LAWS OF THE COMMUNITY

The Provident Fund Act

CHAPTER 13

CHAPTER 13

THE PROVIDENT FUND ACT

ARRANGEMENT OF SECTIONS

Section

- 1-Short title.
- 2-Interpretation.
- 3-Establishment and management of Funds.
- 4-Who shall be depositors and dates of so becoming.
- 5-Amount of deposit.
- 6-Interest.
- 7-Bonuses.
- 8-Information to depositors.
- 9—Closing of accounts.
- 10—Where account closed by death or satisfactory termination of service.
- 11-Where account closed by dismissal, resignation, etc.
- 12-Transfer to pensionable office in public service.
- 13—Transfer to office other than pensionable or provident fund office in public service.
- 14-Special provisions relating to marriage.
- 15-Payment on death of depositor.
- 16 Deposits, etc., not to be assigned or attached.
- 17-Deduction of sums due to Community, etc.
- 18-Regulations.
- 19-Repeal.

SCHEDULE.

CHAPTER 13

THE PROVIDENT FUND ACT

Commencement: 1st January 1948

6 of 1950, 16 of 1953, 10 of 1959, 2 of 1964, L.N. 9/1951, L.N. 84/1961, L.N. 1/1967 (E.A.C.).

- An Act of the Community to establish provident funds for certain employees in the service of the Community and the East African Posts and Telecommunications Corporation and to provide for contributions to such funds by such employees and by the Community and the East African Posts and Telecommunications Corporation and for other matters connected therewith
 - 1. This Act may be cited as the Provident Fund Act.

Short title.

2. (1) In this Act, except when the context otherwise requires—

Interpretation.

"the accounting officer" means-

10 of 1959. 2 of 1964. OSts L.N. 84/1961. hief L.N. 1/1967.

- (a) in relation to an employee in the East African Posts and Telecommunications Corporation, the chief accountant of that Corporation;
- (b) in relation to an employee of the Community, the Accountant-General of the Community;

"the Boards" means the Boards of Management appointed under section 3 (2);

"bonus" means the sum of money provisionally credited to a depositor under section 7;

"Chairman" means the Chairman of a Board;

"Corporation" means the East African Posts and Telecommunications Corporation;

"deposit" means the deposit under section 5;

"depositor" means an employee of the Community or the Corporation—

- (a) by whom or on whose behalf deposits in the Fund are made under this Act; or
- (b) in respect of whom any amount is standing to his credit in the Fund;

"an employee of the Community or the Corporation" means an officer in the service of the Community or the Corporation who is not a pensionable officer under the Pensions Act;

Cap. 11,

"the employer's funds" means—

- (a) in the case of a depositor who is in the service of the Corporation, the general funds of the Corporation;
- (b) in the case of a depositor who is in the service of the Community, the General Fund;

"financial year" means—

- (a) up to and including the calendar year 1957, the period of a calendar year;
- (b) from 1st January 1958 to 30th June 1959 such period of 18 months;
- (c) from 1st July 1959 the period of 12 months commencing on 1st July in each calendar year and ending on 30th June in the following calendar year;

"the Funds" means the East African Community Staff Provident Fund and the East African Posts and Telecommunications Corporation Staff Provident Fund established under section 3;

"holder of a provident fund office" means an employee of the Community or the Corporation—

- (a) who is the substantive holder of such office, whether or not he is on probation therein;
- (b) who is serving in such office under an agreement which continues for not less than two years:

Provided that the Authority may, in any particular case, declare that any such employee shall not be deemed to be the holder of a provident fund office for the purposes of this Act;

"other public service" means public service other than service under the High Commission, the Organization, the Community or the Corporation or under the governments of Tanzania, Uganda or Kenya;

"provident fund office" means an office which has been declared by the Authority by a notification published in the Gazette to be a provident fund office for the purposes of this Act with effect from such date as may be specified in the notification; and any such notification may from time to time be amended, added to or revoked by another notification so made and published; but where by virtue of any such amendment or revocation any office ceases to be a provident fund office, then unless such office becomes a pensionable office under the Pensions Act, so long as the substantive holder of that office continues therein, the office shall, as respects that person, continue to be a provident fund office;

"public service" means service in a civil capacity under the High Commission, the Organization, the Community or the Corporation or under the Government of any other part of Her Majesty's dominions or of any British Protectorate. Protected State, or Mandated or Trust Territory administered by the Government of any part of Her Majesty's dominions, or of the New Hebrides or the Anglo-Egyptian Sudan, or in such other service as the Authority may determine to be "public service" for the purpose of any provision of this Act;

"salary" means the substantive salary payable to a depositor and does not include any other payment or allowance whatsoever:

"savings bank" means any savings bank established under the Post Office Savings Bank Act of Kenya, or the Post Office Savings Bank Ordinance of Tanzania, or the Post Office Savings Bank Act of Uganda.

Cap. 501. Cap. 87. Cap. 89.

- (2) When it appears to the Authority that there is no satisfactory proof of the correct age of a depositor, then the Authority may, upon such evidence as it thinks fit, presume the age of the depositor and such presumed age shall be taken to be the correct age of the depositor for the purposes of this Act.
- 3. (1) There shall be established Funds to be known as-
 - (a) the East African Community Staff Provident Fund: and
 - (b) the East African Posts and Telecommunications Corporation Staff Provident Fund.
- (2) The Authority shall appoint in respect of each of the Funds established under subsection (1) a Board of Management which shall be responsible for the control and management of that Fund in accordance with this Act.
- (3) The Boards appointed under subsection (2) shall each consist of a Chairman and four other members to be appointed by the Authority and the procedure of the Boards may be determined by regulations made under section 18.
- (4) The money paid into each of the Funds shall, so far as is practicable, be invested by the Board responsible for that Fund in such security or securities yielding interest as it may approve or be deposited in a savings bank.

Establishment and management of Funds. 10 of 1959. 2 of 1964. L.N. 1/1967.

- (5) Where the interest earned by the Funds or either of them is insufficient to meet the interest which under this Act is to be credited or provisionally credited to the accounts of depositors, then there shall be paid out of the employer's funds into the Funds, or either of them, such amounts as may be necessary to meet such deficiency.
- (6) The Boards shall submit to the Authority as soon as practicable after the last day of each financial year fully audited statements showing the workings of the Funds and all claims thereon and containing full particulars of all transactions connected with the workings of the Funds; and the accounts of the Funds shall be audited by the Auditor-General.

Who shall be depositors and dates of so becoming, 16 of 1953.

- **4.** (1) Every employee of the Community or the Corporation who—
 - (a) is on the 1st April 1951 the holder of a provident fund office shall become a depositor as from that date;
 - (b) becomes the holder of a provident fund office on or after the appointed date shall become a depositor as from the date of his appointment to that office;
 - (c) is the holder of an office declared, subsequently to his appointment thereto, to be a provident fund office shall become a depositor as from the date of the publication of such declaration:

Provided that an employee of the Community or the Corporation who—

- (a) is transferred from a pensionable office and is permitted under the provisions of the Pensions Act to have his service in the provident fund office taken into account as pensionable service under that Act; or
- (b) is serving under an agreement which provides for the payment of a gratuity on the termination thereof; or
- (c) is a married woman,

shall not, subject to section 14, become or continue to be a depositor.

- (2) Every employee of the Community or the Corporation who is required to become a depositor—
 - (a) under subsection (1) (a) and whose office has been declared to be a provident fund office with effect from a date prior to the 1st April 1951 may elect by notice in writing, addressed to the Chairman,

Cap. 11.

- within three months, or such longer period as the Authority may either generally or in any particular case determine of the 1st April 1951;
- (b) under subsection (1) (c) and whose office has been declared to be a provident fund office with effect from a date prior to the date of publication of such declaration may elect by notice in writing, addressed to the Chairman, within three months, or such longer period as the Authority may either generally or in any particular case determine of such date of publication,

to become a depositor as from the date with effect from which his office is declared to be a provident fund office, or the date upon which he became the holder of that office, whichever is the later:

Provided that an employee of the Community or the Corporation shall not elect to become a depositor in respect of a period when either—

- (a) he was a contributor to a provident fund established under any of the enactments specified in the Schedule; or
- (b) he was serving under an agreement which provided for the payment of a gratuity on the termination thereof.
- (3) Where under subsection (2) an employee of the Community or the Corporation elects to become a depositor as from a date earlier than that on which he is required to become a depositor under subsection (1) then—
 - (a) a sum equal to the arrears which are due from him in respect of the deposits he would have made during such earlier period shall be advanced to such employee from the employer's funds and deposited in the Fund and shall be deemed for the purposes of this Act to be a deposit;
 - (b) a sum equal to the amount referred to in paragraph (a) shall be paid out of the employer's funds into the Fund and shall be deemed for the purposes of this Act to be a bonus,

and the sums so paid in shall be deemed for the purposes of this Act to have been deposited, or provisionally credited, to the depositor's account on the last day of the month immediately prior to the month on which such employee was required to become a depositor under subsection (1).

- (4) Where under subsection (3) (a) an amount is advanced to an employee of the Community or the Corporation, such amount shall be recovered by twelve equal monthly instalments deducted from his salary and credited to the advance account.
- (5) (a) The provisions of subsection (1) (a) and subsections (2), (3) and (4) shall not apply to employees of the Community or the Corporation who were the holders of offices in the subordinate service of the Community or of the Corporation or in the unestablished service of the Corporation on the dates with effect from which, those offices were respectively declared to be provident fund offices.
- (b) Every holder of an office specified in this subsection may, at any time after the 31st July 1964, by notice in writing addressed to the Chairman, elect to become a depositor with effect from the date on which his office became a provident fund office or such later date being the first day of a month as he may specify in his election.

Amount of deposit.

5. (1) Every depositor shall, so long as he remains the holder of a provident fund office, deposit in the Fund monthly an amount equal to Sh. 1/50 for each pound of his monthly salary; and such deposits shall be calculated on full salary, whether the depositor is on full, reduced, or no salary:

Provided that when a depositor is on reduced salary or no salary for a period exceeding two consecutive months, he may elect to contribute in respect of such period in excess of two months at the rate of Sh. 1/50 for each pound of the salary which he actually receives.

- (2) For the purposes of ascertaining the amount to be deposited under subsection (1) where the monthly salary of a depositor includes any fraction of a pound, an amount of salary less than Sh. 10 shall be disregarded and an amount of salary of Sh. 10 or more shall be regarded as a pound.
- (3) Deposits required to be made under this section shall be deducted by the accounting officer from the salary of the depositor on each occasion on which he receives salary and shall be forwarded to the Board; and notwithstanding the actual date on which the deduction is made a deposit shall be deemed for the purposes of this Act to be credited to the depositor's account on the last day of the month in respect of which the salary is due.

6. (1) Interest shall be credited on deposits at a rate, of not less than 3 per cent per annum, to be fixed in relation to each financial year by the Authority on—

Interest. 10 of 1959.

- (a) the balance of deposits on hand at the beginning of each financial year, and
- (b) half the total of the deposits made during such financial year,

and shall begin to accrue from the first day of each such financial year; and, subject to this Act, such interest shall be calculated to the last day of each such financial year and shall then, subject to subsection (2), be added to and become part of the principal and be deemed for the purposes of this Act to be a deposit.

- (2) Where the interest calculated to the last day of each financial year includes any fraction of a shilling which is—
 - (a) one-quarter or less, that fraction shall be disregarded;
 - (b) more than one-quarter but less than three-quarters, that fraction shall be regarded as one-half;
 - (c) three-quarters or more, that fraction shall be regarded as a shilling,

and the amount of interest to be added to and become part of the principal shall be determined accordingly.

7. (1) On the last day of each financial year there shall be paid out of the employer's funds—

Bonuses. 10 of 1959.

- (a) in the case of a depositor who has not prior to the first day of the next following financial year completed a period of 10 continuous years as a depositor, a sum equal to the aggregate of the deposits made by the depositor to the Fund during the financial year together with the interest thereon which is added to and becomes part of the principal under section 6;
- (b) in the case of a depositor who has prior to the first day of the next following financial year completed a period of 10 continuous years or more but less than 20 continuous years as a depositor, a sum equal to one and a half times the amount payable under paragraph (a);
- (c) in the case of a depositor who has prior to the first day of the next following financial year completed a period of 20 continuous years or more as a depositor,

and such sum shall be provisionally credited by the Board to the account of such depositor:

Provided that--

- (i) in the event of the account of the depositor being closed under section 9 prior to the last day of any financial year, the amount to be paid out of the employer's funds and provisionally credited by the Board to the account of the depositor shall be determined by reference to the aggregate of the deposits made by the depositor to the Fund during the financial year up to the date of such closure together with the interest thereon up to the end of the month previous to such closure;
- (ii) in the financial year in which the bonus is first increased in accordance with the provisions of paragraph (b) or paragraph (c) of this subsection, such increased bonus shall be calculated only in respect of deposits (together with the interest thereon) credited to a depositor's account during the last half of such financial year so, however, that if any depositor completed a period of 10 or 20 continuous years as a depositor during the period from 1st January 1958 to 30th June 1958 then such increased bonus shall be calculated in respect of deposits (together with the interest thereon) credited to the depositor's account during the whole of the financial year in which such period falls;
- (iii) where any sum payable under this section includes a fraction of a shilling, then the provisions of paragraphs (a), (b) and (c) of section 6 (2) shall have effect.
- (2) The provisions of section 6 in relation to the crediting and calculation of interest and the addition thereof to the principal shall apply in like manner to all sums provisionally credited under subsection (1) to the account of a depositor.
- (3) Where a depositor has been transferred to the service of the High Commission solely by reason of any Proclamation or Order made under the provisions of section 9 or section 45 (as the case may be) of the East African (High Commission) Order in Council 1947 (now revoked) then subsection (1) shall have effect as if for references to any number of continuous years as a depositor there were substituted references to an equivalent number of continuous years public service.

8. As soon as practicable after the last day of each financial year, the Board shall, if so required by the depositor, cause him to be informed of the total amount of the deposits credited and bonuses provisionally credited to him in the Fund at that date.

Information to depositors. 10 of 1959.

9. (1) Subject to this Act, on the death of a depositor, or on his ceasing to be the holder of a provident fund office, interest up to the end of the month previous to the date of such death or ceasing to be the holder of a provident fund office shall be credited to his account, which shall then be closed.

Closing of accounts.

- (2) Where an account is closed under this section notice of such closure and of the amount therein shall be given-
 - (a) if the depositor is living, to the depositor;
- (b) if the depositor is dead, to such person or persons mentioned in section 15 and as the Board thinks fit. and, in either such case, to such other persons as, in the opinion of the Board, reasonably require such notice.
- 10. Subject to this Act, if a depositor dies while in the service of the Community or the Corporation or leaves such service in any of the following circumstances, that is to say-
 - (1) retirement on medical evidence to the satisfaction of the Authority that he is incapable by reason of some infirmity of mind or body of discharging the duties of his office, such incapacity being likely to be of such duration that the Authority considers retirement reasonable:
 - (2) completion of contract to the satisfaction of the Authority;
 - (3) abolition of office:
 - (4) on or after attainment of the age of fifty-five years, or with the approval of the Authority, fifty years;
 - (5) determination of service by the Authority otherwise than by dismissal or on the grounds of inefficiency;
 - (6) resignation after not less than ten years service as a depositor;
 - (7) in the case of a female depositor, resignation on or with a view to marriage, or on being required to retire on account of marriage, subject to the production to the Board of satisfactory evidence of her

Where account closed by death or satisfactory termination of service.

marriage within six months, or such other period as the Board may permit, after resignation or retirement.

the amount of the deposits and bonuses credited or provisionally credited to the depositor in the Fund at the closing of the account shall be paid to the depositor or to any other person to whom by virtue of this Act or otherwise payment may lawfully be made:

Provided that if a depositor leaves such service in the circumstances set out in paragraph (6) of this section, then the amount of the bonuses which shall be paid to the depositor under this section shall be only such amount as would have been provisionally credited by the Board to his account if the sum paid out of the employer's funds under section 7 in respect of each year of his service had not been increased by reason of the depositor having completed ten or more years continuous service; and any part of the bonuses not paid to the depositor shall be refunded to and credited to the employer's funds.

Where account closed by dismissal, resignation, etc.

- 11. (1) Subject to this Act, if a depositor is dismissed, or removed on the grounds of inefficiency, or resigns or leaves the service of the Community or the Corporation for any reason or in any circumstances other than one specified in section 10—
 - (a) the amount of his deposits in the Fund, and interest thereon, shall be paid to the depositor;
 - (b) all or such part (if any) as the Board, with the approval of the Authority, may determine of the bonuses provisionally credited to the depositor, may also be paid.
- (2) Any part of the bonuses not paid to the depositor under this section, shall be refunded to and credited to the employer's funds.

Transfer to pensionable office in public service. 12. (1) If a depositor is transferred to a pensionable office in the public service, his account shall be closed in accordance with section 9; and the amount of the deposits and bonuses credited or provisionally credited to the depositor in the Fund at the time of closure shall not then be paid to the depositor but shall be dealt with in accordance with the provisions of this section:

Provided that nothwithstanding that the account is closed, interest on the amount therein shall continue to be credited in accordance with section 6 and section 7.

- (2) If the depositor transferred to a pensionable office in public service—
 - (a) is confirmed in such office, his service as a depositor shall be taken into account as pensionable service for the purposes of the Pensions Act, and he shall surrender all claim to the amount then credited or provisionally credited to him in the Fund and such amount shall be paid into employer's funds;

Cap. 11.

- (b) is not confirmed in such office and thereupon leaves the public service, or dies in such service prior to his confirmation or non-confirmation in such office, the total amount credited or provisionally credited to him in the Fund up to the end of the month previously to the date of his leaving the public service or of his death shall, subject to the provisions of this Act, be paid out of the Fund as if the service of the depositor had terminated in circumstances in which section 10 applies;
- (c) is not confirmed in such office but continues in the public service in an office other than a pensionable office, then upon the depositor leaving the public service in any circumstances or upon his death in such service, the total amount credited or provisionally credited to him in the Fund up to the end of the month previous to the date of his leaving the public service or of his death shall, subject to the provisions of this Act, be paid out of the Fund as if the service of the depositor had terminated in circumstances in which section 10 applies.
- 13. (1) Where a depositor is transferred to any office in the service of the Community or the Corporation which is neither a pensionable office nor a provident fund office, the depositor shall continue to make deposits and to be subject to the provisions of this Act as if he were the holder of a provident fund office.

Transfer to office other than pensionable or provident fund office in public service.

- (2) Where a depositor is transferred to any office in other public service which is not a pensionable office—
 - (a) his account shall be closed in accordance with section 9: and
 - (b) the amount of the deposits and bonuses credited or provisionally credited to the depositor in the Fund at the time of closure shall not then be paid to the

depositor but shall be dealt with in accordance with the provisions of this subsection:

Provided that notwithstanding that the account is closed, interest on the amount therein shall continue to be credited in accordance with section 6 and section 7:

(c) subject to this Act, upon the depositor subsequently leaving the public service in any circumstances, or upon his death in such service, the total amount credited or provisionally credited to him in the Fund up to the end of the month previous to the date of his leaving the public service or of his death shall be paid out of the Fund as if the service of the depositor had terminated in circumstances in which section 10 applies.

Special provisions relating to marriage.

- 14. (1) Where the holder of a provident fund office is or becomes a married woman the Authority may direct that she shall become or continue to be a depositor.
- (2) Where a female depositor marries then, whether or not she continues to be the holder of a provident fund office, unless the Authority otherwise directs under subsection (1), interest up to the end of the month previous to the date of her marriage shall be credited to her account which shall then be closed in accordance with section 9 and the amount of the deposits and bonuses credited or provisionally credited to her in the Fund at the time of such closure shall be paid out of the Fund as if the service of the depositor had terminated in circumstances in which section 10 applies.

Payment on death of depositor. 2 of 1964.

- 15. (1) Subject to this Act, on the death of a depositor—
- (a) if the amount credited or provisionally credited to him in the Fund does not exceed Sh. 2,000 the Board shall pay it to the person or persons nominated for the purpose by the depositor in such manner as may be prescribed, or if no such nomination has been made to the legal personal representative of the depositor, or, at the discretion of the Board, to the person appearing to the Board to be entitled ultimately by law to receive it;
- (b) if that amount exceeds Sh. 2,000 the Board shall pay it to the legal personal representative of the depositor:

Provided that the Board may make an immediate payment, not exceeding Sh. 600 in any one case, out of the amount credited or provisionally credited to the depositor in

the Fund in order to give immediate relief to the widow or children or other dependants of the deceased if in the opinion of the Board such relief is required.

- (2) Any payment made by the Board under this section shall be valid and effectual against any demand made upon the Community, the Corporation or the Board by any other person in respect of the amount credited or provisionally credited to the depositor.
- 16. Subject to this Act, no deposit, bonus, or interest on any such deposit, shall be assignable or transferable or liable to be attached, sequestered, or levied upon, for, or in respect of, any debt or claim whatsoever.

Deposits, etc., not to be assigned or attached.

17. Any sum due from a depositor to the Community or the Corporation, or due in respect of income tax, may, on payment out of a Fund of any amount then standing to the depositor's credit therein, be deducted from the amount otherwise payable.

Deduction of sums due to Community, etc. 2 of 1964.

18. The Authority may make regulations generally for carrying out the provisions of this Act and, without prejudice to the generality of the foregoing, such regulations may provide that a depositor entitled to receive any amount out of the Fund may elect to receive such amount either in a lump sum or by annual payments or in such other manner as may be prescribed and that interest shall be paid on any amount remaining in the Fund as a result of such election.

Regulations

19. The enactments specified in the Schedule shall cease to apply to an employee of the Community or the Corporation who becomes a depositor under this Act in respect of service from the date of his so becoming a depositor.

Repeal.

SCHEDULE

(s. 19)

 The European Civil Service Provident Fund Ordinance of Kenya, and all amendments thereto and all regulations made thereunder.

2. The Asian Civil Service Provident Fund Ordinance of Kenya,

and all amendments thereto and all regulations made there-

Cap. 72 (1948).

Cap. 70 (1948).

3. The Government Staff Provident Fund Ordinance, of Kenya, and all amendments thereto and all regulations made thereunder.

under.

Cap. 71 (1948).

SCHEDULE—(Contd.)

Cap. 51.

16

 The Provident Fund (Government Employees) Ordinance of Tanganyika, and all amendments thereto and all regulations made thereunder.

1 of 1941.

- The Government Employees Provident Fund Ordinance, 1941, of Uganda, and all amendments thereto and all regulations made thereunder.
- 6. The East African Railways and Harbours Provident Fund Regulations, and all amendments thereto.

[Subsidiary]

SUBSIDIARY LEGISLATION

Regulations under section 18

THE PROVIDENT FUND (ANNUITIES) REGULATIONS

L.N. 11/1951. L.N. 70/1965.

- These Regulations may be cited as the Provident Fund (Annuities) Regulations, and shall come into operation on the 1st April 1951.
- 2. (1) Where under the provisions of the Act a depositor is entitled to have paid out to him from the Fund a total sum of not less than Sh. 2,000, then such depositor may elect, in the manner set out in this regulation, to receive such total sum in the form either—
 - (a) of a lump sum of the total amount due to him; or
 - (b) of a lump sum equal to one-eighth of the total amount due to him, together with an annual payment equal to the product of the balance of such total sum after deduction of such last-mentioned lump sum payment and the factor given in the Schedule corresponding to the age of the depositor at the date of his leaving the public service.
- (2) The election referred to in paragraph (1) of this regulation shall be exerciseable by a written notification addressed to the Chairman at any time before the expiration of three months from the date upon which the depositor becomes entitled to have paid out to him any money from the Fund or, with the approval of the Chairman, before any payment out of the Fund has been made to the depositor; and where any such election has been made it shall be irrevocable and if no such election is made the depositor shall be deemed to have elected to receive such total sum in the form set out in paragraph (1) (a) of this regulation.
- (3) Where a depositor elects to receive such total sum in the form—
 - (a) set out in paragraph (1) (a) of this regulation, then the lump sum shall be paid to the depositor as soon as practicable after he becomes entitled to receive it;
 - (b) set out in paragraph (1) (b) of this regulation, then the lump sum referred to therein shall be paid to the depositor as soon as practicable after he becomes entitled to receive it and the annual payments referred to therein shall be payable either in monthly or quarterly instalments in arrear as the Chairman may direct.
- 3. (1) Where a depositor is entitled to receive in respect of other public service any sum under any territorial legislation and there exists in such legislation provisions corresponding to the provisions of these Regulations, then, if the amount payable to him under such territorial legislation together with any amount payable from the Fund amounts to a total sum of not less than Sh. 2,000, the depositor shall be entitled to elect under regulation 2 notwithstanding that the amount payable to him from the Fund is less than Sh. 2,000:

Provided that in any such case this regulation shall not have effect where the depositor has elected to receive the total amount due to him under the territorial legislation in one lump sum.

[Subsidiary]

(2) For the purposes of this regulation the expression "territorial legislation" means any legislation, or any regulations made thereunder, in force in Kenya, Tanzania, or Uganda, relating to a provident fund.

SCHEDULE

Age on leaving public service	Factor	Age on leaving public service	Factor
30	.0520	43	.0640
31	.0527	44	.0654
32	.0534	45	.0668
33	.0541	46	.0684
34	.0548	47	.0700
35	.0556	48	.0718
36	.0565	49	.0737
37	.0574	50	.0758
38	.0583	51	.0779
39	.0593	52	.0803
40	.0604	53	.0828
41	.0615	54	.0855
42	.0627	55 or over	.0884

Interest fixed by the Authority under section 6

	Year						Rate				
L.N. 10/1951.	lst Janu	агу	1948-31	st De	cember	1951	3	рег	cent	рег	annum
L.N. 5/1953.	1952						3	рег	cent	per	annum
L.N. 6/1953.	1953						3	per	cent	per	annum
L.N. 16/1954.	1954						3	рег	cent	per	annum
L.N. 25/1955.	1955	. ,					4	per	cent	per	annum
L.N. 70/1956.	1956						4	per	cent	per	annum
L.N. 55/1958.	1957						4	per	cent	per	annum
L.N. 56/1958.	1958						5	per	cent	per	annum
L.N. 9/1960.	1st July	19.	59-30th	June	1960		41/2	рег	cent	рег	annum
L.N. 10/1960.	Ist June	19	58~30th	June	1959		5	per	cent	per	annum