension.

(2) Where any such officer to whom a pension, gratuity or other allowance has been granted under this Act dies after retirement from the service of the Colony or service of the Republic, and the sums paid or payable to him at his death on account of any pension, gratuity or other allowance in respect of any public service are less than the amount of the annual pensionable emoluments enjoyed by him at the date of his retirement, it shall be lawful for the Minister to grant to his heirs or legal representatives a gratuity equal to the deficiency and such gratuity shall be deemed for all purposes to form part of the estate of the deceased officer.

(3) The provisions of this section shall not apply in the case of the death of any officer where benefits corresponding to the benefits which may be granted under this section, are payable under the Colonial Superannuation Scheme in respect of such death.

Gratuity  
when pen-  
sioner dies.  
4/14/1935.  
SI. 72/1976.  
SI. 29/1989.

16. Whenever a public officer shall die, to whom a pension under the pension laws has been granted (with or without the option of a gratuity and reduced pension), it shall be lawful for the Minister to order that a gratuity of one month's pension from the day following the date of his death, shall be paid to his heirs or legal representatives and such gratuity shall be deemed for all purposes to form part of the estate of such deceased officer.

Minister's  
decision  
final.  
2/5/1983.  
S.I.29/1989.

17.(1) The decision of the Minister on any question which arises as to the application of sections 15 and 16 to any person or as to the amount to be paid to any person, shall be final.

(2) Any payment made in pursuance of sections 15 and 16 shall be valid against all persons whatever, and all persons acting under the provisions of the said sections shall be absolutely discharged from all liability in respect of any moneys duly paid or applied by them.

Pensions,

18(1) Where an officer holding a pensionable office who is

etc., to dependants when an officer is killed on duty.  
6/14/1935.  
2/23/1948.  
3/9/1966.  
2/34/1967.  
S.I.72/1976.  
2/5/1983.  
S.I.29/1989.

not serving on probation or agreement dies as the direct result of injuries received -

- (a) in the actual discharge of his duty, and
- (b) without his own default, and
- (c) on account of circumstances specifically attributable to the nature of his duties, while in the service of the Colony or the service of the Republic, it shall be lawful for the Minister, to grant, in addition to the grant if any made to his heirs or legal representatives in accordance with section 15 -

(i) if the deceased officer leaves a widow, a pension to the widow while unmarried and of good character, at a rate not exceeding ten-sixtieths of his pensionable emoluments at the date of the injury or ten pounds a year whichever be the greater, and also a gratuity to each child alive and under the age of fifteen years at the date of the father's death, not exceeding one pound for each year that the child's age on his birthday immediately preceding his father's date was less than fifteen years, and a gratuity not exceeding fifteen pounds to any posthumous child: Provided that the gratuities so granted shall not in the aggregate be less than ten pounds nor more than sixty pounds;

(ii) if the officer's wife predeceases him or if no pension is granted to her under the preceding paragraph and he leaves children who would have been eligible for gratuity if a pension had been granted to the widow, gratuities of twice the amount of the gratuities for which they would have been eligible in such circumstances;

(iii) if the deceased officer does not leave a widow and his mother was wholly or mainly dependent on him for her support, a pension to the mother while of good character and without adequate means of support, at a rate not exceeding the rate of the pension which might have been granted to his widow:

Provided that -

(a) if the mother is a widow at the time of the grant of the pension and subsequently remarries such pension shall cease as from the date of remarriage; and

(b) if the mother is not a widow and it appears that the deceased's father is in a position to support her such pension shall cease from such date as the Minister may determine.

(2) When an officer who is not qualified for either pension or gratuity dies in the circumstances mentioned in subsection (1), it shall be lawful for the Minister to grant the pension or gratuities which might have been granted if his case had fallen under subsection (1).

(3) An officer who dies as a result of injuries received while travelling by air in pursuance of official instructions shall be deemed to have died in the circumstances detailed in paragraphs (a) and (c) of subsection (1):

Provided that in such a case and if the provision of paragraph (b) is also satisfied the rates of pension prescribed in paragraph (i) of that subsection shall be fifteen-sixtieths.

Application  
of Act.  
7/14/1935.  
S.I.7/2/1976.  
3/23/1976.

19. The provisions of this Act shall apply to all officers serving in the Colony or in the Republic or in both, at or after the commencement of the Act, and to all those who having served in the Colony have, before the commencement of the Act, been transferred to other public service and were still serving at the date of the commencement of this Act.

Provided that nothing herein contained or under any regulations framed under this Act shall be deemed to diminish the rights acquired by any person under the Pensions Act 1902 and 1928.

War service  
to count for  
pension  
purposes.  
2/17/1950.  
S.I.72/1976.  
3/23/1976.  
2/5/1983.

20. Where an officer shall have served with His Majesty's Forces in time of war, or in the Royal Pioneer Corps, and before so serving shall have been employed in the public service, the following provisions shall have effect: -

(i) During the period of such service in His Majesty's Forces or in the Royal Pioneer Corps, including any period after the termination of the war (in this section referred to as "military service"), he shall be deemed, for the purposes of this Act, to have been on leave on full salary from the public service in which he was last employed, and to have held the substantive office last held by him in that service, prior to military service.

(ii) During any period between his leaving the public service for the purpose of serving in His Majesty's Forces or in the Royal Pioneer Corps and the date of his commencing military service, he shall, for the purposes of this Act be deemed to be on leave without pay, not granted on grounds of public policy, from the public service in which he was last employed, and to have held the substantive office last held by him in that service, prior to military service; and during any period between the termination of his military service and the date of his

re-entering the public service he shall, for the said purposes, be deemed to be on leave as aforesaid from the service, and to have held the substantive office, in which he is re-employed:

Provided that -

(a) this section shall not apply when either period mentioned in paragraph (ii) of this section exceeds six months, or such longer period as the Minister, may in any special case determine; or if the officer fails, after serving with His Majesty's Forces or in the Royal Pioneer Corps, to re-enter the public service otherwise than in circumstances in which he would be permitted, under the law applicable to the public service in which he is last employed prior to military service, to retire on pension or gratuity, such circumstances arising not later than the expiration of six months, or such longer period as may be determined as aforesaid, after the termination of his military service;

(b) if during any period mentioned in paragraph (i) of this section the officer shall have qualified for pension, or received emoluments in lieu of pension rights, actually in respect of military service, paragraph (i) of this section shall, as respects that period, have effect as if the words "leave without salary not granted on grounds of public policy" were substituted for the words "leave on full salary";

(c) if during his military service the officer shall be injured or killed, he shall not, for the purposes of section 18 of this Act and regulation 13 in the Schedule to this Act, be deemed to have been injured or killed in the discharge of his duty;

(d) the provisions of this section which require that the officer shall be deemed to have held a specified office and to have been on leave from a specified service shall not apply in respect of any period during which he shall actually have held any other substantive office and have been on leave from any public service;

## THE SCHEDULE

### [SECTION 3]

## REGULATIONS FOR THE GRANTING OF PENSIONS, GRATUITIES, AND OTHER ALLOWANCES TO PERSONS WHO HAVE BEEN IN THE PUBLIC SERVICE OF THE COLONY OR THE REPUBLIC

### PART I

G.N. 128/1934.  
G.N. 317/1949.  
3.4.1956.  
S.I.72/1976.  
WHO  
Dec. 48/1978.  
S.I.93/1981.  
S.I.37/1983.  
S.I.42/1983.

- |          |   |
|----------|---|
| Citation | 1.(1) These regulations may be cited as the Pensions Regulations. |
| Pensions | (2) Subjects to the provisions of the Pensions Act,               |

to whom and  
at what rates  
to be granted

S.I 72/1976.

(hereinafter called "the Act") and of these regulations, every officer holding a pensionable office in Seychelles, and who has been in the service of the Colony or service of the Republic or of both in a civil capacity for ten years or upwards, may be granted a pension at the rate of one six-hundredth of his pensionable emoluments in respect of each completed month of his pensionable service, subject to the limit described in section 9 of the Act.

Gratuities  
where length  
of service  
does not  
qualify for  
pension.

2. Every officer otherwise qualified for a pension, who has not completed the minimum period of service qualifying for a pension may be granted on retirement, a gratuity not exceeding five times the annual amount of the pension which, if there had been no qualifying period, might have been granted to him under regulation 1.

Period of  
service in  
Seychelles  
qualifying  
for pension

or gratuity  
defined.

S.I 72/1976

3. Subject to the provisions of sections 5 of the Act and of these regulations, service qualifying for pension or gratuity, as the case may be, shall be the inclusive period between the date on which an officer begins to draw salary or half salary from the funds of the Colony or the Republic and the date of his leaving the service of the Colony or service of the Republic, as the case may be.

Service to be  
unbroken.

S.I.72/1976.

2/D48/1978.

G.N. 236/1978.

S.I.29/1989.

4.(1) Service in respect of which pensions or gratuities may be granted must be unbroken, except in cases where the service has been interrupted by abolition of office or other temporary suspension of employment, not arising from misconduct or voluntary resignation:

Provided that service prior to a break of service may be allowed to count for pension together with service subsequent to such break, if the whole intervening period has been spent in some other employment under the Government of Seychelles.

Service in  
forces.

G.N. 155/1944.

(2) Where a public officer has resigned his office in the Colony during the period from the 4th of August, 1914, to the 11th November, 1918, in order to join the Armed Forces of His Majesty's and he joined these Forces within three months from the date of such resignation and has within six months from his demobilisation from those Forces been reappointed to the service of the Colony or appointed to other public service, it shall be lawful for the Minister notwithstanding the provisions of paragraph (1) hereof to take into account in computing the pension or gratuity of such public officer his service in the Colony prior to such resignation, and further to count as service in the office from which he resigned the period from the date of his resignation to that of his demobilisation.

In this regulation "resign" and "resignation" shall include refusal to enter into a fresh engagement of service and dismissal from the service of the Colony for absence from Seychelles without leave, and "demobilisation" shall include dispersal or disembodiment.

(3) Notwithstanding the provisions of sub-regulation (1) where a public officer -

- (i) has completed five years' service; and
- (ii) has resigned; and
- (iii) has within two months from the date of such resignation applied to be reappointed to the service; and
- (iv) has been reappointed to the service,

the Minister may declare that the officer's service shall be deemed to be unbroken and the service prior to the break, the period of the break, and the service subsequent to such break shall count for pension.

Computation  
of pensions  
and gratuities.  
Leave of  
absence.  
S.I.72/1976.

5. For the purpose of computing the amount of an officer's pension or gratuity the following periods shall be taken into account as pensionable service: -

- (a) any periods during which he has been on duty;
- (b) any period during which he received half salary from the funds of the Government of Seychelles while proceeding to Seychelles on first appointment;
- (c) any periods during which he has been absent from duty on leave with full salary or on commuted leave or on leave on half salary:

Provided that any period during which an officer has been absent on leave on half salary, save as provided in paragraph (d) of this regulation, shall be counted at the rate of one month for every two months of such period;

- (d) any periods during which he has been absent from duty on leave either on half pay or without salary granted on grounds of public policy and during which he has not qualified for pension or gratuity in respect of other public service;

and any periods during which he has been absent on leave, other than those specified above, shall be deducted from the officer's total service in order to arrive at his period of pensionable service.

War service

6. For the purpose of computing the amount of pension or

not to  
prejudice  
pension rights.

S.I.72/1976.  
S.I.29/1989.

gratuity of an officer who, during some period of his service in a pensionable office in the Colony or the Republic has served, with the consent of the Minister with His Majesty's Armed Forces or in any other capacity connected with a state of war, the whole or any part of such period may be taken into account.

Service with  
Royal Pioneer  
Corps not to  
prejudice  
pension  
rights.

S.I.37/1983  
S.I.42/1983.

Computation  
of pensions,  
etc., on what  
emoluments to  
be based.

S.I.72/1976.  
S.I.53/1985.

House allowance.

7. For the purpose of computing the amount of pension or gratuity of an officer who, during some period of his service in a pensionable office in the Colony served overseas in the Royal Pioneer Corps, the whole or any part of such period may be taken into account.

8(1) For the purpose of computing the amount of an officer's pension, the full pensionable emoluments payable to him at the date of his retirement or, in the case of an officer retiring or attaining the age of 55 years after 31st December, 1978, his full pensionable emoluments payable on 31st December, 1978 shall be taken.

(2) In computing the amount of pension, compensation or allowance to be granted to any person under the provisions of the Act the house allowance which may be added to the officer's salary shall be the notional house allowance to which the officer was entitled, irrespective of the amount of rent paid for, or of the rental value of, the quarters occupied by him:

Provided that in any case any such house allowance shall not be allowed to count for more than one-sixth of his other pensionable emoluments.

Acting  
service.

S.I.72/1976.

9. Where an officer has performed acting service in a pensionable office in the Colony or in the Republic the period of such service may be taken into account as pensionable service, provided that -

(a) the period of such acting service was not part of the pensionable service of the previous holder of the office and does not fall to be reckoned as part of the officer's own pensionable service in other public service;

(b) this period of service is immediately preceded or followed by service in a substantive capacity in a pensionable office in the Colony or the Republic.

Abolition or  
re-organization

10 If an officer holding a pensionable office retires from the public service in consequence of the abolition of his office or

of office.  
S.I.2/1967.

for the purpose of facilitating improvements in the organisation of the department to which he belongs, by which greater efficiency or economy may be effected, he may -

(c) if he has been in the public service for less than ten years, be granted in lieu of any gratuity under regulation 2 or regulation 30, a pension under regulation 1(2), 21, 22 or 23, as the case may be, as if the words "for ten years or upwards" were omitted from regulation 1(2);

(b) if he retires from the public service under the Government of Seychelles be granted an addition to his pension at the annual rate of one-hundred-and eightieth of his pensionable emoluments for each complete year of his pensionable service:

Provided that -

(i) the addition shall not exceed thirty one-hundred-and-eightieths of such pensionable emoluments; and

(ii) the addition together with the remainder of the officer's pension shall not exceed the pension for which he would have been eligible if he had continued to hold the office held by him at the date of his retirement, and retired on reaching the age of fifty-five years, having received all increments for which he would have been eligible by that date.

Additional  
pension to  
designated  
officers.

S.I.2/1967.

11. Where an officer, who is permitted to retire from the public service in the circumstances mentioned in paragraph (h) of section 6 of the Act, is granted a pension under the Act, he may also be granted the addition to his pension for which he would have been eligible if he had retired from the public service in the circumstances mentioned in paragraph (c) of that section.

Rates of  
gratuity on  
abolition when  
service less  
than ten years.

12. In the case of an officer whose office is abolished and whose length of service is not such as to entitle him to a pension, a special gratuity not exceeding one-eighth of a month's pensionable emoluments for each complete month of service may be granted.

Officers  
retiring on  
account of  
injuries.

13.(1) Where an officer has been permanently injured -

(a) in the actual discharge of his duty, and

(b) without his own default, and

(c) by some injury specifically attributable to the nature of his duty,



and his retirement is thereby necessitated or materially accelerated, he may, if he is qualified for a pension under regulation 1, be granted, in addition to the pension granted to him under that regulation, an additional pension at the rate of the proportion of his actual pensionable emoluments at the date of his injury appropriate to his case as shown in the following table -

When his capacity to contribute to his own support is -

slightly impaired	...	...	...	...five-sixtieths
impaired...	...	...	...	... ten-sixtieths
materially impaired	...	...	...	... fifteen-sixtieths
totally destroyed	...	...	...	... twenty-sixtieths:

Provided that the amount of the additional pension shall, be reduced to such an extent as the Minister shall think reasonable in the following cases -

- (a) where the injured officer has continued to serve for not less than one year after the injury in respect of which he retired;
- (b) where the injured officer is fifty years of age or upwards at the date of his injury; or
- (c) where the injury is not the sole cause of retirement, but the retirement is caused partly by age or infirmity not due to the injury:

Provided also that the total amount of the additional pension shall not exceed the amount prescribed in subsection (4) of section 9 of the Act.

Pensions to injured officers where service less than ten years.  
G.N. 128/1934.

(2) An officer so injured, whose length of service is not such to qualify him for a pension under regulation 1, but who is qualified for a gratuity under regulation 2, may nevertheless be granted in lieu of such gratuity a pension at the rate of one six-hundredth part of his pensionable emoluments for each complete month of pensionable service together with such additional pension as might be awarded to him under the preceding part of this regulation if he were qualified for pension.

Allowance to injured officers without qualification to pension or gratuity.

(3) An officer so injured who is not qualified for either a pension under the regulation 1 or a gratuity under regulation 2 may nevertheless be granted an allowance payable monthly at the same rate as the additional pension which he might have been granted if he had been so qualified. 3/38/1948.

3/23/1948.

(4) An officer who is permanently injured while travelling by air in pursuance of official instructions shall be deemed to have been injured in circumstances detailed in paragraphs (a) and (c) of sub-regulation (1):

Provided that in such a case and if the provision of paragraph (b) is also satisfied the rates of pension prescribed in that sub-regulation shall be seven and a half sixtieths, fifteen-sixtieths, twenty-two and a half sixtieths and thirty sixtieths respectively.

Computation  
of pensions.  
Re-employed  
pensioners.  
S.I.72/1976.  
S.I.53/1985.

14.If any officer to whom a pension has been granted from the funds of the Government of Seychelles is appointed to another office in the service of the Colony or the Republic, and subsequently retires in circumstances in which he may be granted a pension or, in the case of an officer to whom section 6(2) of the Act applies, subsequently attain the age of 55 years, he may be granted in lieu of his previous pension, a pension computed as if the periods of his service had been continuous, and such pension may be based on his pensionable emoluments on his previous or final retirement from the service of the Colony or Republic, whichever may be the greater:

Provided that if on his previous retirement he was paid a gratuity and reduced pension, the gratuity to be paid to him on final retirement shall be reduced by the amount of the gratuity already paid.

Officers  
enjoying  
private  
practice.  
S.I.72/1976.  
S.I.23/1989.

15.If a pension is granted to any officer, who during any portion of the ten years preceding his retirement has been allowed the private practice of his profession, the addition to be made for professional or special qualifications referred to in the next following regulation shall be determined by the Minister in each case and no fees of office shall be included in his pensionable emoluments in computing his pension.

Professional  
qualifications.  
G/N/128/1934.  
S.I.72/1976.

16.In computing the pension of an officer who, on retirement from the service, holds one of the offices mentioned in Schedule 1 to these regulations, there may be added to his pension calculated under regulation 1, an additional pension calculated on the number of six-hundredths of his pensionable emoluments at the date of retirement set out in that Schedule:

Provided that -

(a) no addition shall be made so as to give an officer a total pension the annual value of which is higher than the maximum of two-thirds of the highest pensionable emoluments drawn by him at any time in the course of his service;

(b) the full addition shall not be made unless he had served ten years in the office from which he retires or in an office of the same or a higher class. If however he has served less than ten years in such an office or offices, an addition may be made which shall have the like proportion to the full addition which the number of completed months he has served in such capacity, bears to ten years.

(c) if he has during the ten years immediately preceding his retirement been promoted from an office of a lower class, a further addition may be made which shall have the like proportion to the full addition allowed for such lower class which the difference between ten years and the number of months he has served in the office or offices of the higher class, or the number of months he has served in the office of the lower class, if such number be less than the above mentioned difference, bears to ten years;

(d) the additional pension granted under this regulation shall in no case be calculated on a number of six-hundredths in excess of the number of months by which the officer's age at the date of his entering the pensionable service of the Government of Seychelles exceeded twenty-years.

Gratuity and  
reduced  
pension.  
G.N. 276/1947.  
P. 27/1954.  
S.I.2/1967.  
S.I.72/1976.  
S.I.29/1989.

17.(1) Any officer to whom a pension is granted under the Act may, at his option exercisable as hereinafter provided, be paid in lieu of such pension, a pension at the rate of three-fourths of such pension together with a gratuity equal to twelve and a half times the amount of the reduction so made in the pension:

Provided that in the case of an officer who is permitted to retire from the public service in the circumstances mentioned in paragraph (h) of section 6 of the Act, the factor corresponding to the age of the officer as set out in Schedule 4 to these regulations shall, whenever it is different, be used instead of twelve and a half for the purpose of computing the gratuity under this regulation.

(2) The option referred to in sub-regulation (1) shall be exercisable, and if it has already been exercised may be revoked, not later than the day immediately preceding the date of such officer's retirement:

Provided that if the officer does not exercise the option prior to the day preceding the date of his retirement, the Minister may, if it appears to him in all the circumstances equitable so to do, allow him to exercise the option at any time between that date and the actual date of award of pension under the Act.

(3) Subject to the provisions of sub-regulation (2) if an officer has exercised the option his decision shall be irrevocable so far as concerns any pension to be granted to him under the Act.

(4) If an officer who has not exercised the option dies after he has finally retired but before a pension has been awarded under the Act, it shall be lawful for the Minister to grant a gratuity and a reduced pension as provided in sub-regulation (1), as if the officer before his death had exercised the option.

Special  
gratuity for  
certain  
officers.  
S.I.53/1967.

18. Where an officer who is permitted to retire from the service of the Colony or Republic in the circumstances mentioned in paragraph (h) section 6 of the Act, is granted by a Grouped Government both a pension and a gratuity, having elected to receive that pension and that gratuity in lieu of a pension of greater amount, he may be granted, in addition to the gratuity that may be granted to him under regulation 17, a gratuity equal to the amount, if any, by which the amount produced by -

(a) subtracting the annual amount of the pension granted to him by the Grouped Government from the annual amount of the pension that would have been granted to him by that Government had he not elected to receive the gratuity and reduced pension, and

(b) by multiplying the resulting amount by the appropriate factor as defined in Schedule 4 to these regulations,

exceeds the amount of the gratuity granted to him by the Grouped Government.

Officers is non-  
pensionable  
office prior to  
1st January 1979  
SI. 69/1996

18A Where a person is unable, for reason, beyond the control of that person, to furnish satisfactory proof of that person's service under the Government or the length of service or the reasons for the removal from or termination of such service so as to qualify for the payment of the special allowance payable to officers who held a non-pensionable office under the Government prior to 1st January 1979 in accordance with the law applicable on that day, the President may -

(a) having regard to the special circumstances of the case; and

(b) where undue hardship would ensue by the refusal of the payment of the special allowance,

authorise the payment of such sum as an allowance payable monthly or as a capital sum.

## PART II

### SPECIAL REGULATIONS FOR OFFICERS WITH OTHER PUBLIC SERVICE

#### Definitions

G.N. 317/1949

G.N. 239/1934.

P.48/1956.

19. For the purpose of these regulations -

(a) the term "Grouped Government" means -

(i) the Government of any territory or any authority mentioned in Schedule 2 to these regulations;

(ii) the Government of Ceylon in respect of any officer appointed to the service of that Government prior to the 4th day of February, 1948;

(iii) the Government of Palestine, in respect of any officer appointed to the service of that Government prior to the 15th day of May, 1948.

(b) the term "Service in the Group" means service under the Government of Seychelles and under a grouped Government or Governments.

#### Application of regulations in Part I.

S.I.72/1976.

20. Subject to the succeeding regulations, the provisions of regulations 14, and 17 shall apply to the case of an officer who has been transferred to or from the service of the Colony or Republic from or to other public service, and the provisions of regulations 3, 4, 5, and 8 shall apply to the case of an officer so transferred as if his whole service had been in the Republic.

Provided that, in the application of regulation 17 to cases falling under the limitation of subsection (2) of section 9 of the Act, the words "such pension" in that regulation shall mean the amount of pension which he might have drawn from the funds of Government of Seychelles if he had not elected for a gratuity and reduced pension.

#### Pension for service wholly within group.

G.N. 128/1934.

G.N. 167/1934.

G.N/ 239/1934.  
3/4/1956.

P. 69/1952.

S.I. 2/1967.

21(1) Where the other public service of an officer has been wholly under one or more of the Grouped Governments, and his aggregate service would have qualified him, had he been wholly in Seychelles, for a pension under the Act he may, on his retirement from the public service in circumstances in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity, be granted a pension from Seychelles of such an amount as shall bear the same proportion to the amount of pension for which he would have been eligible had his service been wholly in Seychelles as the aggregate amounts of his pensionable emoluments during his service in Seychelles shall bear to the aggregate amount of his pensionable emoluments throughout his service in the group.

(2) In determining for the purposes of this regulation the pension for which an officer would have been eligible if his service had been wholly in Seychelles -

(a) the final pensionable emoluments taken shall be those of his last period of service in the group;

(b) no regard shall be had to regulations 13 or 16;

(c) regard shall be had to the condition that pension may not exceed two-thirds of the highest pensionable emoluments;

(d) no period of other public service under any Grouped Government which does not grant a pension or gratuity to the officer shall be taken into account.

(3) For the purpose of this regulation the aggregate amount of his pensionable emoluments shall be taken as the total amount of salary which the officer would have drawn and the total amount of the other pensionable emoluments which he would have enjoyed had he been on duty on full pay in his substantive office or offices throughout his period of service in the group subsequent to the attainment of the age of sixteen years:

Provided that in calculating the aggregate amount of his pensionable emoluments no account shall be taken of any service under any Grouped Government which does not grant the officer a pension or gratuity, or of any period of leave without salary or with salary at a special rate which was granted to him in order to make continuous service interrupted either by abolition of office or in consequence of a reorganisation designed to effect greater efficiency and economy:

Provided further that where an officer entered the public service prior to the first day of January, 1930, his pension in respect of his service in Seychelles may be calculated as though any Grouped Government under which he has served had not been included in Schedule 2 to these regulations if this should be to his advantage.

Pension  
where other  
service not  
within the  
Group.  
P. 69/ 1952.

22. Where the other public service of an officer has not included service under any of the Grouped Governments and his aggregate service would have qualified him had it been wholly in Seychelles for a pension under these regulations, he may, on his ultimate retirement from the public service in circumstances in which he is permitted by the law or regulation of the service in which he is last employed to retire on a pension or gratuity, be granted in respect of his service in Seychelles a pension at the rate of one six-hundredth of the amount of his pensionable emoluments at the date of his retirement or transfer, as the case may be, from the service of the Colony or Republic for each calendar month of his pensionable service in Seychelles.

Pensions where other service both within and not within group.

23. Where a part only of the other public service of an officer has been under one or more of the Grouped Governments the provisions of regulation 21 shall apply but in calculating the amount of pension, regard shall be had only to service in the the Group.

Pensions where other service both within and not within the Group.

24.(a) Where the other public service of an officer has not been wholly under one or more of the Grouped Governments but has been in whole or in part under a Government in Schedule 3 hereof and his aggregate service would have rendered him eligible, had it been wholly in Seychelles, for a pension under this Act, he may, on his ultimate retirement from the public service in circumstances in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity, be granted, in lieu of the pension which might be granted under regulations 21 and 22 as the case may be, a pension from the funds of the Government of Seychelles of an amount equal to the arithmetic mean between the pension which he could have been granted from the funds of the Government of Seychelles if his service had been wholly under one or more of the Grouped Governments and the pension which he would receive from the funds of the Government of Seychelles in the absence of this regulation.

P. 69/1952.  
S.I.72/1976.  
S.I.29/1989.

(b) It shall be lawful for the Minister by notice published in the Gazette to bring any other Government within the scope of this regulation or to remove therefrom any Government included therein provided that any such amendment shall be laid before the People's Assembly at its next meeting and the Assembly may, by way of resolution, confirm or disallow same:

Provided that the pension which may be granted under this regulation shall not exceed the pension which the officer would receive from the funds of the Government of Seychelles in the absence of this regulation by more than one-third of the latter.

Additional pension in respect of professional qualifications.

25. Where an officer has been transferred to or from the service of the Government of Seychelles from or to other public service and held at the date of his transfer or retirement, as the case may be, from the service of the Government of Seychelles one of the offices mentioned in regulation 16 he may on his ultimate retirement from the public service in circumstances in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity be granted in addition to the pension granted to him under regulation 21, 22 or 23, as the case may be, an additional pension which shall bear to the additional pension which he might have received under regulation 16 if he had had no other public service, the same proportion which the

length of his pensionable service in Seychelles bears to the length of his total pensionable service in the public service:

Provided that -

- (a) he shall not be disqualified from receiving an additional pension by reason of the fact that his service in Seychelles would not by itself have rendered him eligible for a pension; and
- (b) in determining the additional pension which he might have received if he had had no other public service, regard shall be had to his age at the date of his first entering the public service but regard shall not be had (save for the purposes of the proviso (c) of this regulation) to proviso (b) and (c) to regulation 16; and
- (c) the additional pension actually granted under this regulation shall not be greater than that which might have been granted under regulation 16 if he had no other public service.

Regulations  
16 and 25  
cease to have  
effect.  
Saving.  
G.N. 67/1937.

26. From and after the first day of January, 1937, the provisions of regulations 16 and 25 shall cease to have effect:

Provided that for the purpose of computing the pension of an officer who shall have held any office mentioned in Schedule 1 to these regulations prior to the first day of January, 1937, such sections shall be deemed to continue in force in respect of his tenure of that office, but no service subsequent to his appointment on or after that date to any other office, whether in Seychelles or in other public service, shall be taken into account as service in an office mentioned in the said Schedule in computing an addition to his pension under those sections.

Additional  
pension in  
respect of  
abolition or  
re-organisa-  
tion of office.

27. Where an officer who has been transferred from other public service and whose aggregate service would have qualified him had it been wholly in Seychelles for a pension under these regulations is compulsorily retired from the public service in circumstances mentioned in regulation 10 he may if at the time of such retirement he is in the service of the Government of Seychelles be granted from the funds of the Government of Seychelles in addition to the pension granted to him under regulation 21, 22 or 23, as the case may be, an additional pension equal to the additional pension which might have been granted to him if his total pensionable service had been in Seychelles.

Pension in  
respect of  
abolition of  
office or  
injury after

28. Where by reason of the fact that an officer whose case falls under regulation 27 has held a pensionable office in Seychelles for less than twelve months he is not eligible for a pension under regulation 21, 22 or 23 as the case may be, he may nevertheless if at the time of his retirement he is in the



less than  
twelve months  
in Seychelles.  
S.I. 2/1967.

service of the Government of Seychelles be granted from the funds of the Government of Seychelles a pension of the same amount as the additional pension allowed by regulation 27.

Gratuities  
where length  
of service  
does not  
qualify for  
pension.

29.(1) Where an officer who has been transferred to or from the service of the Government of Seychelles from or to other public service retires from the public service in circumstances in which he is permitted by the law or regulations of the service in which he is last employed to retire on pension or gratuity but has not completed in the aggregate the minimum period of service qualifying him for a pension he may be granted from the funds of the Government of Seychelles a gratuity not exceeding five times the annual amount of the pension which, if there had been no qualifying period, might have been granted him.

Abolition or  
reorganisation  
of office.

(2) Where such an officer is compulsorily retired from the public service in circumstances mentioned in regulation 10 he may if at the time he is in the service of the Government of Seychelles be granted a special gratuity equal to one-third of the gratuity which might have been granted to him if his total pensionable service had been in Seychelles together with the gratuity, if any, which may be granted to him under sub-regulation (1) of this regulation.

Injury.

(3) Where such an officer is compulsorily retired from the public service in circumstances mentioned in regulation 13 he may, if at the time of such retirement he is in the service of the Government of Seychelles, be treated as if had no other public service but he shall not be granted, in addition, the gratuity for which he is eligible under the sub-regulation (1) of this regulation.

Officers  
transferred to  
other public  
service and  
retiring after  
less than  
twelve months  
employment in  
last service.

30. Where an officer who is transferred to other public service is not granted a pension or gratuity in respect of his employment in the service in which he is last employed solely by reason of the fact that he has not completed twelve months' service therein he shall not on that account be disqualified from receiving a pension or gratuity from the funds of the Government of Seychelles if otherwise eligible therefor.

## SCHEDULE 1

[Regulation 16]

The number of seven-hundred-and-twentieths upon which, under regulation 16, additional pension may be computed, is as follows -

For the First Class - One hundred six-hundredths.

G.N.

For the Second Class - Fifty-six six-hundredths. 128/1934  
For the Third Class - Thirty six-hundredths. S.I.7/1973

The First Class comprises - The Chief Justice.  
Second Class -

The Attorney General,/ Senior State Counsel and State Counsel.  
The Senior Medical Officer and Assistant Medical Officers.  
The Superintendent of Public Works, if a Member or Associate Member of the Institution of Civil Engineers.  
The Bishop of Victoria.  
The Civil Chaplain.

Third Class-

The Registrar of the Supreme Court if admitted to practise in the Supreme Court or if holding professional qualification which would entitle him to be so admitted.

The Registrar of Deeds if he possesses legal qualifications.

G.N. 317/1949. SCHEDULE 2  
P.48/1956.  
P.82/1956. GROUPED GOVERNMENTS [Regulation 19]  
S.I. 25/1958.  
S.I. 14/1960. The Government of Mauritius.

"	"	"	Jamaica.
"	"	"	Fiji.
	"	"	" Cyprus.
"	"	"	Gibraltar.
	"	"	" Leeward Islands (before 1st July, 1956).
	"	"	" British Honduras.
"	"	"	Grenada.
"	"	"	St. Lucia.
"	"	"	St. Vincent.
"	"	"	The Turks and Caicos Islands.
"	"	"	The Falkland Islands.
"	"	"	The Bahamas.
"	"	"	St. Helena.
"	"	"	Bermuda.
"	"	"	Trinidad.
"	"	"	Gilbert and Ellice Islands.
"	"	"	Solomon Islands Protectorate.
"	"	"	Basutoland.
"	"	"	The Bechuanaland Protectorate.
"	"	"	Swaziland.
"	"	"	Northern Rhodesia.
"	"	"	Nyasaland.
"	"	"	Sierra Leone.

"	"	"	Somaliland Protectorate.
"	"	"	The Straits Settlements.
"	"	"	The Federated Malay States.
50/1936.	"	"	" Hong Kong.
"	"	"	Kenya.
"	"	"	Tanganyika.
"	"	"	Aden.
L.N. 18/1936.	"	"	" Nigeria.
L.N. 19/1936.	"	"	" Gambia.
L.N. 43/1936.	"	"	" Gold Coast.
L.N.	"	"	" British Guiana.
246/1934.	"	"	" Malta.
L.N. 27/1935.	"	"	" North Borneo.
G.N.	"	"	" Sarawak.
429/1950.	"	"	" Barbados.
"	"	"	Uganda.
"	"	"	New Hebrides.
"	"	"	Tonga.
"	"	"	Zanzibar.

  

L.N. 79/1937.	The Kenya and Uganda Railways and Harbours Administration.
G.N. 109/1951	East African Railways and Harbours Administration.

Federation of Malaya.  
 Malayan Union.  
 Singapore.  
 East African High Commission.  
 Federation of Rhodesia and Nyasaland.  
 Federation of Nigeria.  
 Eastern Region of Nigeria.  
 Northern Region of Nigeria.  
 Western Region of Nigeria.  
 Antigua.  
 Montserrat.  
 St. Christopher Nevis and Anguilla.  
 Virgin Islands.  
 The Government of the United Kingdom of Great Britain and Northern Ireland.  
 The West Indies (Federation).  
 The Government of Brunei.  
 The Government of the Cayman Island.  
 The Government of Dominica.  
 The Government of Ghana.  
 The Malayan Establishment.  
 The Overseas Audit Department.

### SCHEDULE 3

GOVERNMENTS TO WHICH THE ARITHMETIC MEAN IS APPLIED  
 [Regulation 24]

(Various Governments deleted from Schedule 3 and added to Schedule 2 by L.N. 19/1936 and 43/1936).

SCHEDULE 4  
[Regulation 17] S.I. 2/1967.

Age of Officer	Factor	Age of Officer	Factor
25	17.08	40	15.07
26	16.97	41	14.90
27	16.86	42	14.73
28	16.74	43	14.55
29	16.62	44	14.36
30	16.50	45	14.17
31	16.38	46	13.97
32	16.25	47	13.76
33	16.12	48	13.54
34	15.98	49	13.32
35	15.84	50	13.08
36	15.70	51	12.84
37	15.55	52	12.59
38	15.40	53	12.50
39	15.24	54	12.50

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[\[1\]](#)The reference to the Minister in this Act is a reference to the Minister of Administration and Manpower (S.I. 29 of 1989).