

T A S M A N I A.

THE SUPERANNUATION ACT 1938.

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TASMANIA.



1938.

ANNO SECUNDO

GEORGII VI. REGIS.

No. 41.



AN ACT to provide Superannuation Benefits for
Persons employed by the State, and to make pro-
vision for the Families of such Persons in certain
cases. [13 December, 1938.]

A.D.
1938

BE it enacted by His Excellency the Governor of Tas-
mania, by and with the advice and consent of the Legislative
Council and House of Assembly, in Parliament assembled,
as follows :—

PART I.

PRELIMINARY.

1—(1) This Act may be cited as the *Superannuation Act* Short title.
1938.

(2) This Act shall commence on the first day of January,
one thousand nine hundred and thirty-nine.

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Application
of 4 Ed. VII.
No. 13, and 5
Ed. VII. No.
26.

2 None of the provisions of the *State Teachers' Superannuation Fund Act 1904*, or the *Public Service Superannuation Fund Act 1905*, shall apply to any employee whose contract under either of those Acts has been determined as provided by this Act, or to any employee appointed after the commencement of this Act.

Interpre-
tion.

3 In this Act unless the contrary intention appears—

“Actuary” means a Fellow or Associate of the Institute of Actuaries (London), or of the Faculty of Actuaries (Edinburgh), or any person of whose actuarial knowledge and experience the Governor approves :

“Contributor” means an employee who is contributing to the Fund, as required by this Act, and includes—

- i. An employee who is required to contribute but has not commenced his contributions :
- ii. An employee who has ceased to contribute by reason of his age : and
- iii. An employee to, or in respect of, whom pension is granted under this Act on retirement or death without his making any contribution.

“Employee” means any person of or over the age of fifteen years employed in a permanent capacity by or on behalf of the State in any department or branch of any of the services of the State or any undertaking carried on by or on behalf of the State, and includes any officer, the term of whose appointment is fixed by law, but excepting any person—

- i. Whose employment is of a casual or temporary nature :
- ii. Who is not required by the terms of his employment to give his full time to his duties :
- iii. Who is employed as an agent only :
- iv. Who is remunerated by fees, allowances, or commission only :

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v. Who is a contributor to the Superannuation Fund established under the laws of the Commonwealth for the Commonwealth Public Service, or who, having been such a contributor, has ceased to be so by reason of age : or A.D. 1938.

vi. Whose appointment is honorary—

and excepting also the judges of the Supreme Court and the members of the Police Force for whose benefit the Police Provident Fund is applicable :

“ Rate for age ” means the rate of contribution under the scales set forth in the first schedule, or prescribed in lieu thereof, which, according to age, is applicable to the employee in relation to whom the term is used :

“ Salary ” includes wages and the value of all allowances regularly made as emoluments of office such as allowances of, or for, quarters, fuel, light, or rations ; but does not include bonuses, overtime payments, payments for special services of an occasional nature, or allowances for forage, equipment, climatic disadvantages, or travelling expenses :

“ Salary group ” used in relation to an employee means the group appropriate to the salary of such employee under the scale set forth in section twenty, at the time in respect of which the term is used :

“ Service ” means continuous employment as an employee up to the time to which any computation thereof is to be made and includes temporary employment not exceeding one year in duration which is continuous with permanent employment .

“ The age for retirement ” means, in relation to a male employee, sixty-five years, and in relation to a female employee, sixty years :

“ The appointed day ” means the day appointed in pursuance of section eighteen for the commencement of contributions to the Fund :

“ The Board ” means the Superannuation Board appointed under this Act :

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“The Fund” means the Superannuation Fund established under this Act :

“Unit” means a pension of the value of thirteen pounds a year.

PART II.

THE SUPERANNUATION FUND.

Establishment
of Fund.

4—(1) There shall be established a Fund to be known as “The Superannuation Fund” into which shall be paid—

- i. All contributions of employees under this Act :
- ii. All payments to be made by the Treasurer as provided by this Act :
- iii. All income derived from the investment thereof.

(2) The Fund shall be under the management and control of the Board.

(3) All moneys payable into the Fund shall be paid to the Board and, except where otherwise provided, all benefits under this Act shall be paid from the Fund by the Board.

(4) The accounts relating to the Fund shall be audited by the Auditor-General.

(5) The Fund shall be exempt from taxation.

Investment
of Fund.

5 The Board shall invest the moneys belonging to the Fund from time to time whenever practicable, and any such investment may be in any investments authorised by law for the investment of trust moneys.

Quinquennial
investigation
of Fund.

6—(1) An investigation as to the state and efficiency of the Fund shall be made at the expiration of five years from the appointed day, and thereafter at the expiration of each succeeding period of five years.

(2) Such investigation shall be made by an actuary who shall report to the Board the result thereof, and shall state whether in his opinion any reduction or increase is required in the rates of contribution to the Fund or in the proportion payable by the Treasurer in respect of any pension.

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PART III.

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THE SUPERANNUATION FUND BOARD.

7—(1) There shall be a Superannuation Fund Board consisting of three members.

Constitution of the Board.

(2) The members of the Board shall be appointed by the Governor, and one such member shall be a person elected by such of the employees and in such manner as may be prescribed.

(3) The Governor shall appoint one member of the Board to be President thereof.

(4) When practicable one member of the Board shall be an actuary.

(5) Any officer of the Public Service of the State shall be eligible for appointment as a member of the Board, and may hold office as such member in conjunction with his office as such officer.

(6) The President and members of the Board, respectively shall be paid such remuneration as the Governor may determine.

8 The members of the Board shall be appointed for a term of seven years, and any member shall be eligible for reappointment.

Tenure of office.

9—(1) If any member of the Board dies or otherwise vacates his office, the Governor may appoint a member to fill such office for the remainder of the term for which such vacating member was appointed.

Filling of vacancies.

(2) If such vacating member was a person elected by employees the member to be so appointed shall be a person so elected.

10 In the case of the illness, suspension, or absence of the President or any member of the Board the Governor, without any such election as aforesaid, may appoint some person as deputy to act for such President or member during such illness, suspension, or absence, and every such deputy while so acting shall have all the powers and authority of the President or member as the case may be.

Appointment of deputies.

11—(1) The Governor may suspend any member of the Board from office for misconduct, incompetence, or inefficient administration.

Suspension and removal of members.

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(2) Within the first seven sitting-days of each House of Parliament respectively occurring next after any such suspension is imposed, the Minister shall cause to be laid upon the table of each such House respectively a full statement of the grounds upon which such suspension was imposed.

(3) If, within the first twenty-one sitting-days of each such House respectively occurring next after such statement is tabled therein, each House by resolution declares that such member should be removed from office, the Governor shall remove him from office accordingly.

(4) If either of such Houses does not so declare as aforesaid within the time aforesaid such member shall be restored to office.

(5) No member of the Board shall be removed from office on any of the grounds aforesaid except as hereinbefore provided.

Vacation of office.

12 A member of the Board shall be deemed to have vacated his office, and may be removed from office by the Governor—

- i. On proof to the satisfaction of the Governor that he has become bankrupt or made any assignment of his salary for the benefit of his creditors, or taken advantage of any provision of any Act relating to bankruptcy :
- ii. If, except on leave granted by the Governor, he absents himself from three consecutive meetings of the Board, or from five meetings in any twelve months, and the Governor finds that such absence was without sufficient cause, and considers he should be removed from office in consequence thereof :
- iii. If the Governor finds that he has become of unsound mind or permanently incapable of performing his duties : or
- iv. If he resigns his office by writing, under his hand addressed to the Governor, and such resignation is accepted by the Governor.

Appointment of officers.

13—(1) The Governor, under and in pursuance of the *Public Service Act* 1923, may appoint such and so many officers as may be necessary to assist the Board in the administration of this Act.

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(2) Any officer of the Public Service of the State shall be eligible for appointment under this section, and may hold office under this Act in conjunction with his office as such officer. A.D. 1938.

14—(1) The President, if present, shall preside at all meetings of the Board, and shall have a deliberative vote. Proceedings of the Board.

(2) Any two members of the Board shall form a quorum for the transaction of the business of any meeting of which due notice has been given personally or by post to all the members.

(3) Where the voting on any question is equal the decision of such question shall be postponed until the next meeting of the Board, and notice of the question and of the fact that the voting thereon was equal shall be given in the notice calling such meeting.

(4) If, at such next meeting, the voting on such question is again equal the chairman shall have a casting vote.

(5) Subject to this section the Board may regulate its own procedure.

15—(1) The Board shall be a body corporate, having perpetual succession and a common seal. Incorporation of Board.

(2) The seal of the Board shall not be attached to any document except by resolution of the Board, and every such sealing shall be authenticated by the signature of two members of the Board and the secretary.

16 The Board, by resolution under seal, may authorise the President to determine any matter specified in such resolution and in like manner at any time may revoke such authority. Delegation of powers.

17 The Board shall submit to the Minister an annual report of the administration of this Act, and every such report shall be laid before both Houses of Parliament. Annual report to Parliament.

PART IV.

CONTRIBUTIONS.

18—(1) Except as otherwise in this Act provided, every employee under the age for retirement shall contribute to the Fund as hereinafter provided. Commencement and cessation of employees' contributions.

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Appointed
day.
Commence-
ment.

(2) The Governor, by proclamation, may appoint a day not later than seven months after the commencement of this Act from which contributions are to commence.

(3) The contributions of an employee shall commence—

- i. From the appointed day, if he is an employee at the commencement of this Act: or
- ii. From the time of his appointment in any other case—

except where express provision to the contrary is made by this Act.

Increases.

(4) Wherever under this Act a contributor may elect, or be required, or permitted, to contribute for additional units his contributions in respect thereof shall commence from the time of such election, requirement, or permission, respectively.

(5) Contributions shall be payable in every case as from the day on which they commence and shall be paid as provided by section nineteen.

Cessation.

(6) Except as provided by subsection (7) hereof, an employee's contributions in respect of any unit for which he is contributing shall cease to be payable—

- i. From the date on which he ceases to be an employee: or
- ii. Immediately after the last fortnightly payment before the anniversary of his initial contribution in respect of such unit next preceding his attainment of the age for retirement—

whichever is the earlier.

Minimum.

(7) In the case of an employee whose contributions in respect of any units for which he is a contributor commence within twelve months prior to his reaching the age for retirement there shall be paid by him, before superannuation pension in respect thereof is payable to him, such sum as will make his total payments for such units equal to a full year's contributions at the appropriate rate, and any such payment shall be made at such time and in such manner as the Board in each case may determine.

Rate.

(8) Except where otherwise expressly provided all such contributions as aforesaid shall be at the employee's rate for age when the same commence.

Contributions,
how and
when paid.

19—(1) Except where otherwise specially provided, all contributions of an employee shall be made by deduction from

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his salary at such periods and in such manner as may be prescribed, and until otherwise prescribed all such deductions shall be made as provided by the *Audit Act* 1918. A.D. 1938.

(2) Such deductions shall be made for the first time in each case on the first pay-day occurring not less than seven days after the contributions in respect of which they are to be made commence, as provided by subsection (3) of section eighteen, and the full amount of all deductions so made shall be paid to the Fund.

(3) Until the expiration of three months after the appointed day or until the exercise by him of his right of election, whichever is the earlier, such deductions as aforesaid shall be made in respect of—

- i. Four units at the rate prescribed for age thirty where the employee is thirty or more: and
- ii. His compulsory number of units at his rate for age where the employee is under thirty—

years of age, from the salary of every employee who, under the provisions of subsection (1) or subsection (4) of section twenty-one, has a right of election.

(4) If any such employee exercises his right of election within such three months as aforesaid or such further time as the Board may allow under subsection (6) of section twenty-one his contributions from the time of his so doing shall be determined in accordance with such election, and if at the expiration of such time as aforesaid he has failed to exercise such right his contributions from the time of such expiration shall be in respect only of the units for which he is compelled to contribute, and shall be at the rate prescribed for age thirty, or at his rate for age, whichever is the less.

(5) Where a contributor is on leave of absence without pay, or is on sick leave on less than full pay, the Board, on his application, may permit his contributions, in respect of the period of such leave, to be paid at such times and in such manner as the Board, in each case, may approve, and, failing any such application, the same shall be paid by him to the Board at the times and in the manner prescribed.

20 Save as otherwise expressly provided the contributions of every employee shall be in respect of a number of Scale of units.

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units, and such number in each case shall have relation to his salary in accordance with the following scale (in this Act referred to as "the scale") :—

Where the Annual Salary of the Officer—	£	The Officer shall contribute the Amount necessary to provide Units of Pension as under—	Per annum.
Does not exceed	130	Four units, equivalent to a pension of	£ 52
Exceeds £130 and does not exceed	156	Five units, equivalent to a pension of	65
Exceeds £156 and does not exceed	182	Six units, equivalent to a pension of	78
Exceeds £182 and does not exceed	208	Seven units, equivalent to a pension of	91
Exceeds £208 and does not exceed	260	Eight units, equivalent to a pension of	104
Exceeds £260 and does not exceed	312	Ten units, equivalent to a pension of	130
Exceeds £312 and does not exceed	364	Twelve units, equivalent to a pension of	156
Exceeds £364 and does not exceed	416	Fourteen units, equivalent to a pension of	182
Exceeds £416 and does not exceed	468	Sixteen units, equivalent to a pension of	208
Exceeds £468 and does not exceed	520	Eighteen units, equivalent to a pension of	234
Exceeds £520 and does not exceed	572	Twenty units, equivalent to a pension of	260
Exceeds £572 and does not exceed	624	Twenty-two units, equivalent to a pension of	286
Exceeds £624	Twenty-four units, equivalent to a pension of	312

Units for which employees shall or may contribute.

21—(1) Every employee of, or over the age of fifteen years and under the age for retirement, unless exempted as provided by this Act—

- i. Shall contribute for four units at least : and
- ii. If his salary does not exceed two hundred and eight pounds a year, may elect within three months after the appointed day, or within three months after the date of his appointment, whichever is the later, to contribute for a total number of units not exceeding eight—

and, except as otherwise expressly provided, shall contribute for the number of units assigned to his salary group by the scale.

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(2) Where any person appointed after the commencement of this Act has reached the age of forty years at the time of such appointment, the Board, upon his application, may exempt him from contribution under this Act either wholly or in part.

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Employee
over forty
at entry.

(3) Where a contributor through increase of salary comes into a higher salary group—

Increase of
salary.

- i. If he has attained the age of forty years at the date of such increase, or was an employee over thirty years of age at the commencement of this Act, he may elect, within one month after receiving the first payment of the increased salary, to contribute: and
- ii. In any other case, he shall contribute—

for such number of additional units as will make his total number equal to the number of units assigned to such higher salary group by the scale, and his contributions in respect thereof, if compulsory, shall commence from the time as from which such increased salary becomes payable.

(4) An employee whose period of service commenced at, or prior to, the date of the commencement of this Act, and who on that date was not less than thirty years of age, shall—

Employee
over thirty
at passing
of Act.

- i. In no case be compelled to contribute for more than four units:
- ii. Be entitled to elect, within three months after the appointed day, to contribute—

(a) At the rate prescribed for the age of thirty for any number of units not less than four and not exceeding eight: and

(b) For additional units at his rate for age at the appointed day.

(5) An employee who is not exempted from contribution under the *National Health and Pensions Insurance Act 1938*, of the Commonwealth—

- i. Shall not be compelled to contribute under this Act:
- ii. May elect within three months after the appointed day or after his appointment, whichever is the later, to contribute—
 - (a) For at least four units: and

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(b) If the number of units assigned to his salary group exceeds eight, for the whole or any part of such excess—

and if he is an employee at the appointed day his contributions in respect of the first four units shall be at the rate prescribed for age thirty, or at his rate for age whichever is the less; and for any additional units, or if he is appointed after the appointed day, shall be at his rate for age; and no deductions shall be made in respect of his contributions until he has so elected.

Extension of
time for
election.

(6) Where an employee satisfies the Board that his failure to exercise his right of election under subsection (4) or subsection (5) hereof was not due to his own fault, the Board may allow the same to be exercised at any time not later than nine months after the appointed day.

Increase of
contributions.

(7) With the permission of the Board, after such medical examination as the Board may require, any male employee not over sixty, or any female employee not over fifty-five, years of age, may contribute at any time at his or her then rate for age, for additional units.

Limit of
additional
units.

(8) Except as provided by subsection (1) hereof, no employee shall be compelled or permitted in any case to contribute for a greater number of units than is assigned to his salary group by the scale, but where an employee is permitted to contribute for additional units he may contribute for any number of such units so long as the total number for which he contributes does not exceed his salary group number as aforesaid.

(9) Every election by an employee shall be exercised by notice in writing to the Board in such form as the Board may approve, and shall be deemed to be made when such notice is received by the Board.

Exemption
from con-
tributions in
certain cases.

22 Where an employee satisfies the Board that he has made adequate provision for himself and for his wife and children, if any, the Board may reduce the number of units for which he must contribute to four, or may exempt him from contributing under this Act.

Reduction
of contri-
butions.

23—(1) Where by reason of reduction in his salary a contributor comes into a lower salary group the number of units for which he shall contribute shall be reduced—

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- i. If the reduction is of a permanent nature, and, in the opinion of the Board, is owing to any misconduct or default of the contributor: or
- ii. In any other case, if he so elects—

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to the number assigned to his new salary group by the scale.

(2) An election under this section shall be made within three months after the reduction in salary takes effect.

(3) Where a contributor has elected to contribute at rate for age for additional units as provided by section twenty-one, the Board, in its discretion, upon being satisfied that owing to change of circumstances he is unable to continue such contributions, may permit him to reduce the number of units for which he contributes as aforesaid, or to discontinue his contributions for all such additional units.

(4) A reduction of contributions under this section shall take effect from the first pay-day after the reduced salary takes effect, if the reduction in contributions is compulsory, or after the election is made or permission given, if otherwise.

(6) When such number of units as aforesaid, is so reduced his contributions in respect of units in excess of the reduced number shall be refunded to the contributor.

24 The amount of contribution which shall be paid by an employee shall be determined according to—

Determina-
tion of con-
tributions by
employees.

- i. The number of units for which the employee contributes :
- ii. The employee's sex : and
- iii. The rate for age, or, where a special rate is applicable under the provisions of this Act, such special rate—

and shall be calculated in accordance with the tables of contributions prescribed by or under this Act which are in force when such calculation is to be made.

25—(1) The tables of contributions set forth in the first schedule for male and female employees respectively, according to age, shall have effect and shall apply to all male and female employees respectively until other tables are prescribed as provided by this Act.

Tables of
contributions.

(2) After the expiration of each period of five years from the appointed day the Governor, on the recommendation of the Board, may prescribe tables of contributions in lieu of those for the time being in force, and may specify the date from which the same shall take effect.

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Contributions
by the State.

26—(1) The Treasurer shall pay to the Fund a contribution in respect of every unit paid from the Fund as follows—

- 1. If the pension is based on a contribution at the employees rate for age the contribution payable by the Treasurer shall be equal to one-half of such pension :
- ii. If the pension is based on a contribution at a rate less than the employee's rate for age the contribution payable by the Treasurer shall be calculated as hereinafter provided.

(2) To determine the contribution mentioned in paragraph ii. of subsection (1) hereof the rate of contribution payable by the employee shall be subtracted from twice his rate for age at the date on which his contributions commenced and the ratio of the difference to twice such rate for age shall represent the fraction of the pension payment to be so made by the Treasurer.

(3) Where an employee was paying contributions at different rates, separate calculations shall be made as aforesaid in respect thereof as from their respective dates of commencement.

(4) Where by this Act it is provided that a minimum pension shall be paid, and the pension payable, if calculated in accordance with this Act, would be less than such minimum, the Treasurer shall pay to the Fund, in addition to any payments hereinbefore provided, such amount as shall be necessary to bring the pension to such minimum.

Payments to
be made
from
Revenue.

27—(1) All payments by the Treasurer to the Fund for the purposes of this Act shall be made from the Consolidated Revenue, which is hereby appropriated to the necessary extent accordingly.

(2) Such payments shall be made at such times and in such manner as may be prescribed.

PART V.

PENSIONS AND BENEFITS.

Division I.—Contributors' Pensions and Refunds.

Full pension
when payable.

28—(1) Every contributor shall be entitled on his retirement to a pension of the number of units for which he was then a contributor if he has then—

On retire-
ment at
retiring age.

- 1. Reached the age for retirement : or

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II. Been retired or permitted to retire on the ground of invalidity not due to his own fault. A.D. 1938.

(2) Every employee who—

- I. Has reached the age for retirement on or before the appointed day and who on his retirement has completed ten years' service : or
- II. Before the appointed day, is retired or permitted to retire on the ground of invalidity not due to his own fault, and who on his retirement has completed seven years' service --

shall be entitled on his retirement to a pension of eight units without payment of any contribution in respect thereof, and shall be deemed to be a contributor in respect of such eight units.

(3) For the purposes of this Act invalidity means any such bodily infirmity or physical or mental incapacity as renders an employee unfit to continue in the performance of his duties, and the pension to which such employee becomes entitled is called an invalidity pension.

29—(1) Every contributor who—

I. Is retired compulsorily for the reason that—

- (a) His service or position is unnecessary :
- (b) The work for which he was engaged is finished :
- (c) Diminution of work necessitates reduction in the number of employees : or

II. Having reached the age of sixty years, if a male, or fifty-five years, if a female, elects to retire—

before reaching the age for retirement, shall be entitled on his retirement to a pension which is the actuarial equivalent of his contributions, and of the contributions assumed to have been made by the State as hereinafter provided, up to the date of retirement.

(2) The calculation of such pension as aforesaid shall be based on the assumption that there had been paid by the State to the Fund concurrently with the contributor's payments thereto such amount of contribution as would have been required, if all such payments had been continued until the date of the contributor's reaching the age for retirement, to provide at that date a pension of the number of units for which the contributor was contributing at the date of his retirement.

On break-down.

Qualified pension when payable.
Retrenchment or retirement under age for retirement.

Calculation of pension.

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Additional
contributions.

(3) A contributor who retires as provided by paragraph II. of subsection (1) hereof may pay, at such times and in such manner as the Board may approve, the actuarial equivalent of the additional contributions which he would have made if he had not retired until reaching the age for retirement, and subject to payment thereof he shall be entitled to a pension from the date of his retirement which is the actuarial equivalent, payable from that date, of the pension for which he was contributing.

Invalidity
due to fault
of employee.

(4) Where a contributor is retired, or permitted to retire, on the ground of invalidity due to his own fault, he shall be entitled on retirement to a pension which is the actuarial equivalent of his contributions.

Choice of
benefits.

(5) A contributor entitled to a pension not exceeding three units under paragraph 1. of subsection (1) or under subsection (4) hereof, may elect, within one month after his retirement, to receive the actuarial equivalent thereof in a lump sum, and failing such election in any case the Board may determine in which manner he shall be paid the benefits to which he is entitled under this section.

Refund of
contributions
on retirement
in certain
cases.

30—(1) On the termination of the service of a contributor, from whatever cause other than his death, in any case to which the provisions of neither section twenty-eight nor section twenty-nine apply, he shall be entitled to a refund of his contributions.

(2) A contributor entitled to pension under paragraph II. of subsection (1) of section twenty-nine may elect within one month after his retirement, to receive a refund of his contributions in lieu of such pension.

Payment of
contributions
on death of
contributor.

31—(1) Where a contributor dies before retirement leaving no person entitled to a pension under this Act, the amount of his contributions shall be paid to his personal representatives, or failing them to such person as the Board may determine.

(2) Where a contributor dies leaving any children but no widow, the amount necessary to provide for any pensions payable for the benefit of any such children shall be actuarially calculated and deducted from the amount of his contributions and the balance, if any, shall be paid as provided in subsection (1) hereof.

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32 Where, since the thirty-first day of December, one thousand nine hundred and thirty-seven, and prior to the commencement of this Act, an employee has—

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Pension on retirement or death of certain officers during 1938.

i. Retired—

(a) Through having reached the age for retirement : or

(b) On the ground of invalidity : or

ii. Died —

and, at the time of his retirement or death, had served as an employee for not less than ten years, pension shall be payable to or in respect of such employee in the same manner in every respect as if he had been a contributor for eight units, and he shall be deemed to have been a contributor accordingly ; but such pension shall be reduced by an amount which is the actuarial equivalent, ascertained as prescribed, of the difference between the amount, if any, paid to or in respect of such employee under the provisions of the *Public Servants' Retiring and Death Allowances Act 1925*, and the value of the percentage of accrued gratuity which would have been payable as provided by section forty-five had such employee been in the service at the commencement of this Act

Division II.—Widows' Pensions.

33—(1) Pension shall be payable under this Act to the widow of every male contributor or pensioner as from the date of his death except where she is the widow of a pensioner who marries after his final retirement from the service.

Widow's pension when payable.

(2) A widow's pension shall be one-half the pension which was payable to the husband, or in respect of which he was a contributor at the time of his death, but shall not be less in any case than two units.

Amount of pension.

(3) On the death of an employee who has completed ten years' service and who dies before the appointed day, a pension of four units shall be paid to his widow, and every such employee shall be deemed to have been a contributor in respect of eight units.

Special cases.

(4) A widow's pension under this section shall cease to be payable if such widow re-marries.

Cessation on re-marriage.

(5) The provisions of this section shall not apply to any widow who at the time of her husband's death—

Separated couples.

i. Was living apart : and

ii. Was not receiving any support—

from him, except upon the order of a police magistrate as hereinafter provided, but the Board shall not incur any

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liability by payment to any such widow of pension under this section where such facts as aforesaid are not brought to the Board's knowledge.

Determination of claims.

(6) Any widow to whom subsection (5) hereof applies may take proceedings against the Board by complaint under the provisions of the *Justices Procedure Act* 1919, to recover an instalment of pension under this Act, and upon the hearing of such complaint a police magistrate, upon being satisfied that she is justly entitled thereto, may make an order directing that pension shall be paid to such widow as provided by this Act, and the Board shall comply with such order accordingly.

Division III.—Children's Pensions.

Meaning of "child."

34 For the purposes of this Act "child" shall mean any child of the contributor or pensioner, in relation to whom the term is used, or of the wife of such contributor or pensioner, who is under the age of sixteen years and who is not the offspring of—

- i. The marriage of any such pensioner contracted after his retirement from the service ; or
- ii. The re-marriage of the widow of any such contributor or pensioner after his death—

and includes a child legally adopted by a contributor or by the wife of a contributor.

Child's pension when payable.

35 A child's pension shall be payable under this Act—

- i. Upon the death of a male contributor or male pensioner :
- ii. During the imprisonment of a pensioner who is sentenced to any term of imprisonment exceeding one month :
- iii. During the detention of a pensioner who is detained as a patient in a mental hospital : and
- iv. Upon the order of a court made on the ground of the desertion of a child as hereinafter provided—

in respect of every child who is dependent on such contributor or pensioner or, in the case of a posthumous child, would have been so dependent had his father been alive.

Commencement and cessation of payments.

36 A child's pension shall commence from the date of the event upon which it is payable as provided by section thirty-five and shall cease to be payable upon—

- i. The child attaining the age of sixteen years :
- ii. The death of the child : or

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iii. The cessation of the circumstances in respect of which it is payable—
 whichever shall first happen. A.D. 1938.

37—(1) Where a child's pension is payable—

Amount of pension.

i. Under any of the provisions of section thirty-five in relation to a contributor or pensioner whose wife is dead or divorced or is living apart from such child :

ii. In a case where, under the provisions of subsection (5) of section thirty-three, the widow's pension is not paid to her : or

iii. On the death of a female pensioner to whom such pension was payable—

such pension shall be two units.

(2) Where pension is payable as provided by subsection (1) hereof in relation to —

i. A living male pensioner, the whole : and

ii. A living widow pensioner, one half—

of the amount of the pension so payable shall be payable out of, and deducted from, the pension payable, or which but for the circumstances entitling the child to such pension would have been payable, to such pensioner.

(3) Except as aforesaid every child's pension shall be one unit.

38—(1) A child's pension shall be paid to the widow, if any, of the person in relation to whom the same is payable, and in any other case to the guardian of such child, unless the Board in any case otherwise determines.

To whom payable.

(2) The Board, in its discretion at any time, may pay to the guardian of any child, or expend for the child's benefit, any pension or sum of money payable in respect of such child under this Act.

Division IV.—General Provisions as to Pensions.

39—(1) Except where a pension is to be calculated actuarially the pension payable to a contributor shall not be less in any case than four units.

Minimum pension.

(2) Except where otherwise expressly provided, every pension under this Act shall be payable during the life of the pensioner, and shall be payable as from the commencement of this Act or from the death or retirement in relation to which it becomes payable, whichever is the later.

Duration and payment of pensions.

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Proportionate
invalidity
pension.

(3) Where an employee has retired through invalidity, not due to his own fault, and his infirmity renders him unfit to perform the duties of the position which he held prior to his retirement, but does not wholly incapacitate him, the Board, subject to such conditions and scales as may be prescribed, may grant him such proportion of the pension for which he was a contributor as may be commensurate with the degree of invalidity from which he suffers and with the loss of salary entailed thereby.

Reduction
or increase.

(4) The Board, at any time, subject to the prescribed conditions, may reduce any invalidity pension proportionately to the degree of the pensioner's invalidity, as provided by subsection (3) hereof, and in like manner increase such pension to any amount not exceeding the pension for which the pensioner was a contributor.

Increase of
pension on
retirement.

(5) Where a contributor remains in the service after reaching the age for retirement, he shall be entitled on retirement to a pension of the number of units for which he was contributing, together with the actuarial equivalent in pension of the increment accruing in respect of his own contributions from his reaching the age for retirement until he retires, but no contribution shall be payable by the State in respect of such increase.

(6) Pensions shall be paid at such times and in such manner as may be prescribed.

Imprisonment of
pensioners.

40—(1) Where any pensioner is sentenced to any term of imprisonment exceeding one month, no pension shall be payable to such pensioner under this Act during the period of such imprisonment.

(2) The wife, if any, of such pensioner shall be entitled to be paid during the period of such imprisonment such pension as would be payable to her if the pensioner had died, unless the Board is satisfied, after making such enquiry as it thinks necessary, that payment to her is undesirable.

Insanity of
pensioner.

41 Where any pensioner is detained as a patient in a mental hospital the Board, subject to the provisions of sections thirty-five and thirty-seven, may apply the whole or any part of the pension payable to such pensioner during such detention for the benefit of all or any of the following persons—

- i. The pensioner :
- ii. His wife : and

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III. His children—
as the circumstances may demand, in such proportions and in such manner as the Board may think proper.

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42—(1) In any case in which—

- I. A pensioner deserts his wife :
- II. A pensioner whose wife is dead or divorced, deserts a child : or
- III. A widow pensioner deserts a child—

Desertion of wife or child by pensioner.

who would be entitled to a pension at the death of such pensioner or in respect of whom pension is payable to such widow as the case may be. any court of competent jurisdiction may make an order directing the Board to pay pension as hereinafter provided.

(2) Any such order may be made upon application by such wife, or on behalf of the wife or child, and upon proof of such desertion as aforesaid, and may direct the payment of pension in accordance with the provisions of this Act, to such wife or child for such period as such court may specify.

(3) Such pension shall be—

- I. Where such application is made by or on behalf of the wife the equivalent of her widow's pension, if such pensioner were dead, together with a child's pension for every child deserted by him : and
- II. In any other case, of such amount as may be necessary, with the pension, if any, payable without such order, to provide a total pension in accordance with subsection (1) of section thirty-seven—

but shall in no case exceed the pension payable to such pensioner.

(4) The board shall give effect to every such order, and shall deduct all moneys paid thereunder from the pension payable to such deserting pensioner during the period specified in such order.

PART VI.

RETIRING AND DEATH ALLOWANCES.

43—(1) From and after the commencement of this Act no right or benefit under the provisions of the *Public Servants' Retiring and Death Allowances Act 1925* (hereinafter called

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“the said Act”), in respect of any period of service after such commencement shall accrue to any employee except as provided by this Act.

(2) No payment shall be made to, or in relation to, any employee in respect of any benefit under the said Act (hereinafter called “the gratuity”) which had not become payable prior to the commencement of this Act except as provided by this Act.

(3) The provisions of the said Act shall not apply to any employee appointed after the commencement of this Act.

Ascertainment and record of accrued gratuities.

44—(1) Upon the commencement of this Act calculations shall be made of the amounts respectively, if any, which would have been payable to each employee under the provisions of section three of the said Act if he had retired on the date of such commencement in any of the circumstances specified in that section, or under the provisions of section four thereof if he had died on that date.

(2) A record shall be kept by the Board in respect of each employee of the amounts, if any, ascertained by such calculation, which amounts respectively are hereinafter referred to as the “accrued gratuity on retirement” or “the accrued gratuity on death” as the case may be.

Rights in respect of accrued gratuities on retirement.

45—(1) Except as otherwise provided there shall be payable to or in respect of every employee who but for this Act would have been entitled at his retirement to the gratuity as provided by section three of the said Act or on whose death gratuity would have been payable as provided by section four thereof, such percentage of his accrued gratuity on retirement or of his accrued gratuity on death, as the case may be, as is specified in respect of his length of service in the scale set forth in the second schedule.

(2) The payment of such percentage as aforesaid shall be spread, in manner prescribed, over the period which represents the normal expectation of life of a person of the same age and sex as the employee at the time when he retired or died, as the case may be, according to the prescribed life-tables and an aliquot proportion thereof shall be paid in and for each year of such period, as hereinafter provided.

Payment; how to be made.

46—(1) Such payments as aforesaid shall be made to—

1. The employee if living :

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ii. His widow if living and entitled to pension under this Act: or A.D. 1938.

iii. His personal representatives in any other case—
until the full amount of such percentage as aforesaid has been paid.

(2) Where any such payments are payable to the personal representatives of a deceased employee or do not exceed a prescribed amount the Board may pay the same to the person entitled thereto in a lump sum in lieu of such annual payments as aforesaid.

47—(1) Any employee entitled to any such payment as aforesaid may, by notice in writing to the Board before the date of his retirement, elect to commute such payment and receive the same by way of pension in addition to any pension payable to him under Part V.

Alternative mode of payment.

(2) Every such pension shall be calculated actuarially according to the amount of the percentage to which the employee is entitled, and such calculation, if the employee is married, shall provide for payment of half-pension to his widow.

48—(1) The foregoing provisions of this Act shall not apply to any employee who at the commencement of this Act—

Exclusion of application of Act in certain cases.

i. Has completed thirty years' service: and

ii. Has attained the age of sixty years—

and who at any time before the appointed day by notice in writing to the Board elects to retain the gratuity as provided by the said Act.

(2) Every such employee who so elects as aforesaid shall be entitled to the gratuity as provided by the said Act, but shall take no benefit under this Act, and shall not be compelled or permitted to contribute under Part IV.

(3) Subject to the provisions of subsection (3) of section forty-three, every employee whose service terminates before he has qualified for pension rights under this Act shall be entitled to the benefit to which he would have been entitled under the said Act if this Act had not been passed, and, in the event of his death in the circumstances aforesaid, such benefit shall be payable to his personal representative as provided by the said Act; but this provision shall not apply to an employee who would have been entitled to pension rights when his service terminated if he had exercised his election to contribute for pension under this Act.

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PART VII.

EXISTING SUPERANNUATION FUNDS.

Interpre-
tation.**49** In this Part—

“Existing board” means the board administering such one of the existing funds as is appropriate in the particular case :

“Existing fund” means the State Teachers’ Superannuation Fund or the Public Service Superannuation Fund, at the case may be, and used in the plural means both such funds.

Subscribers
to existing
funds to
have choice
of benefits.

50—(1) Every subscriber, at the commencement of this Act, to an existing fund may elect, by notice in writing to the appropriate existing board, within three months after the date of such commencement—

- i. To continue his contract with such existing board as if this Act had not been passed : or
- ii. To determine such contract and receive from such existing board—
 - (a) An amount in cash equal to the whole of his contributions to such fund less any payments previously made to him therefrom : or
 - (b) A fully paid-up annuity contract providing such benefits as an actuary, appointed by such existing board, may certify to be the actuarial equivalent of such amount as aforesaid.

(2) Every such subscriber who fails to give notice as hereinbefore provided shall be deemed to have elected to determine his contract and receive such cash payment as aforesaid.

(3) No deduction from the salary of any such subscriber whose contract is determined as aforesaid shall be made after the appointed day in respect of any contribution to such existing fund.

Payment of
refund.

51—(1) The appropriate existing board, within six months after the commencement of this Act, shall pay the amount due to each subscriber to an existing fund who has, or is deemed to have, elected to determine his contract and receive a cash payment as aforesaid.

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(2) The Board shall purchase from each of the existing boards such part of the subsisting securities held by such existing boards respectively as may be necessary to enable such existing boards respectively to make the payments required by this section. A.D. 1938.

(3) The Board may borrow on the security of any securities so purchased by it such moneys as the Board may require for the purposes of this section, and all moneys so borrowed shall be repaid as soon as practicable from the contributions received by the Board under this Act.

52—(1) As soon as may be after the expiration of six months after the commencement of this Act each existing board shall cause an actuarial investigation into, and valuation of, its fund to be made, and if any distributable surplus is thereby disclosed the same shall be distributed upon such terms as the actuary may certify to be equitable among the persons who at the commencement of this Act were subscribers to such fund, and the same may be paid in such manner and at such time or times as may be agreed between the existing board and the persons respectively entitled thereto.

Adjustment
of existing
funds and
final disposal
of ultimate
balance.

(2) Upon the cessation of all contributions to an existing fund the like investigation and valuation as aforesaid shall be made again, and any distributable surplus then disclosed shall be applied to provide such increased benefits as the actuary may recommend to the annuitants of such fund.

(3) Upon the death of the last annuitant of an existing fund all moneys remaining therein shall be paid by the existing board to the Board, and shall become part of the Fund.

53—(1) An existing board at any time with the approval of the Governor and with the consent of the Board may transfer its existing fund to the Board.

Power to
transfer of
existing fund
to the Board

(2) Every such transfer shall be made in such manner and subject to such conditions as may be prescribed, and upon the same being duly made the transferred fund shall be administered by the Board, and the Board shall have all the powers, authority, and obligations of the existing board, which shall thereupon be dissolved.

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PART VIII.

CONTRIBUTORS' INSURANCE POLICIES AND VOLUNTARY SAVINGS.

Compulsory insurance to cease.

54—(1) No provision of any Act or regulation requiring an employee to effect or keep on foot a policy of insurance on his life shall apply to any contributor under this Act.

(2) Every such policy on the life of any contributor held by or on behalf of the State or any department of the Public Service shall be delivered to and placed at the disposal of such contributor.

Employees may transfer existing policies to Board in trust.

55—(1) Any employee who, prior to the commencement of this Act, has taken out and holds a policy of insurance on his life, which is still subsisting and is unencumbered, may transfer such policy, with the consent of the Board, to the Board.

(2) The Board shall cause all premiums payable in respect of any policy so transferred to it to be duly paid, and on the maturity of such policy shall pay to the insured or his personal representatives all moneys received by the Board in respect thereof, less the amount paid by the Board as premiums in respect thereof, with compound interest on such premiums at four pounds per centum per annum from the respective dates of payment thereof.

(3) The insured may pay to the Board, at any time, interest at the rate aforesaid on the premiums paid by the Board and the deductions to be made by the Board from the policy moneys shall thereupon abate accordingly.

Employees' may deposit moneys with Board.

56—(1) Any employee subject to any prescribed conditions may—

i. Authorise the Treasurer to deduct from his salary from time to time and pay into the Fund : or

ii. Pay directly into the fund—

any sums of money over and above the amount, if any, which he is required to pay by way of contributions under this Act.

(2) Every such authorisation shall be in writing, and unless expressed to cover a specified period shall have effect until revoked by the employee in writing.

(3) All moneys paid as aforesaid shall form part of the Fund, and shall be credited to an account in the name of the employee with interest at such rate, compounded annually, as the Board may determine from year to year.

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57—(1) Any employee who has made any payment to the Fund as provided by section fifty-six may— A.D. 1938.

- i. Upon giving to the Board three months' notice in writing of his intention so to do, withdraw the principal and interest moneys standing to his credit as aforesaid or any part thereof:
- ii. Apply such moneys or any part thereof in purchasing from the Board an annuity on his life or on the life of his wife, or of his son or daughter:
- iii. After his retirement, allow any such moneys to remain in the fund, and make further payments thereto, and at any time exercise in respect thereof the rights conferred by paragraphs i. and ii. hereof.

Employees rights in respect of deposits.

(2) Upon the death of any such employee all moneys standing to his credit in the fund shall be paid to his personal representative.

(3) All annuities sold by the Board under this section shall be in accordance with such annuity tables as may be prescribed.

PART IX.

ADMINISTRATION AND FINANCIAL PROVISIONS.

58 All expenses incurred in the administration of this Act shall be paid out of moneys provided by Parliament for that purpose.

Cost of administration.

59—(1) An administration fee of five shillings shall be paid to the Board annually by every contributor and by every pensioner, other than a child pensioner, at such times and in such manner as may be prescribed.

Administration fee.

(2) All moneys received by the Board in respect of such fees as aforesaid shall be paid into the Consolidated Revenue.

60—(1) Where any pension or benefit is payable under this Act before the establishment of the Fund the same shall be paid by the Treasurer out of the Consolidated Revenue.

Payment of moneys by the State

(2) Upon the establishment of the Fund, all such pensions and benefits shall be paid from the Fund, and the amount thereof, or the appropriate proportion thereof, as the case may be, shall be paid by the Treasurer in manner aforesaid to the Fund.

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(3) All moneys payable under the provisions of Part VI. shall be paid by the Treasurer to the Board, to be applied as therein provided.

Pensions of employees of State instrumentalities.

61—(1) Where the salary of any employee is paid by any State instrumentality or statutory authority, and not from the Consolidated Revenue, all payments made by the Treasurer in respect of any pension payable under this Act to or in respect of such employee shall be charged to such instrumentality or authority.

(2) Such instrumentality or authority shall pay to the Treasurer, as and when prescribed, the amount of all moneys paid by the Treasurer as aforesaid in respect of its employees.

(3) The payment of all pensions payable under this Act to, or in respect of, any such employees is hereby guaranteed by the State, and the same shall be paid if, and when, necessary by the Treasurer to the Board.

PART X.

MISCELLANEOUS.

Determination of questions under Act.

62—(1) If any question arises before the appointment of the Board as to whether any person is an employee, the same may be determined for the purposes only of section seven, by the Minister, and his decision shall be final.

Who are employees.

(2) After the appointment of the Board any such question as aforesaid shall be determined by the Board, and its decision shall be final.

(3) If any question arises as to whether any remuneration or emolument periodically received by an employee is to be included as part of the employee's salary the same shall be determined by the Board, and its decision shall be final.

Invalidity.

(4) If any question arises under this Act as to whether—

- i. A contributor is an invalid or is physically or mentally incapable of performing his duties :
- ii. Any such invalidity or incapacity is due to the fault of the contributor :
- iii. An invalidity pensioner is wholly incapacitated : or
- iv. The health of any invalidity pensioner has been so restored as to enable him to resume duty—

the same shall be determined by the Board upon the report of a medical practitioner appointed or employed by the Board.

Procedure.

(5) Before determining any such question as provided by subsection (4) hereof adversely to such contributor or pen-

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pensioner the Board shall give him an opportunity to be heard, and shall consider any medical report or other evidence he may then submit to it. A.D. 1938.

(6) If any person—

- i. At any time has been for a continuous period of ten years an employee as defined by this Act:
- ii. Has ceased to be such employee by reason of his having reached the retiring age:
- iii. Since ceasing to be such employee has been employed by the State in a temporary capacity for an aggregate period exceeding two years: and
- iv. At the commencement of this Act is still so employed—

the Board, if satisfied that his temporary employment has not been of a casual nature only, may grant him status as an employee, and thereupon such person shall be deemed to be an employee for the purposes of this Act, as from its commencement, and such temporary service shall be deemed to have been continuous with his permanent service.

(7) Any person who is dissatisfied with any decision of the Board under this Act, other than a decision which is declared by this Act to be final, may appeal therefrom in manner prescribed to a judge, whose decision thereon shall be final and conclusive.

Appeal.

63—(1) Where in the opinion of the Board, after such enquiry as the Board thinks necessary, the health of any invalidity pensioner is so restored as to enable him to perform the duties of any office which is available for him and which he may be required to accept, the Board shall report to the Minister accordingly.

Re-employment of employees who have retired.

(2) If suitable employment in the service of the State is offered to such pensioner at a salary not less than three-fourths of the salary then appropriate to the grade or position which he held at the time of his retirement, or if he accepts a position as an employee at a lower salary, the Board may cancel his pension and thereupon the same shall cease to be payable except as provided by section thirty-nine.

Invalidity pensioners.

(3) Upon the re-appointment of any such pensioner he shall—

Rights of employee.

- i. Contribute to the Fund for the number of units appropriate to his then salary group, or, if he so elects, for the number for which he was contributing at his retirement

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- ii. Pay contributions at the rate payable by him before retirement, except as regards the units, if any, in excess of the number for which he contributed previously :
- iii. Be deemed to have been continuously employed notwithstanding his retirement on pension : and
- iv. Be entitled, if he again retires through a recurrence of his infirmity, to a pension which is not less than that on which he previously retired.

Widow's pension.

(4) Where any such re-appointed invalidity pensioner contributes as aforesaid for a reduced number of units and dies through a recurrence of his infirmity before again retiring, the pension payable to his widow shall be the same as she would have received had he died before reappointment.

No refund on reduction.

(5) No refund of contributions shall be made to any such pensioner by reason of any reduction, made under this section, in the number of units for which he contributes as aforesaid.

Medical examination.

(6) Every such pensioner shall submit himself for medical examination as and when required by the Board, and in default of his so doing the Board may suspend payment of his pension during the continuance of such default, and the same shall cease to be payable in respect of such period.

Employees who have voluntarily retired on pension.

(7) Where a pensioner, who retires under the provisions of paragraph ii. of subsection (1) of section twenty-nine, is re-employed in the Service, he shall not be compelled or permitted to contribute under the provisions of Part IV.

Positions of other persons re-employed.

(8) Except as hereinbefore provided, where any retired employee is re-employed such re-employment shall not affect his then existing rights, if any, under this Act, but in all other respects he shall be in the same position as if he had never previously been an employee.

Calculation of benefits based on contributions of employees.

64—(1) Wherever in this Act provision is made for the refund of, or for benefits based wholly or in part upon, an employee's contributions, the same shall include all contributions made by him up to the date of retirement or death, as the case may be, together with any contributions which he may be required or permitted to make, and does make after that date, but subject to the deduction of any contributions previously refunded to him.

(2) Where any such provision relates to a contributor who has retired and has been re-employed, such contributions as aforesaid shall be calculated only from the date of the last re-employment of such contributor.

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65—(1) No pension or benefit under this Act shall be capable of being assigned, charged, taken in execution or passed by operation of law to any person other than the pensioner or beneficiary to or for whose benefit the same is payable. A.D. 1933.

Pensions not assignable.

(2) No moneys payable under this Act upon the death of any person shall be assets for the payment of the debts or liabilities of such person.

66—(1) In any case where the payments of a contributor for any reason are in arrear, the amount in arrear may be deducted from his salary in such instalments as the Board may determine, and the Treasurer shall cause the same to be deducted accordingly and paid to the Board. Recovery of overdue contributions.

(2) The Board at any time may recover any amounts payable to it by any contributor or pensioner in any court of competent jurisdiction, or may deduct the same from any moneys payable under this Act to, or in relation to, any such contributor or pensioner.

67—(1) The Minister shall furnish to the Board such returns and other information with respect to employees as the Board at any time may require. Returns.

(2) The Board may require any employee or pensioner at any time to furnish such evidence of age as the Board may consider sufficient, and all such other information as the Board may require for the purposes of this Act.

(3) Any employee or pensioner who fails to comply with any such requirement of the Board shall be liable to a penalty of ten pounds unless he proves that he had reasonable excuse for such failure.

68—(1) The Governor on the recommendation of the Board may make regulations for the purposes of this Act and may prescribe the cases in which, the conditions under which, and the rates at which invalidity pensions may be reduced and payable according to varying degrees of invalidity. Regulations.

(2) Any such regulations may impose a penalty not exceeding fifty pounds for the breach of any regulation so made.

Superannuation.

A.D. 1938.

THE FIRST SCHEDULE.

PART I.

RATES OF ANNUAL CONTRIBUTION TO BE PAID BY
MALE CONTRIBUTORS BASED ON A RETIRING
AGE OF 65.

Age next Birthday at Entry.	First £52 Pension to Contributor; £26 to Widow; £13 to each Child to Age 16.	Subsequent Incre- ments, £52 Pension to Contribu- tor; £26 to Widow.	Age next Birthday at Entry.	First £52 Pension to Contributor; £26 to Widow; £13 to each Child to Age 16.	Subsequent Incre- ments, £52 Pension to Contribu- tor; £26 to Widow.
	£ s. d.	£ s. d.		£ s. d.	£ s. d.
16	2 19 0	2 12 0	41	9 15 0	8 18 0
17	3 1 0	2 15 0	42	10 4 0	9 9 0
18	3 5 0	2 17 0	43	10 17 0	10 2 0
19	3 8 0	3 1 0	44	11 8 0	10 13 0
20	3 12 0	3 3 0	45	12 1 0	11 8 0
21	3 16 0	3 8 0	46	12 16 0	12 3 0
22	4 1 0	3 10 0	47	13 13 0	13 0 0
23	4 5 0	3 14 0	48	14 11 0	13 18 0
24	4 9 0	3 18 0	49	15 12 0	14 19 0
25	4 14 0	4 3 0	50	16 16 0	16 3 0
26	4 18 0	4 7 0	51	18 2 0	17 11 0
27	5 2 0	4 9 0	52	19 13 0	19 2 0
28	5 7 0	4 14 0	53	21 7 0	20 19 0
29	5 11 0	4 18 0	54	23 8 0	23 0 0
30	5 17 0	5 2 0	55	25 16 0	25 7 0
31	6 2 0	5 9 0	56	28 15 0	28 6 0
32	6 8 0	5 13 0	57	32 6 0	31 17 0
33	6 13 0	5 17 0	58	36 17 0	36 8 0
34	6 19 0	6 4 0	59	42 18 0	42 12 0
35	7 6 0	6 10 0	60	51 10 0	51 1 0
36	7 12 0	6 17 0	61	64 7 0	63 19 0
37	8 1 0	7 3 0	62	86 1 0	85 12 0
38	8 7 0	7 12 0	63	129 14 0	129 3 0
39	8 16 0	8 1 0	64	262 2 0	261 2 0
40	9 5 0	8 9 0	65	267 6 0	266 6 0

Superannuation

PART II.

A.D. 1988.

RATES OF ANNUAL CONTRIBUTION TO BE PAID BY
FEMALE CONTRIBUTORS BASED ON A RETIRING
AGE OF 60.

Age next Birthday at Entry.	Contribution for £52 Pension.	Age next Birthday at Entry.	Contribution for £52 Pension.
	£ s. d.		£ s. d.
16	2 6 0	39	8 18 0
17	2 9 0	40	9 11 0
18	2 12 0	41	10 6 0
19	2 15 0	42	11 1 0
20	2 18 0	43	11 19 0
21	3 1 0	44	13 0 0
22	3 4 0	45	14 4 0
23	3 8 0	46	15 12 0
24	3 12 0	47	17 8 0
25	3 16 0	48	19 0 0
26	4 1 0	49	21 3 0
27	4 5 0	50	23 15 0
28	4 9 0	51	27 0 0
29	4 14 0	52	31 0 0
30	5 0 0	53	36 2 0
31	5 7 0	54	42 18 0
32	5 13 0	55	52 9 0
33	6 0 0	56	66 17 0
34	6 8 0	57	90 18 0
35	6 15 0	58	139 5 0
36	7 6 0	59	284 17 0
37	7 14 0	60	289 12 0
38	8 5 0		

Superannuation.

A.D. 1938.

THE SECOND SCHEDULE.**PERCENTAGE OF ACCRUED GRATUITY
PAYABLE ACCORDING TO LENGTH OF
SERVICE.**

Where the Employee's Length of Service at the time of his Retirement or Death, as the case may be, exceeds --	The Per- centage pay- able shall be --
40 years	100
39 years	98
38 years	96
37 years	94
36 years	92
35 years	90
34 years	88
33 years	86
32 years	84
31 years	82
30 years	80
29 years	78
28 years	76
27 years	74
26 years	72
25 years	70
24 years	68
23 years	66
22 years	64
21 years	62
20 years	60
19 years	58
18 years	56
17 years	54
16 years	52
15 years	50
14 years	48
13 years	46
12 years	44
11 years	42
10 years	40
9 years	38
8 years	36
7 years	34
6 years	32
5 years	30

Where the length of service does not exceed 5 years, nil.