

THE PROVIDENT FUND ACT

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PROVIDENT FUND

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SCHEDULES

THE PROVIDENT FUND ACT

[21st November, 1947.]

Cap. 315.
Laws
5 of 1955,
25 of 1958,
48 of 1961,
49 of 1961.
Acts
26 of 1969,
36 of 1976,
Sch.

1. This Act may be cited as the Provident Fund Act. Short title.

2.—(1) In this Act—

Interpreta-
tion.

“appointed day” means the 7th May, 1947;

“the Fund” means the Provident Fund established under this Act;

“the Board” means the Board of Management appointed under this Act;

“employee” when not preceded by the word “existing” means a person in the public or parochial service of this Island, or in the service of any scheduled body, who is the substantive holder of an office which is for the time being included in the First Schedule;

First
Schedule.

“existing employee” means a person who is on the appointed day the substantive holder of an office included in the First Schedule;

“depositor” means an employee by whom or on whose behalf deposits in the Fund are made under this Act;

“salary” includes regular wages and any personal allowance, but no other payment or allowance whatsoever;

“personal allowance” means a special addition to salary granted personally to the holder for the time being of the office and which is declared by the Governor-General to be subject to deductions for the purposes of the Provident Fund;

25/1958
S. 2 (1).

“compulsory deposit” means a deposit made under subsection (1) of section 9;

Second
Schedule.

“bonus” means the sum of money provisionally credited to the depositor under section 10;

“scheduled body” means any body or institution included for the time being in the Second Schedule;

“public service” means service in a civil capacity under the Government of this Island;

“parochial service” means service in a civil capacity under any Parish Council of this Island;

“Parish Council” includes the Kingston and St. Andrew Corporation.

(2) For the purposes of this Act a depositor’s family shall be deemed to include, in the case of a male depositor, his wife, and in the case of a female depositor, her husband, and in either such case the mother, father, sister, children and grandchildren of the depositor, but no other person.

Establish-
ment and
manage-
ment of
the Fund.

48/1961
S. 2.

3.—(1) There shall be established a Fund to be known as the Provident Fund.

(2) The Minister shall appoint a Board of Management who shall be responsible for the control and management of the Fund in accordance with the provisions of this Act and of any regulations made thereunder. The Chairman of the Board shall be such person as the Minister shall appoint.

(3) The moneys paid into the Fund shall, so far as practicable, be invested by the Accountant-General in such securities yielding interest as the Board may approve, or, with the approval of the Board, be deposited by him in the Workers Savings and Loan Bank.

(4) The Accountant-General shall keep a separate account for the moneys of the Fund.

(5) The Accountant-General shall keep separate accounts of the moneys paid into the Fund in respect of depositors in the public service, in the parochial service,

and in the service of any scheduled body. The account in respect of depositors in the parochial service and in the service of any scheduled body shall show separately the moneys paid into the Fund in respect of each Parish Council and scheduled body.

(6) The Board shall submit to the Minister as soon as practicable after the thirty-first day of March in each year, a full statement showing the working of the Fund and all claims thereon, and containing full particulars of all transactions connected with the working of the Fund. 48/1961
S. 3.

(7) All accounts required under this section to be kept shall be audited by the Auditor-General.

4. All moneys standing to the credit of the provident fund established and maintained under rules made under the Jamaica Agricultural Society Incorporation Act, are hereby transferred to the Fund established under this Act, and the rights of all persons to any interest in such moneys are hereby declared to be rights to similar interests in the Fund created by this Act. Transfer
of
existing
fund.

5.—(1) Every existing employee shall elect within three months next after the appointed day whether or no he will become a depositor. Existing
employees
to elect
whether
they will
become
depositors.

(2) Every existing employee who elects under subsection (1) to become a depositor shall become a depositor from the date on which he first draws any salary of the office by virtue of being the holder of which he is an employee, after the commencement of this Act.

(3) Except as otherwise provided in subsection (4), no existing employee who elects under subsection (1) not to become a depositor shall subsequently become a depositor.

(4) Where any existing employee who elects under subsection (1) not to become a depositor, ceases, subsequently to such election, to be an employee, and thereafter again becomes an employee, the provisions of section 7 shall apply to him as if he first became an employee on the date on which he again becomes an employee.

(5) This section shall come into operation on 7th May, 1947.

Saving of existing employee's rights under other legislation in relation to retiring benefits.

6. Every existing employee who after the appointed day ceases to be an employee in circumstances in which he would have been eligible under any Law, regulations or resolution of the Legislative Council constituted under an Order in Council made by Her Late Majesty Queen Victoria on the 19th day of May, 1884, in force on the 1st day of April, 1947, for the grant of any pension, allowance, gratuity or other retiring benefits, if such Law, regulations or resolution had not been repealed or revoked before the date on which he so ceases to be an employee shall, notwithstanding such repeal or revocation (whether before or after the commencement of this Act) be eligible for the grant of the pension, allowance, gratuity or other retiring benefits for which he would have been eligible but for such repeal or revocation, so, however, that in the case of an existing employee who elects under subsection (1) of section 5 to become a depositor his service subsequent to the commencement of this Act shall be regarded as qualifying service but not as pensionable service for the purposes of such repealed or revoked Law, regulations or resolution.

Employee shall become contributor.

7.—(1) Subject to the provisions of subsections (2) and (3), every person who becomes an employee after the appointed day shall become a depositor from the date of the commencement of this Act or from the date on which

he first draws any salary in respect of the office by reason of being the holder of which he is an employee, whichever is the later.

(2) Every transferred employee shall, within three months next after the date on which he becomes a transferred employee, elect whether or no he will become a depositor.

(3) Subsection (1) shall apply to a transferred employee who elects to become a depositor as if such transferred employee became an employee on the date on which he elects to become a depositor.

(4) In this section "transferred employee" means any person who immediately before being appointed to any office specified in the First Schedule held a pensionable or a non-pensionable office under the Pensions Act, or under the Pensions (Parochial Officers) Act, or who, under the provisions of either such Acts, gave notice in the prescribed manner, of his desire to continue to qualify for benefits under the Laws and Regulations applicable to him prior to the commencement of this Act.

First
Schedule.

8. Every election under subsection (1) of section 5 or under subsection (2) of section 7 shall be in the prescribed form.

Election to
be in pre-
scribed
form.

9.—(1) Every depositor, so long as he remains an employee, shall deposit in the Fund an amount equal to one-twentieth of the salary he receives in each month.

Compulsory
deposit.

(2) Deposits required to be made under subsection (1) shall be deducted—

(a) in the case of a depositor in the public service, by the Accountant-General;

(b) in the case of a depositor in the parochial service or in the service of a scheduled body, by the accounting officer (by whatever name called) of the Parish Council or scheduled body, from the salary of the depositor on each occasion on which he receives salary.

(3) Where a depositor in respect of any month receives no salary or any salary other than full salary, he may elect to deposit with the proper officer in respect of that month a sum of money which together with his compulsory deposits (if any) for that month is equal to the amount of what would be his compulsory deposit if he were in receipt of full salary for such month:

Provided that the depositor shall not be entitled to exercise such election on more than three occasions in succession and that in any case where the depositor has exercised such election on three occasions in succession, the provision of subsection (1) shall apply in respect of the remainder, if any, of the period during which he is in receipt of salary other than full salary.

(4) Deposits made by any depositor other than a depositor in the public service shall be forwarded by the proper officer to the Accountant-General at such times as may be prescribed by regulations made under this Act.

(5) Any sum deposited under subsection (3) shall be deemed for all purposes to be a compulsory deposit, and for the purposes of that subsection and subsection (4) the proper officer shall be the officer who would have made the deduction if such deposit had been a compulsory deposit.

Bonuses.

10. A sum equal to the compulsory deposit made by a depositor in respect of each month shall be provisionally credited by the Accountant-General to the account of such depositor.

11.—(1) Interest shall be credited separately on compulsory deposits and bonuses at a rate of three per cent per annum, or such other rate as may be prescribed by the Minister, and shall begin to accrue in respect of each sum deposited and each bonus on the first day of the month next following the day on which the deposit was made or the bonus credited. Subject to the provisions of this Act, it shall be calculated to the thirty-first day of March, in each year and shall then be added to and become part of the principal and be deemed for the purposes of this Act to be compulsory deposit or bonus, as the case may be.

Interest.

48/1961
S. 2.

(2) No interest shall be credited on any sum withdrawn in respect of the period between the last day of the month preceding the date of withdrawal and the first day of the month next following the date of repayment.

12. As soon as practicable after the thirty-first day of March, in each year the Accountant-General shall cause each depositor to be informed of the total amount standing to his credit in the Fund at that date.

Information to
depositors.

13.—(1) A depositor, conditional upon his passing a medical examination to the satisfaction of a medical practitioner appointed by the insurance company in any case where such medical examination is a prerequisite to the issue of a policy of assurance by such company, may at his option elect that his compulsory deposits, or any part thereof, be applied by the Accountant-General towards the effecting of assurance on his life :

Life
assurance.

Provided that if such deposits are insufficient to effect a policy of fifty dollars or over, no such election shall be open to the depositor.

26/1969
S. 2. (2) The option referred to in subsection (1) shall be exercised in writing by the depositor and, subject to section 38, where such election has been made it shall be irrevocable.

(3) Where a depositor has exercised the option referred to in subsection (1), then no interest shall be credited under section 11 on any compulsory deposit, or part thereof, applied for the purpose set out in such subsection.

Selection of
insurance
company.

25/1958
S. 2 (2).

14. Any assurance effected under section 13 shall be under an endowment assurance policy in favour of the Accountant-General effected with such company or companies as may be selected by the Minister responsible for finance and upon such terms and conditions as may be embodied in the assurance policy.

Application
of bonus.

15. Any bonus declared by an insurance company on any policy effected under section 13 shall in every case be allowed to augment the policy and become payable together with the capital sum at the maturity of the policy or at the time of the surrender of such policy as provided in section 25 and shall not be used in reduction of premiums.

Disposal of
policy at
maturity.

16. Should any policy of assurance effected under section 13 mature before the date of the closure of the account of the depositor under section 21, the amount of the proceeds of such policy shall, at the option of the depositor to be exercised in writing within one month of the maturity of the policy, be—

(a) held on deposit by the Accountant-General for the account of the depositor, in which case the amount shall become the compulsory deposit of the depositor; or

(b) re-invested in assurance:

Provided that if the option is not exercised within such period the depositor shall be deemed to have exercised the option set out in paragraph (a).

17. All moneys received by the Accountant-General under any policy of assurance effected under section 13 on the life of a depositor who dies while in the service shall, after payment thereof of any costs of recovering the moneys and any sums which may be deducted under section 29, be paid to the depositor's nominee, if one has been appointed, or in the absence of such an appointment to his legal personal representative.

Disposal of proceeds of policy at death.

18. Where a depositor elects under section 13 that his compulsory deposits or any part thereof shall be applied towards the effecting of an assurance policy on his life, he shall not be entitled to a refund of his compulsory deposits, or any part thereof, as were so applied as contemplated by section 22 and section 23 so long as a policy of assurance is subsisting, but subject to the provisions of section 25, in the event of the closure of his account under section 21 before the maturity of such policy of assurance, the Accountant-General shall assign such policy to the depositor after payment by the depositor of any sums which may be deducted under section 29.

Assignment of policy for deposits to the depositor before maturity.

19.—(1) A depositor who has not elected under section 13 to have his compulsory deposits or any part thereof applied towards effecting a policy of assurance may withdraw compulsory deposits only—

Withdrawal of compulsory deposits.

- (a) with the approval of the Board; or
- (b) with the permission of the Accountant-General if the Accountant-General is satisfied that withdrawal is desirable and that it is required—
 - (i) to pay the funeral expenses of any member of the depositor's family; or

- (ii) to pay exceptional hospital or other expenses incurred through the illness of the depositor or of any members of the depositor's family.

5/1955
S. 2.

(2) Where a depositor has elected under section 13 to have the whole or any part of his compulsory deposits applied towards a policy of insurance, then—

- (a) he shall have in relation to the part (if any) of such compulsory deposits not so applied the right of withdrawal in accordance with the provisions of subsection (1);
- (b) if the policy of insurance is capable of being surrendered to the insurance company for value the depositor may be granted from the Fund a loan of an amount not exceeding the value of such policy on surrender in like manner as if such loan were a withdrawal under the provisions of subsection (1), subject to such terms and conditions for the repayment of such loan with interest thereon as the Board or the Accountant-General (as the case may be) shall impose:

Provided that in every case the loan shall be paid from the moneys of the Fund deposited or to be deposited in the Workers Savings and Loan Bank by the Accountant-General.

Repayment
of
withdrawal.

20. Any sum withdrawn from compulsory deposits under section 19 shall be repaid by the depositor in twelve, or such greater number as the Accountant-General may in any special circumstances approve, equal monthly instalments commencing in the month following the withdrawal, and such instalments may be deducted from his salary as if they were compulsory deposits.

21.—(1) On the death of a depositor or on his ceasing to be an employee interest up to the end of the month previous to the date of such death or ceasing to be an employee 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 shall thereupon be given—

- (a) if the depositor is living, to the depositor; or
- (b) if the depositor is dead, to such person or persons mentioned in section 26 as the Accountant-General thinks fit, and in either such case, to such other persons as, in the opinion of the Accountant-General, reasonably require such notice.

22. Subject to the provisions of this Act, if a depositor dies while in the public or parochial services or the service of any scheduled body or leaves any of such services in any of the following circumstances, that is to say— Death or termination of service.

- (1) retirement on medical evidence, to the satisfaction of the Governor-General, 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 Governor-General considers retirement reasonable; 25/1958
S. 2 (1).
- (2) satisfactory completion of contract;
- (3) abolition of office;
- (4) on or after attainment of the age of fifty-five years;
- (5) determination of a contract of service for a specified period by, or with the consent of, the Government, the Parish Council, or the scheduled body (as the case may be) otherwise than by dismissal;

- (6) 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, after not less than five years' service, subject to the production of satisfactory evidence of her marriage to the Board within six months, or such other period as the Board may permit, after resignation or retirement,

the amount standing to his or her credit in the Fund at the closing of such 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.

Resignation or dismissal.

23.—(1) Subject to the provisions of this Act, if a depositor is dismissed or resigns for any reason other than one specified in section 22 or leaves the public or parochial services or the service of a scheduled body without permission and without completing the period specified by any contract under which he may be serving—

- (a) the amount of his deposits in the Fund and interest thereon shall be paid to the depositor; and
- (b) all or such part (if any) as the Board with the approval of the Governor-General may determine of the bonuses provisionally credited to the depositor, and interest thereon, may also be so paid.

25/1958
S. 2 (1).

(2) Any part of the bonuses and interest thereon not paid to the depositor under this section shall remain at the credit of the Fund and shall be applied in discharging the liabilities created by section 32 of the employing authority who made the payment in respect of the particular depositor, and when so applied shall be deemed to have formed a part of the revenues and assets of such employing authority.

(3) Notwithstanding anything to the contrary, no scheduled body shall be liable to income tax upon any moneys credited to such body under the provisions of subsection (2).

24.—(1) Where a depositor is transferred to a post in respect of which the depositor is eligible for pension, gratuity, or other allowance, under any enactment or under any resolution of the House of Representatives or of the Kingston and St. Andrew Corporation or of a Parish Council, the provisions of section 21 shall apply as if the service of the depositor had terminated in circumstances in which section 22 applies, and the amount standing to the credit of the depositor in the Fund at the time of closure shall not then be paid to the depositor but shall be lodged by the Accountant-General in the Workers Savings and Loan Bank.

Transfer to pensionable office, etc.

(2) Subject to the provisions of this Act, upon the depositor subsequently leaving the public or parochial services or the service of the scheduled body in any circumstances, or upon his dying in any of such services, the amount then standing to the credit of the Accountant-General on behalf of such depositor in the Workers Savings and Loan Bank shall be paid to him or any other person to whom by virtue of this Act or otherwise payment may lawfully be made.

(3) (a) A depositor who is transferred as set out in this section may elect at the time of transfer to continue while serving in any of such services to remain subject to the provisions of this Act, and shall thereupon be deemed to be a depositor as defined in subsection (1) of section 2 while so serving:

Provided that in the event of his being at any time confirmed in the post to which he is transferred, the provisions of subsections (1) and (2) shall apply to him as from the date of such confirmation.

(b) Any election under this subsection shall be made in writing to the Board and shall be irrevocable.

How
transfer
to a
pensionable
office, etc.,
affects
assurance
policy.

25.—(1) Where a depositor, who has elected that his compulsory deposits or any part thereof be applied towards the effecting of an assurance policy on his life, is transferred to a post in respect of which the depositor is eligible for pension, gratuity, or other allowance, under any enactment, he may, by notice in writing to the Accountant-General, elect within one month of such transfer—

- (i) to have the policy converted by the Accountant-General into a fully paid up policy in respect of the premiums paid up to the date of such transfer; or
- (ii) to have the policy surrendered for its value at the date of such transfer and the amount thereof shall be lodged by the Accountant-General in the Workers Savings and Loan Bank and dealt with in accordance with the provisions of subsection (2) of section 24; or
- (iii) to have the premiums on such policy paid by the Accountant-General during the service of such depositor in a post in which he is so eligible for pension, gratuity, or other allowance; and for such purpose a depositor shall in writing authorize the Accountant-General to cause to be deducted from his emoluments a sufficient amount for the payment of such premiums and such authorization shall be irrevocable.

(2) Where any policy to which subsection (1) applies matures while the depositor remains in the public or parochial services, the proceeds thereof shall be lodged by the Accountant-General in the Workers Savings and Loan Bank and dealt with in accordance with the provisions of subsection (2) of section 24.

(3) Any election made under this section shall be irrevocable and if no election is made within the period specified in subsection (1), the officer shall be deemed to have made the election set out in paragraph (i) of such subsection.

26.—(1) Subject to the provisions of this Act, on the death of a depositor— Payment
on death of
depositor.

- (a) if the amount at his credit does not exceed one hundred dollars the Accountant-General 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 Accountant-General, to the person appearing to the Accountant-General to be entitled ultimately by law to receive it;
- (b) if the amount at his credit exceeds one hundred dollars the Accountant-General shall pay it to the legal personal representative of the depositor:

Provided that the Accountant-General may make payments, not exceeding forty dollars in any one case, to meet the expenses of the funeral of the deceased or to give immediate relief to the widow or children or other dependants of the deceased, if in the opinion of the Accountant-General such relief is required.

(2) Any payment made by the Accountant-General under this section shall be valid and effectual against any demand made upon the Government, any Parish Council or scheduled body, the Board or the Accountant-General by any other person in respect of the amount standing to the credit of the depositor.

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

27. Subject to the provisions of this Act no compulsory deposit, bonus, or interest on any such deposit or bonus, shall be assignable or transferable or liable to be attached, sequestered or levied upon for, or in respect of, any debt or claim whatsoever.

Compul-
sory
retirement.

25/1958
S. 2 (1).

28.—(1) It shall be lawful for the Governor-General to require any depositor to retire from the public or parochial services or from the service of any scheduled body at any time after he attains the age of fifty-five years.

(2) For the avoidance of doubt it is declared that without prejudice to the right of the Governor-General to require any officer to retire from public or parochial service or the service of any scheduled body in accordance with the provisions of subsection (1) or of any officer to elect to retire from public or parochial service or the service of any scheduled body on or after attaining the age of fifty-five years, the normal retiring age of any officer shall be sixty years.

Sums
due to
Govern-
ment.

29. Any sum or sums due to Government or to a Parish Council or to a scheduled body (as the case may be) by a depositor on payment out of the Fund of any amount then standing to his credit therein, may be deducted from the amount otherwise payable.

Depositor
retiring on
account of
injury or
disease.

25/1958
S. 3.

30.—(1) The provisions of this section shall apply to a depositor who—

- (a) is permanently injured in the actual discharge of his duty by some injury specifically attributable to the nature of his duty which is not wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct;

- (b) contracts a disease to which he is exposed specifically by the nature of his duty, not being a disease wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct;
- (c) is permanently injured as a result of an accident or damage to the aircraft while travelling by air in pursuance of official instructions and the injury was not wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct; or
- (d) while proceeding by a route approved by the Governor-General to or from this Island at the commencement or termination of his service therein, or of a period of secondment, duty leave, or leave therefrom, is permanently injured as a result of damage or any act of violence to the vessel, aircraft or vehicle in which he is travelling, if the Governor-General is satisfied that that damage or act is attributable to circumstances arising out of any war in which Her Majesty may be engaged.

(2) In this section, unless the contrary intention appears, references to a depositor being injured and to the date on which an injury is sustained shall respectively be construed as including references to his contracting such a disease as is mentioned in subsection (1) and to the date on which such disease is contracted.

(3) A depositor who is permanently injured while in the public or parochial service or in the service of a scheduled body (as the case may be) may, if his retirement is thereby necessitated or materially accelerated, be granted on retirement an allowance at the annual rate of the proportion of his actual salary at the date of his injury appropriate to his case as shown in the following table—

When his capacity to contribute to his own support is—

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

Provided that—

- (i) if he was permanently injured while travelling by air in pursuance of official instructions, the relevant proportion in the table shall be increased by one-half;
- (ii) the amount of the allowance may be reduced to such an extent as the Governor-General thinks reasonable where the injury is not the cause or the sole cause of the retirement.

(4) (a) If, for the purpose of assessing the amount of an allowance under this section, the degree of permanent impairment of his capacity to contribute to his support is in doubt, a depositor may be granted a provisional award to have effect until such time as the degree of permanent impairment can be ascertained.

(b) The Governor-General may take into account in such manner and to such extent as he may think fit against an allowance that may be granted under this section to a depositor in respect of an injury—

- (i) any damages that he is satisfied have been or will be recovered by the depositor in respect of that injury;
- (ii) any benefits that have been or may be awarded to the depositor under the Workmen's Compensation Act or under the Oversea Superannuation Scheme in respect of that injury,

and he may withhold or reduce the allowance accordingly.

31.—(1) Where a depositor in the public or parochial services or in the service of a scheduled body (as the case may be) dies as a result of an injury received—

- (a) in the actual discharge of his duty;
- (b) in circumstances in which the injury is not wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct;
- (c) on account of circumstances specifically attributable to the nature of his duty,

it shall be lawful for the Governor-General to grant—

- (i) if the deceased depositor leaves a widow, an allowance to her while unmarried and of good character at a rate not exceeding ten-sixtieths of his actual salary at the date of the injury or forty dollars a year, whichever is the greater;
- (ii) if the deceased depositor leaves a widow to whom an allowance is granted under paragraph (i) and a child or children an allowance in respect of each child until such child attains the age of nineteen years of an amount not exceeding one-eighth of the allowance specified under such paragraph;
- (iii) if the deceased depositor leaves a child or children but does not leave a widow or no allowance is granted to the widow, an allowance in respect of each child until such child attains the age of nineteen years of double the amount specified in paragraph (ii);
- (iv) if the deceased depositor leaves a child or children and a widow to whom an allowance is granted under paragraph (i) and the widow subsequently dies, an allowance in respect of each child as from the date of

Allowance to dependants of an employee who dies as a result of injuries received or disease contracted in the discharge of his duties.
25/1958
S. 4.

the death of the widow and until such child attains the age of nineteen years or double the amount specified in paragraph (ii);

- (v) if the deceased depositor does not leave a widow or if no allowance is granted to his widow and if his mother, or where his mother is dead, his father, was wholly or mainly dependent on him for support, an allowance to the mother, or where the mother is dead, the father, while without adequate means of support of an amount not exceeding the allowance which might have been granted to the deceased depositor's widow;
- (vi) if the deceased depositor leaves a widow to whom an allowance is granted under this section and a mother, or where his mother is dead, a father, who was wholly or mainly dependent on him at the time of his death, an allowance to the mother, or where the mother is dead, the father, while without adequate means of support, of an amount not exceeding one half the amount which might have been granted under paragraph (v);
- (vii) if the deceased depositor leaves a brother or sister who was wholly or mainly dependent on him for support and no allowance is payable in respect of a child of the deceased depositor under this section, an allowance to each such brother or sister, subject to the same conditions as if such brother or sister were a child of the deceased depositor, of an amount not exceeding the

allowance payable in respect of a child of the deceased depositor under paragraph (ii), (iii) or (iv), as the case may be:

Provided that—

- (A) an allowance shall not be payable under this subsection at any time in respect of more than six children, and where there are more than six children in respect of whom, but for this proviso, an allowance would be payable then the amount payable in respect of six children shall be divided equally among all such children during the period in which there are more than six children under the age of nineteen years;
- (B) in the case of an allowance granted to the mother of a deceased depositor under either paragraph (v) or paragraph (vi) such allowance shall be paid only while the mother remains of good character and, if the mother is a widow at the time of the grant of the allowance and subsequently remarries, such allowance shall cease as from the date of remarriage; and if it appears to the Governor-General, at any time that the mother is adequately provided with other means of support such allowance shall cease as from such date as the Governor-General may determine; ^{48/1961 S. 2.}
- (C) an allowance granted to a female child under this section shall cease upon the marriage of such child under the age of nineteen years;
- (D) in the case of an allowance granted to the father of a deceased officer under either paragraph (v) or paragraph (vi), if it appears to the Governor-General, at any time that the father is adequately provided with other means of support such allowance shall cease as from such date as the Governor-General may determine; ^{48/1961 S. 2.}

- (E) notwithstanding that an allowance to a child or to a brother or a sister of a deceased depositor should cease when such child, brother or sister, as the case may be, attains the age of nineteen years, if such child, brother or sister was incapacitated at the time of the deceased depositor's death and was wholly or mainly dependent on him the Governor-General may, in his discretion, grant, or as the case may be, authorize the continued payment after attainment of the age of nineteen years of an allowance in respect of such child or, as the case may be, such brother or sister during the period of incapacity or for such period as the Governor-General may in his discretion, determine and the Governor-General may, in his discretion, increase or reduce the amount of allowance payable in respect of such child or such brother or sister to such amount as the Governor-General thinks fit.

(2) For the purpose of this section unless the contrary intention appears—

(a) the word "child" includes—

(i) a posthumous child;

(ii) a step-child born before the date of the injury and wholly or mainly dependent upon the deceased depositor for support;

(iii) an adopted child adopted in a manner recognized by law before the date of the injury and wholly or mainly dependent upon the deceased depositor for support;

36/1976
Sch.

- (b) reference to a depositor being injured in the circumstances detailed in paragraphs (a), (b) and (c) of subsection (1) and to the date on which an injury is sustained shall respectively be construed as including reference to his contracting a disease to which he is exposed specifically by the nature of his duty, not being a disease wholly or mainly due to, or seriously aggravated by, his own serious and culpable negligence or misconduct, and to the date on which such disease is contracted.

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

Provided that in such a case and if paragraph (b) is also satisfied the rates of allowance described in paragraphs (i) and (ii) of that subsection shall be fifteen-sixtieths and one-sixth respectively.

(4) The Governor-General may take into account in such manner and to such extent as he may think fit against an allowance that may be granted to a depositor under this section—

- (a) any damages that he is satisfied have been or will be recovered by the dependants of a deceased depositor consequent on the injury to the depositor which resulted in his death; and
- (b) any benefits that have been or may be awarded to such dependant under the Workmen's Compensation Act or under the Oversea Superannuation Scheme in respect of such injury,
- and he may withhold or reduce the award accordingly.

(5) Nothing in this section shall authorize the making of an award where the date on which an injury is sustained is more than seven years prior to the date of the depositor's death.

Charge on
revenues.

32. There shall be charged upon and paid out of—

- (a) in the case of a depositor who is in the public service, the Consolidated Fund and assets of this Island;
- (b) in the case of a depositor who is in the parochial service, the revenues and assets of the Parish Council in whose service he is;
- (c) in the case of a depositor who is in the service of any scheduled body, the revenues and assets of the scheduled body,

all such sums as may from time to time be granted to depositors or employees by way of interest, bonus, or allowance, in accordance with this Act:

Provided that payment of interest under section 11 shall only be made out of any such revenues and assets where and to the extent that the income from the investments of the Fund is insufficient to make such payment.

Amend-
ment of
Schedules.
48/1961
S. 2.
First
Schedule.
Second
Schedule.

33.—(1) The Minister may from time to time by order—

- (a) amend the First Schedule by adding to, or removing from, such Schedule any office;
- (b) amend the Second Schedule by adding to, or removing from, such Schedule any body or institution,

26/1969
S. 3.

and whenever the Minister is satisfied that it is equitable that any order made under this subsection or any provision in such order should have retrospective effect in order to confer a benefit upon or remove a disability attaching to any person that order or provision may be given retrospective effect for that purpose.

(2) Where by virtue of an amendment made under subsection (1)—

- (a) any body or institution is removed from the Second Schedule, then so long as any person in the service of such body or institution and holding at the date of such amendment, an office included in the First Schedule continues to hold such office, the body or institution shall, as respects that person, be deemed as continuing to be included in such Second Schedule;
- (b) any office is removed from the First Schedule, then, subject to the provisions of section 24, so long as any person holding that office at the time of the amendment continues therein, the office shall as respects that person be deemed as continuing to be included in such First Schedule.

(3) Every person who, immediately prior to the 21st day of November, 1947, held any post, the holder of which was qualifying for any pension, gratuity or other retiring allowance, which has since the 21st day of November, 1947, been added to the First Schedule, shall, within three months of the date upon which such person became eligible to be a depositor, elect whether or not he will become a depositor. This subsection shall be deemed to have come into operation on the 18th December, 1947.

34. The Minister may make regulations for carrying out the provisions of this Act, and the expression "this Act" wherever it occurs in this Act shall be construed as including a reference to any such regulations.

Power to
make
regulations.
48/1961
S. 2.

35. No stamp duty shall be payable upon any receipt given by a depositor in respect of any payment made under this Act.

Receipts
exempt
from stamp
duty.

Governor-General to consult appropriate Service Commission.
25/1958
S. 5.
48/1961
S. 2.

36.—(1) Subject to the provisions of subsection (2) where under the provisions of this Act any authority or power is vested in the Governor-General such authority or power shall be exercised by the Governor-General on the recommendation of the appropriate Service Commission.

(2) Where the Governor-General is required pursuant to subsection (1) to exercise any authority or power on the recommendation of the appropriate Service Commission he shall exercise such authority or power in accordance with such recommendation :

Provided that—

- (a) before he acts in accordance therewith, he may, in his discretion, once refer that recommendation back for reconsideration by the appropriate Service Commission; and
- (b) if the appropriate Service Commission, having reconsidered the original recommendation under this section, substitutes therefor a different recommendation, the provisions of this subsection shall apply to that different recommendation as they apply to the original recommendation.

(3) In this section the expression “appropriate Service Commission” means—

- (a) in the case of persons employed in the public service or in the service of a scheduled body the Public Service Commission;
- (b) in the case of persons employed in the service of the Kingston and Saint Andrew Corporation, the Municipal Service Commission constituted under the Municipal Service Commission Act; and
- (c) in the case of persons employed in the service of the Parish Councils, the Parish Councils Service Commission constituted under the Parish Councils (Unified Service) Act.

48/1961
S. 2.

37.—(1) Subject to the provisions of this section, the Minister may, after consultation with such bodies or organizations as appear to him to be likely to be affected thereby, make schemes providing for the award of pensions, gratuities or other allowances to such persons in the service of scheduled bodies as the Minister thinks fit.

Power of
Minister to
make
pension
schemes.

49/1961
S. 2.

(2) A scheme made under this section may—

- (a) provide for the variation of the amount of the compulsory deposit of depositors for whom provision is made in the scheme and the circumstances under which, the manner in which and the periods during which any such depositor may be exempted from liability to make deposits in the Fund;
- (b) require any person to furnish to the Minister in such form and at such times as may be specified in the scheme returns containing information relating to such deposits as aforesaid or to any award or payment made pursuant to the scheme;
- (c) provide for the award to any employee for whom provision is made in the scheme or to his dependants or to his legal personal representative of gratuities or other benefits ancillary to or in substitution for pension or other superannuation allowances payable under such scheme;
- (d) provide that if any person for whom provision is made in the scheme takes benefits thereunder, any award to that person pursuant to the scheme shall be in substitution for any other award payable to that person pursuant to this Act or in substitution for any award payable to that person pursuant to any other enactment;
- (e) provide for the appropriation or disposal by the Government of any amount standing in the Fund to the credit of any depositor for whom provision is made in the scheme;

- (f) provide for the making of regulations to give effect to the provisions of the scheme and for such regulations to be made with retrospective effect.

(3) Any scheme made under this section shall be subject to affirmative resolution of the House of Representatives.

(4) Until amended, added to or revoked by a scheme made under this section, the scheme set out in the Third Schedule shall have effect.

Third
Schedule.

Revoca-
tion of
election
under
section 13.
26/1969
S. 4.

38.—(1) A depositor who at the prescribed date is, or after that date becomes, an officer to whom this section relates may, by notice in writing served on the Accountant-General, revoke the election made under section 13 and undertake to repay to the Accountant-General for payment into the Fund the total amount that, consequent on the exercise by that depositor of the option under section 13, had been applied by the Accountant-General from his compulsory deposits to the payment of premiums.

(2) Subject to subsection (4), notice by a depositor pursuant to subsection (1) shall be served—

- (a) in the case of a depositor who at the prescribed date is an officer to whom this section relates, not later than six months after the prescribed date; and

- (b) in the case of a depositor who becomes an officer to whom this section relates after the prescribed date, not later than six months after he becomes such an officer,

and may not be withdrawn.

(3) For the purposes of this section, a person who at any time prior to the prescribed date was a depositor and an officer to whom this section relates shall be deemed to be such a depositor and officer at the prescribed date.

(4) The Governor-General may either generally or in any particular case, if he thinks fit, extend the time within which a notice may be served under subsection (1).

(5) Any amount payable to the Accountant-General by a depositor consequent on service of a notice under subsection (1) shall be paid in full within a period of thirty days from the date of service of the notice:

Provided that the Accountant-General may—

- (a) extend the period aforesaid to not more than ninety days; or
- (b) permit the amount aforesaid to be paid by a depositor, while he continues in the service of a scheduled body or in public service after the service of the notice aforesaid, in such number of monthly instalments (not exceeding sixty) as the Accountant-General may in any case think fit and, so long as that amount or any part thereof remains unpaid, the depositor shall pay to the Accountant-General for payment into the Consolidated Fund interest thereon, or on so much thereof as shall, for the time being, remain unpaid, at the rate of four *per centum* per annum, computed as from ninety days after the date of notice under subsection (1) aforesaid and payable on the last day of the months of March, June, September and December in each year; or
- (c) if a depositor to whom paragraph (b) relates ceases to be in scheduled service or in public service before payment of the amount in full is made, permit payment of the outstanding balance by instalments during such period subsequent to the cessation of scheduled service or public service as the Accountant-General thinks fit.

(6) If payment is not made to the Accountant-General within the time permitted by, or under, subsection (5), the notice under subsection (1) shall be deemed not to have been served and any sums which may have been received by the Accountant-General in part payment shall be refunded to the depositor.

(7) When all amounts required to be paid to the Accountant-General pursuant to subsection (5) have been paid the Accountant-General shall, if the policy of assurance is still subsisting, assign the policy to the depositor.

(8) In this section—

“an officer to whom this section relates” means the holder of an office in relation to which a pension, gratuity or other allowance may be granted to him pursuant to a scheme made under section 37;

“the prescribed date” means the 26th August, 1969.

FIRST SCHEDULE

(Sections 2
and 33)

PART I

OFFICES UNDER THE GOVERNMENT OF THIS ISLAND

L.Nn.
264/1957
120/1977

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$200 per annum in respect of the offices listed, and are not paid on a daily basis.

IN ANY DEPARTMENT OR MINISTRY:

Departmental Assistant Grade II
 Chief Office Attendant
 Messenger (Male)
 Messenger (Female)
 Head Gardener Grade I
 Head Gardener Grade II
 Head Gardener Grade III
 Caretaker Grade I
 Caretaker Grade II
 Cleaner-Attendant
 Telephone Operator 'A'
 Telephone Operator 'B'
 Telephone Operator 'C'
 Telephone Operator 'D'
 Driver
 Driver Grade I
 Driver Grade II
 Driver Grade III
 Lorry Driver Grade II
 Watchman Grade I
 Watchman Grade II
 Watchman Grade III
 Artisan Class B (All Grades)
 Artisan Class C (All Grades)
 Artisan Class D (All Grades)
 Housekeeper Grade I
 Housekeeper Grade II
 Gardener Grade I
 Gardener Grade II
 Senior Foreman
 Foreman (Class B)
 Foreman (Class C) (All Grades)
 Storeman (All Grades)

[The inclusion of this page is authorized by L.N. 68/1978]

PROVIDENT FUND

Machine Operator
Yardman
Operator Mechanical Unit Grade I
Operator Mechanical Unit Grade II

LEGISLATURE :

Marshal to the House
Council Orderly

CHIEF MINISTER'S OFFICE AND MINISTRY OF DEVELOPMENT :

Assistant to Technician

DEPARTMENT OF STATISTICS :

Supervisor (machine room)
Assistant Supervisor (machine room)

GEOLOGICAL SURVEY (DEVELOPMENT FUND) :

Technical Assistant (Surveyor)
Survey Draughtsman

DEFENCE—(Local Forces) :

Band Staff-Sergeant-Major
Band Sergeant-Major
Band Sergeant
Corporal
Lance Corporal
Bandsman

POLICE :

Night Attendant
Civilian Assistant Cook (Male)
Keeper Public Mortuary (Kingston)
Attendant (Central Station, Kingston) (Male and Female)

ATTORNEY-GENERAL :

Keeper, East Block, Public Buildings
Assistant Keeper, East Block, Public Buildings

SUPREME COURT :

Usher

MINISTRY OF FINANCE :

Receptionist

COLLECTOR-GENERAL :

Coxswain-Driver Grade I
Senior Boatman
Boatman Grade I
Boatman Grade II
Chief Guard
Senior Guard

Guard
Attendant (Wharf)
Head Warehouseman
Warehouseman
Warehouse Patrolman

CURRENCY :
Currency Attendant

INCOME TAX :
Stamper

SAVINGS BANK :
Porter

STAMP DUTIES AND ESTATE DUTIES :
Chief Stamper
Stamper

MINISTRY OF AGRICULTURE AND LANDS :
Agricultural Headman (All Grades)
Agricultural Ranger (All Grades)
Binder Grade I
Game Warden Grade I
Game Warden Grade II
Farm Mechanic Grade I
Farm Mechanic Grade II
Farm Mechanic Grade III
Artisan Grade II
Artisan Grade III
Farm Hand Grade I
Farm Hand Grade II
Budder
Nurseryman

AGRICULTURE—(Development Fund) :
Clerical Officer I
Senior Fisheries Instructor
Fishery Instructor
Mate
Second Engineer
Leading Hand
Mechanic/Pump Attendant
Fisherman
Watchman

FOREST :
Forester Grade II

LANDS—(Land Settlement Fund):

District Clerk
Assistant Clerk
Stenographer and Typist
Technical Assistant
Settlement Officer
Assistant Lands Officer

SURVEYS:

Chainman
Headman (Class C) Grade II
Headman (Class C) Grade III

MINISTRY OF HEALTH:

Rehabilitation and Settlement Officer
Male Orderly Grade I
Male Orderly Grade II
Headman (Class C) Grade I
Headman (Class C) Grade II
Seamstress (All Grades)
Kitchen Supervisor
Head Cook, Kingston Public Hospital
Assistant Cook, Kingston Public Hospital
Head Cook (Country Hospital)
Hospital Cook
Assistant Cook
Driver (Ambulance)
Driver (Ambulance) Grade I
Ambulance Attendant
V.D. Orderly
Chief Orderly
Mortuary Attendant
Female Orderly
Hospital Maid Grade I
Hospital Maid Grade II
Gate Porter
Latrine Cleaner
Superintendent, Quarantine Station
Guard—Quarantine Station
Attendant Quarantine Station
Headman (Class D)
Cleaner

BELLEVUE HOSPITAL:

Assistant Storekeeper Grade II
Electrician's Helper
Seamstress (All Grades)

Head Cook (Male)
 Assistant Cook (Male)
 Laundry Mistress
 Assistant Laundry Mistress
 Hospital Maid Grade I
 Waggon Driver
 Sideman Grade II
 Canteen Salesman
 Groundsman Grade I
 Sanitary Worker
 Mortuary Attendant
 Assistant Mortuary Attendant
 Porter Grade I
 Gate Porter
 Male Orderly Grade I
 Master Craftsman (Class D)

GOVERNMENT CHEMIST:

Laboratory Attendant Grade I
 Laboratory Attendant Grade II

REGISTRAR-GENERAL'S DEPARTMENT AND ISLAND RECORD OFFICE:

Binder Grade I

HOUSING:

Assistant Draughtsman
 Chainman
 Headman (Class C) Grade III

TOWN PLANNING:

Headman (Class C) Grade III

EDUCATION:

Assistant Draughtsman
 Attendance Officer
 Attendant School Building (Female)
 Agricultural Ranger Grade I
 Farm Mechanic Grade III

CHILD CARE AND PROTECTION:

House Mother
 Duty Officer
 Male Orderly (Grade I)
 Agricultural Ranger Grade III
 Storekeeper (Rio Cobre Approved School)

Assistant Instructor
 Escort Driver
 Assistant Storekeeper Grade II

PRISONS :

Chief Bath Attendant
 Bath Attendant (Male)
 Bath Attendant (Female)
 Coxswain-Driver Grade II
 Agricultural Ranger Grade II
 Cartman

MINISTRY OF TRADE AND INDUSTRY :

Electrician-Helper
 Caretaker
 Kitchen Help

PRINTING OFFICE :

Supervisory Foreman
 Foreman
 Mechanic-Operator
 Operator Grade I
 Operator Grade II
 Proof Reader Grade I
 Proof Reader Grade II
 Copy Holder
 Supervisor, Standing Forms
 Compositor Grade I
 Compositor Grade II
 Photo Engraver Grade I
 Photo Engraver Grade II
 Caster Attendant Grade I
 Caster Attendant Grade II
 Senior Pressman } Pressman Grade I
 } Pressman Grade II
 Binder Grade I
 Binder Grade II
 Bindery Worker Female Grade I
 Bindery Worker Female Grade II
 Printer Mechanic Grade I
 Printer Mechanic Grade II
 Printer Mechanic Grade III
 Caretaker-Janitor
 Press Assistant
 Factory Guard

CIVIL AVIATION:

Headman (Class C) Grade II
Coxswain-Driver Grade I
Boatman Grade I
Airport Attendant
Plumber's Helper

HARBOURS:

Mate
Second Engineer
Boatswain
Coxswain-Driver Grade I
Seaman
Chief Attendant (Lights)
Mechanic (Launches)
Shipwright

POST AND TELEGRAPHS:

Post and Telegraph Assistant Grade II
Postman 'A'
Postman 'B'
Postman 'C'
Postman
Attendant at Post Offices (Male and Female)
Internal Mail Transportation Courier

TRAFFIC AND TRANSPORT:

Attendant Depot

PUBLIC WORKS DEPARTMENT:

Head Storeman
Assistant Draughtsman
Field Assistant (Surveys)
Field Assistant
Keeper Grade II
Keeper Grade III
Attendant (Lighthouses)
Chainman
Chargeman (Class C)
Station Attendant
Mule Waggon Driver
Cartman
Steam Roller Fireman
Sideman Grade I
Sideman Grade II
Gate Porter
Electrician's Helper
Headman (Class C) Grade III

PROVIDENT FUND

L.N.
434G/1973.*Office of the Prime Minister and Ministry of Defence*

<u>Office</u>	<u>Effective Date</u>		
Orderly	1.	4.	65
Cook (Male)		"	
Storeman		"	
Cook (Camp)		"	
Attendant (Male)		"	
Watchman Class I		"	
Watchman Class II		"	
Gardener		"	
Sanitary Worker		"	
Stores Clerk		"	
Foreman Class II		"	
Artisan Class I		"	
Artisan Class II		"	
Artisan Class III		"	
Artisan Class IV		"	
Artisan Class V		"	
Artisan Helper		"	
Workshop Labourer		"	
Storeroom Keeper		"	
Boiler Attendant		"	
Operator Mechanical Unit Class I		"	
Operator Mechanical Unit Class II		"	
Headman Class II		"	
Motor Unit Operator		"	
Range Warden		"	
Yardman/Sideman		"	
Groundsman		"	
Muleteer		"	
Assistant Cook		"	
Attendant (Armoury)		"	
Machine Operator (Industrial) Class III		"	

L.N.
434G/1973.*Ministry of Defence*

<u>Office</u>	<u>Effective Date</u>		
Orderly	1.	4.	66
Cook (Male)		"	
Storeman		"	
Cook (Camp)		"	
Attendant (Male)		"	
Watchman Class I		"	
Watchman Class II		"	
Gardener		"	

[The inclusion of this page is authorized by L.N. 480/1973]

PROVIDENT FUND.

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Ministry of Defence, contd.

L.N.
434G/1973.

Office	Effective Date		
	1.	4.	
Sanitary Worker		"	66
Stores Clerk		"	
Foreman Class II		"	
Artisan Class I		"	
Artisan Class II		"	
Artisan Class III		"	
Artisan Class IV		"	
Artisan Class V		"	
Artisan Helper		"	
Workshop Labourer		"	
Storeroom Keeper		"	
Boiler Attendant		"	
Operator Mechanical Unit		"	
Class I		"	
Operator Mechanical Unit		"	
Class II		"	
Headman Class II		"	
Motor Unit Operator		"	
Range Warden		"	
Yardman/Sideman		"	
Groundsman		"	
Muleteer		"	
Assistant Cook		"	
Attendant (Armoury)		"	
Machine Operator (Industrial)		"	
Class III		"	
Gate Porter	1.	4.	67
Nurseryman		"	
Warehouse Patrolman		"	
Cook (J.D.F.)	1.	4.	68
Dental Assistant	1.	4.	72

PART II

Offices under the Kingston & St. Andrew Corporation

L.N.
201/1961.

The offices listed in this Part include only those holders of such offices—

- who are permanently employed, or are engaged on a contractual basis;
- whose services are whole-time;
- who are in receipt of salary of not less than \$200 per annum in respect of the office listed and are not paid on a daily basis:

[The inclusion of this page is authorized by L.N. 480/1973]

Posts

Telephone Operator A
 Telephone Operator C
 Telephone Operator D
 Council Orderly
 Messenger (Male)
 Messenger (Female)
 Watchman Grade I
 Watchman Grade II
 Attendant (Male, Janitor)
 Driver
 Departmental Assistant Grade II
 Attendant (Strongroom)
 Gate Porter
 Assistant Draughtsman
 Porter
 Plumber
 Chlorinator
 Field Assistant
 Diesel Mechanic
 Pump Operator
 Storekeeper
 Sub-Storekeeper
 Field Assistant (Surveys)
 Foreman Class C Grade II
 Headman, Public Cleansing
 Night Soil Supervisor
 Blacksmith Grade I
 Blacksmith Grade II
 Wheelwright Grade I
 Wheelwright Grade II
 Saddler
 Assistant Storekeeper
 Stableman
 Street Orderly Grade I
 Street Orderly Grade II
 Street Orderly Grade III
 Driver Garbage Lorry
 Cart Driver
 Waggon Driver
 Sideman
 Sideman (Cesspool Emptier)
 Plumber & Fitter
 Assistant Plumber & Fitter
 Caretaker Public Sanitary Convenience
 Gate Porter and Checker
 Gateman
 Attendant (Tool-room)
 Assistant Blacksmith

Welder
Assistant Welder
Office Maid
Senior Mechanic
Mechanic
Assistant Mechanic
Storeman
Foreman Class C. Grade III
Attendant (Cemetery)
Orderly (Female)
Ambulance Driver
Ambulance Attendant
Seamstress Grade I
Seamstress Grade II
Cutter
Orderly (Senior male)
Orderly (Male)
Attendant (Senior female)
Attendant (Female)
Head Cook (Male)
Cook (Male)
General Worker
Laundress Grade I
Laundress Grade II
Labourer
Cook (Female)
Cleaner-Attendant
Gardener
House Mother
District Midwife
Forewoman
Cashier, Bournemouth Baths
Gardener and District Constable
Barman
Waiter
Lifeguard
Cook (Bournemouth Baths)
Head Storeman
Yardman
Assistant Investigator
Market Attendant Grade II
Tree Trimmer
Head Gardener
Ranger
Groundsman
Attendant, Parks
Junior Market Clerk
Assessing Clerk Grade I
Assessing Clerk Grade II
Chilling Room Clerk

PROVIDENT FUND.

Attendant, Boiler
 Attendant, By-products
 Butcher Grade I
 Butcher Grade II
 Caretaker
 Maid, Sanitary

PART III

Offices under the Parish Council of Saint Thomas

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Assistant

SANITARY

Clerk to Medical Officer (Health)

POOR RELIEF

Assistant Inspector of Poor
 Matron, Alms House

Nurse, Alms House
 Servant, Alms House

MARKETS

Market Clerk

WATER SUPPLIES

Turncock

PART IV

Offices under the Parish Council of Portland

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Stenographer and Typist Junior Clerk and Typist
Messenger and Cleaner

SANITARY

Clerical Assistant to Medical Keeper, Slaughter House
Officer (Health)

MARKETS

Clerk

POOR RELIEF

Assistant Inspector of Poor Nurse, Alms House
Matron, Alms House Servant, Alms House

WATER SUPPLIES

Attendant Turncock
Mechanic in charge Filters, etc., Turncock and Filter Attendant,
Red Hazel Buff Bay

FIRE BRIGADE

Superintendent Assistant Superintendent

ROADS

Foreman

PART V

Offices under the Parish Council of Saint Mary

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Clerical Assistant Yardman, Port Maria
Keeper and Messenger Typist
Clerical Assistant and Pay Clerk Keeper, Victoria Park

POOR RELIEF

Assistant Inspector of Poor Driver, Motor Ambulance
Matron, Poor House Servant, Poor House
Nurse, Poor House

PROVIDENT FUND

MARKETS

Clerk Porter

WATER SUPPLIES

Turncock Assistant Turncock

PART VI

Offices under the Parish Council of Saint Ann

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Typist	Messenger
Clerk	Pay Clerk
Clerical Assistant	

SANITARY

Clerk to Medical Officer (Health)

POOR RELIEF

Assistant Inspector of Poor	Nurse, Infirmary
Matron, Infirmary	Servant, Infirmary

MARKETS

Clerk

WATER SUPPLIES

Turncock	Caretaker, Brown's Town
Assistant Turncock	Reservoir

PART VII

Offices under the Parish Council of Trelawny

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;

- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Clerical Assistant and Pay Clerk

SANITARY

Clerk and Typist

POOR RELIEF

Assistant Inspector of Poor	Nurse, Poor House
Matron, Poor House	Servant, Poor House

WATER SUPPLIES

Turncock	Attendant
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PUBLIC PARK

Keeper, Falmouth

ROADS

Foreman

PART VIII

Offices under the Parish Council of Saint James

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Typist	Clerical Assistant
Pay Clerk	

SANITARY

Clerical Assistant

POOR RELIEF

Matron, Poor House	Servant, Poor House
Nurse, Poor House	

PROVIDENT FUND

MARKETS

Clerk
Ticket Seller

Porter

SLAUGHTER HOUSE

Superintendent

WATER SUPPLIES

Superintendent
Watchman

Engineer, Reading Pumping Plant

FIRE BRIGADE

Sergeant Instructor

Fireman

ROADS

Foreman

PART IX

Offices under the Parish Council of Hanover

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Pay Clerk

Clerical Assistant

SANITARY

Clerk to Medical Officer (Health)

POOR RELIEF

Assistant Inspector of Poor
Matron, Poor House

Nurse, Poor House
Servant, Poor House

MARKETS

Clerk

WATER SUPPLIES

Turncock and Keeper, Fire Appliances

ROADS

Foreman

PART X

Offices under the Parish Council of Westmoreland

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Stenographer and Typist	Clerical Assistant
Junior Clerk and Storekeeper	

SANITARY

Typist	Sanitary Foreman
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POOR RELIEF

Assistant Inspector	Nurse, Alms House
Matron, Alms House	Servant, Alms House

MARKETS

Clerk	Assistant Ticket Clerk
Ticket Clerk	

WATER SUPPLIES

Turncock

FIRE BRIGADE

Driver	Watchman
--------	----------

LIGHTING

Manager Engineer	Linesman
Mechanic and First Attendant	Clerk and Collector
Attendant	Yardman

ROADS

Foreman

PART XI

Offices under the Parish Council of Saint Elizabeth

The offices listed in this Part include only those holders of such offices—

PROVIDENT FUND

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Clerical Assistant and Typist	Clerk and Typist
Junior Clerk	Pay Clerk

POOR RELIEF

Assistant Inspector of Poor	Wardmaid and Servant, Alms
Matrons, Alms House	House
Nurse, Alms House	

WATER SUPPLIES

Turncock and Foreman, Black	Turncock and Foreman, Brompton
River Water Supply	Water Supply

FIRE BRIGADE

Fireman

ROADS

Foreman

PART XII

Offices under the Parish Council of Manchester

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Clerical Assistant	Typist and Clerical Assistant
Pay Clerk	

SUPERINTENDENT'S DEPARTMENT

Clerk	Chauffeur
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SANITARY

Clerk and Statistician	Scavenger
Attendant	

POOR RELIEF

Assistant Inspector of Poor	Servant, Poor House
Matron, Poor House	Porter

MARKETS

Porter

WATER SUPPLIES

Turncock

CEMETERY

Attendant and Caretaker

ROADS

Foreman	Headman
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PART XIII

Offices under the Parish Council of Clarendon

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Junior Assistant and Typist	Clerical Assistant
Pay Clerk	

SANITARY

Clerical Assistant and Typist

POOR RELIEF

Assistant Inspector of Poor	Nurse, Poor House
Matron, Poor House	Servant, Poor House

[The inclusion of this page is authorized by L.N. 480/1973]

PROVIDENT FUND

MARKETS

Clerk

WATER SUPPLIES

Chief Operator, May Pen
Pumping Plant

Turncock

ROADS

Foreman

PART XIV

Offices under the Parish Council of Saint Catherine

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

ADMINISTRATION

Clerical Assistant
Typist
ClerkClerical Assistant and Typist
Storekeeper

SANITARY

Clerk

Clerical Assistant

POOR RELIEF

Clerical Assistant to Inspector
of Poor
Assistant Inspector of Poor
Matron, Poor HouseHead Nurse, Poor House
Nurse, Poor House
Servant, Poor House

MARKETS

Clerk
Ticket Collector

Porter

WATER SUPPLIES

Turncock
Assistant Turncock

Mechanic for Filters

FIRE BRIGADE

Fireman Driver
Relieving Driver

Fireman

ROADS AND WORKS

Foreman
Headman
Driver

Keeper, Deposit Ground,
Spanish Town

PART XV

Offices under the Jamaica Agricultural Society

L.N.
47/1962.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

OFFICE	EFFECTIVE DATE			L.N.
				203/1970.
Secretary	1.	4.	51	
Chief Organizer (Chief Branch Organizer)	1.	4.	51	
Information and Publications Officer	1.	4.	51	
Commercial Manager	1.	4.	51	
Assistant Secretary	1.	4.	51	
Branch Organizer	1.	4.	51	
Marketing Officer	1.	4.	51	
Project Officer	1.	4.	51	
Store-Keeper	1.	4.	51	
Librarian	1.	4.	51	
Technical Adviser	1.	4.	51	
Female Clerk Grade I	1.	4.	51	
Female Clerk Grade II	1.	4.	51	
Female Clerk Grade III	1.	4.	51	
Office Cleaner and Maid	1.	4.	51	
Stenographer Secretary	1.	4.	55	
Departmental Assistant Grade I	1.	4.	59	
Executive Officer Grade II	1.	10.	56	
Stenographer-Typist	1.	4.	53	
Deputy Secretary	1.	4.	59	
Senior Branch Organizer	1.	4.	53	
Co-operative Marketing Officer	1.	4.	56	

[The inclusion of this page is authorized by L.N. 480/1973]

PROVIDENT FUND

OFFICE	EFFECTIVE DATE		
Assistant Branch Organizer	1.	10.	56
Clerical Officer II	1.	10.	55
Accounting Officer Grade I	1.	10.	56
Publication Assistant I	1.	10.	56
Head Gardener Grade I	1.	10.	56
Yardman	1.	10.	56
Watchman Grade I	1.	10.	56
Despatching Clerk	1.	10.	56
Male Messenger	1.	10.	56
Cleaner/Attendant	1.	10.	56
Chief Organizing and Marketing Officer	1.	4.	53
Reporter/Stenographer	1.	10.	56
Secretary/Stenographer	1.	4.	53
Assistant Commercial Manager	1.	4.	55
Manager (Wholesale)	1.	12.	56
Assistant Manager (Wholesale)	1.	12.	51
Assistant Manager (Retail)	1.	12.	51
Senior Clerk	1.	12.	51
Clerk Grade II	15.	3.	62
Co-ordinating Officer	15.	3.	62
Accountant	15.	3.	62
Internal Auditor	15.	3.	62
Accounting Clerk	15.	3.	62
Telephone Operator	15.	3.	62
Caretaker	15.	3.	62
Messenger	15.	3.	62
Accounting Officer	15.	3.	62
Senior Accounting Clerk	15.	3.	62
Specialist Writer	15.	3.	62
Departmental Assistant Grade II	15.	3.	62
Assistant Internal Auditor	15.	3.	62
Machine Operator	15.	3.	62
Clerk	15.	3.	62
Foreman	15.	3.	62
Storeman	15.	3.	62
Watchman	15.	3.	62
Chauffeur	15.	3.	62
Maid	15.	3.	62.

PART XVI

Offices under the Institute of Jamaica

L.N.
47/1962.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;

[The inclusion of this page is authorized by L.N. 480/1973]

PROVIDENT FUND

55

(c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

<u>Office</u>	<u>Effective Date</u>	L.N. 308/1972.
Director	10th October, 1972	
Deputy Director	"	
Executive Officer I	"	
Executive Officer II	"	
Secretary-Stenographer	"	
Accountant	"	
Assistant to Accountant	"	
Clerical Assistant	"	
Cashier	"	
Telephone Operator	"	
Curator	"	
Entomologist	"	
Archaeologist	"	
Botanist	"	
Assistant Botanist	"	
Assistant Curator Grade I	"	
Assistant Curator Grade II	"	
Chief Technical Officer,	"	
Photography	"	
Art Conservator	"	
Laboratory Technician	"	
Senior Museum Assistant	"	
Art Gallery Assistant	"	
Chief Librarian	"	
Deputy Chief Librarian	"	
Senior Librarian	"	
Research Assistant	"	
Librarian	"	
Library Assistant	"	
Supervisor, Junior Centres	"	
Assistant Supervisor,	"	
Junior Centres	"	
Junior Centre Assistant	"	
Senior Binder	"	
Binder	"	
Bindery Worker	"	
Artisan	"	
Plant Mounter	"	
Watchman	"	
Male Messenger	"	
Office Attendant	"	
Yardman	"	
Female Messenger	"	

[The inclusion of this page is authorized by L.N. 55/1983]

PROVIDENT FUND

	<u>Office</u>	<u>Effective Date</u>
	Guard	1st April, 1967
	Clerical Officer Grade I	1st April, 1968
	Artisan Assistant	1st October, 1968
	Research Officer	1st April, 1969
	Chief Office Attendant	1st April, 1970
	Microfilm Camera Operator	"
	Assistant Microfilm Camera Operator	"
	Departmental Assistant Grade II	"
	Key Punch Operator	"
	Editor	1st June, 1970
L.N. 154/1977.	Research Fellow	14th July, 1977
	Junior Research Fellow	"
	Secretary	"
	Technical Assistant (Museums)	"
	Forest Warden	"
	Driver	"
L.N. 308/1972.	<i>Jamaica School of Arts</i>	
	Director of Studies	10th October, 1972
	Tutor	"
	Instructor	"
	Principal	1st September, 1969
	Executive Officer	1st September, 1962

PART XVII

Offices under the Social Development Commission

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Director	Island Supervisor
Secretary	Welfare Officer
Accountant	Messenger
Internal Auditor	Caretaker-Gardener
Secretary-Stenographer	Clerk (Accounts)
Stenographer and Typist	Senior Deputy Director
Typist	Deputy Director
Telephone Operator	Assistant Director
Chief Research Officer	Accounting Clerk
Research Officer	Clerical Officer
Departmental Assistant Grade I	Project Officer

[The inclusion of this page is authorized by L.N. 55/1983]

Departmental Assistant Grade II	Camp Mother
Male Messenger	Cashier
Female Messenger	Stores Clerk
Cleaner-Attendant	Chef Instructor
Assistant Accountant	Assistant Chef Instructor
Training Officer	Camp-Mother-Nurse
Technician	Cashier-Stenographer-Typist
Senior Community Officer	Chief Craft Officer
Community Officer	Accountant (Costing)
Village Supervisor	Craft Officer Grade I
Village Officer	Craft Officer Grade II
Chief Literacy Officer	Senior Marketing Officer
Writer-Editor	Workshop Officer
Prison Welfare Officer	Storekeeper Grade II
Chief Co-operative Officer	Driver
Co-operative Officer Grade I	Literacy Officer
Co-operative Officer Grade II	Assistant Island Supervisor
Chief Home Economics Officer	Senior Youth Club Organizer
Home Economics Officer	Youth Club Organizer
Arts and Drama Officer	Stenographer/Clerk
Music Officer	Clerk/Typist
Creative Dance Officer	Groundsman/Caretaker
Journalist	Groundsman
Assistant Journalist	Watchman
Inspecting Officer	Sports Officer
Assistant Inspecting Officer	Coach
Executive Officer	Assistant Coach
Marketing Officer	Storekeeper.

<u>Office</u>	<u>Effective Date</u>	
Music Officer	1st July, 1963	L.N.
Sports Officer	"	464/1974
Marketing Officer	"	
Craft Officer I	"	
Craft Officer II	"	
Co-operative Officer I	"	
Co-operative Officer II	"	
Assistant Accountant	1st April, 1964	
Executive Officer	"	
Inspecting Officer	1st April, 1965	
Assistant Inspecting Officer	"	
Storekeeper Grade II	"	
Driver	"	

[The inclusion of this page is authorized by L.N. 55/1983]

PROVIDENT FUND

<u>Office</u>	<u>Effective Date</u>
Secretary (Private)	1st July, 1965
Senior Deputy Director	"
Deputy Director	"
Assistant Director	"
Accounting Clerk	"
Clerical Officer	"
Project Officer	1st July, 1965
Camp Mother	"
Cashier	"
Storekeeper	"
Store Clerk	"
Chef Instructor	"
Assistant Chef Instructor	"
Camp Mother/Nurse	"
Cashier-Stenographer-Typist	"
Island Supervisor	"
Welfare Officer	"
Clerk (Accounts)	"
Assistant Island Supervisor	"
Senior Youth Club Organizer	"
Youth Club Organizer	"
Stenographer-Clerk	"
Clerk-Typist	"
Cleaner-Attendant	"
Groundsman	"
Groundsman/Caretaker	"
Watchman	"
Caretaker/Gardener	"
Senior Marketing Officer	1st April, 1966
Accountant Grade I	"
Accountant Grade I	2nd February, 1967
Secretary (Private)	"
Operator Mechanical Unit	1st April, 1967
Chef Assistant	1st August, 1967
Instructor Grade I	1st October, 1967
Practical Nurse	"

[The inclusion of this page is authorized by L.N. 55/1983]

<u>Office</u>	<u>Effective Date</u>
Laundry Maid	1st October, 1967
Cook	"
Personal Secretary to Chairman	1st April, 1968
Community Supervisor	"
Community Officer Grade I	"
Community Officer Grade II	"
Accountant Grade II	"
Assistant Training Officer	1st October, 1968
Statistical Officer	"
Sales and Stock Clerk	"
Literacy Officer Grade I	1st December, 1968
Literacy Officer Grade II	"
Editor	"
Sales Clerk	1st October, 1969
Chairman	1st May, 1972
External Agency Co-ordinator	1st January, 1973
Senior Secretary/Stenographer	"
Personnel Manager	"
Assistant Personnel Manager	"
Chief Accountant	1st January, 1973
Registrar	"
Assistant Registrar	"
Assistant to the Director Resource Development Unit	"
Agricultural Programme Officer	"
Academic Programme Officer	"
Recreational and Cultural Officer	"
Assistant Publicity Officer	"
Community and Family Life Officer	"
Statistician	"
Statistical Clerk	"
Librarian	"
Executive Officer Grade II	"
Regional Manager	"

[The inclusion of this page is authorized by L.N. 55/1983]

PROVIDENT FUND

	Parish Supervisor	1st January, 1973
	Chief Family Life Education Officer	"
	Director, Community Development Agency	"
	Publicity and Documentation Officer	"
	Area Supervisor	"
	Family Life Education Officer	"
	Economic Development Officer	"
	District Officer Grade I	"
	District Officer Grade II	"
	Manager Craft Services	"
	Senior Sports Officer	"
	Manager Co-ordinator	"
	Chief District Officer	"
	Chief Guidance and Employment Officer	"
	Adult Education Officer	"
	Senior Adult Education Officer	"
	Guidance and Employment Officer	"
	Regional Manager	"
	Assistant Guidance and Employment Officer	"
	Senior Youth Officer	"
	Youth Officer	"
	Youth Community Centre Manager	"
	Counsellor	"
	Instructor	"
L.N. 81E/1982.	Senior Instructor	"
	Vocational Programme Officer	"
	Supply and Equipment Officer	"
	Programme Administrator	"
	Administrative Assistant	1st January, 1975
	Office Supervisor	"
	Publicity Officer	"
	Financial Controller	"
	Assistant Chief Accountant	"
	Training Co-ordinator	"
	Co-ordinator Community Centre	"
	Co-ordinator Cultural Programme	"
	Regional Cultural Officer	"
	Training Development Officer	"
	Remedial Education Officer	"
	Educational Publication Officer	"
	Materials Programmer	"
	Purchasing Officer	"

[The inclusion of this page is authorized by L.N. 55/1983]

PROVIDENT FUND

60.01

<u>Office</u>	<u>Effective Date</u>
Library Clerk	1st January, 1975
Research Assistant	"
Co-ordinator Field Operations	"
Agencies Liaison Officer	"
Senior Registrar	"
Registration Officer	"
Field Officer	"
Administrative Assistant/Office Manager	"
Payroll Officer	"
Assistant Payroll Officer	"
Registry Clerk	"
Economic Planning Officer	"
Building Officer	"
Field Supervisor	"
Senior Technical Supervisor	"
Technical Supervisor	"
Caterer	"
Typist/Filing Clerk	"
Vocational Unit Manager	"
Maintenance Officer	"
Technical Officer	"
Assistant Secretary	"
Senior Craft Officer	"
Accountant	"
Cashier	"
Senior Youth and Community Officer	"
Youth and Community Officer	"
District Officer	"
Area Sports Officer	"
Library and Documentation Officer	"
Centre Manager	"
Dyeing Specialist	"
Demonstrator	"
Co-ordinator Sports and Recreation	"
Subject Supervisor	"
Economic Officer	"
Assistant Subject Supervisor	"
Nurse	"
Research and Testing Officer	"

[The inclusion of this page is authorized by L.N. 55/1983]

PART XVIII

*Offices under the Tourist Board*L.N.
84/1969.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis;
- (d) whose services in respect of the office listed are ordinarily rendered in Jamaica or, in the case of a citizen of Jamaica, in the United States of America.

Director of Tourism	Director of Public Relations
Assistant Director of Tourism	Statistician
Financial Comptroller	Development Projects Officer
Sales Manager	Administrative Assistant
General Manager	Personal Assistant
Secretary	Regional Sales Manager
Office Manager	Telephone Operator
Sales Representative	Assistant Supervisor, Greeting Service
Area Representative	Office Matron
Accountant	Airport Hostess
Senior Assistant Accountant	Supervisor, Courtesy Corps
Assistant Accountant	Inspector, Courtesy Corps
Machine Operator	Courtesy Corps Guide
Public Relations Officer	Supervisor, Porter Service
Assistant Public Relations Officer	Red Cap Porter
Photographer	Dispatcher
Assistant Photographer	Driver
Photographic Technician	Porter
Librarian	Male Messenger
Assistant Librarian	Female Messenger
Executive Assistant	Office Maid
Private Secretary	Office Cleaner
Executive Secretary	Yardman
Secretary-Stenographer	Watchman
Stenographer/Typist	Gardener
Secretary/Receptionist	Cook
Clerk	Senior Rafting Officer
Receptionist	Rafting Officer
Information Officer	Cashier
Telex Operator	Clerk/Receptionist
Registrar	Barman.
Manager, Security and Complaints	

<i>Office</i>	<i>Effective Date</i>	
Manager, Cruise and Convention	1st March, 1968	L.N. 308/1972.
Resident Manager, Visitors Service Bureau	10th March, 1969	
Chief Photographer	10th March, 1969	
Rafting Supervisor	1st April, 1969	
Director of Marketing	12th January, 1970	
Director of Planning, Research and Statistics	"	
Senior Planning and Research Officer	"	
Planning, Research and Statistical Officer	"	
Manager of Special Projects	"	
Special Projects Officer	"	
District Sales Manager	1st March, 1970	
Assistant General Manager	1st April, 1970	
Security Officer	"	
Junior Sales Representative	1st July, 1970	
Senior Sales Representative	16th October, 1970	
Interviewer/Market Analyst	16th November, 1970	
Area Manager	1st February, 1971	
Assistant Sales Manager	1st April, 1971	
Manager-Administration	25th August, 1972	
Assistant Director of Public Relations		L.N. 456/1973.
Administrative Officer	1st April, 1973	
Liaison Officer	1st April, 1973	
Product Officer	1st July, 1973	
Product Training Officer	1st July, 1973	
Area Sales Manager	1st July, 1973	L.N. 446/1976.
Group Sales Manager	1st January, 1974	
Key Punch Operator/Supervisor	1st July, 1974	L.N. 104/1976.
Coder/Key Punch Operator	1st March, 1975	
Research Assistant	" " "	
Director of Sales	" " "	
Deputy Director of Tourism	" July "	
Director of Domestic Marketing	" August, 1975	
Promotions Manager	" " "	
Personnel Manager	" " "	
Senior Development Officer	" " "	
Development Officer	" " "	
Personnel Officer	" " "	
Photographic Manager	" " "	
Maintenance Man	" " "	
Manager, Research and Statistics	" " "	
Manager Planning	" " "	
Public Relations Manager	" " "	
Director of Product	1st April, 1983	L.N. 93R/1986.
Director of Personnel/Industrial Relations	1st April, 1984	

[The inclusion of this page is authorized by L.N. 41/1987]

L.N.
193/1955.

PART XIX

Offices under the Sugar Industry Labour Welfare Board

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Secretary	Female Messenger
Filing Clerk	Village Instructor
Male Messenger	Welfare Officer
Accounting Clerk	Clinic Nurse
Typist	Cleaner.

L.N.
88c/1981.

<i>Office</i>		<i>Effective Date</i>
Training Officer	—	20th August, 1960
Senior Community Development Officer	—	1st April, 1967
Chief Community Development Officer	—	1st October, 1970
Manager	—	1st January, 1971

PART XX

Offices under the Pharmacy Council

L.N.
133c/1978.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Registrar
Pharmacy Inspector
Secretary
Typist
Clerical Officer

PART XXI

Offices under the Beach Control Authority

L.N.
32/1959.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;

- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Secretary	Departmental Assistant Grade II	
Assistant Secretary	Messenger	
Inspecting Officer	Caretaker Grade II	
Departmental Assistant Grade I		
Secretary/Stenographer	1st October, 1968	L.N. 466/1974.

PART XXII

Offices under the Mid-Clarendon Irrigation Authority

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Works Manager	Field Assistant
Works Overseer Grade I	Station Attendant
Works Overseer Grade II	Canal Attendant
Departmental Assistant Grade I	Watchman Grade II
Departmental Assistant Grade II	Messenger and Cleaner
Pump Attendant	
Assistant Pump Attendant	

<u>Office</u>	<u>Effective Date</u>	<u>L.N.</u>
Senior Works Overseer	13. 3. 1975	74/1975.
Accounting Officer Grade II	"	
Secretary-Stenographer	"	
Foreman	"	
Office Attendant	"	
Canal Attendant	"	
Watchman	"	
Mechanical Operator Class II	"	
Sideman	"	

PART XXIII

Offices under the 4-H Clubs

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

PROVIDENT FUND

Secretary-Supervisor	Organizer
Assistant Secretary	Departmental Assistant Grade II
Departmental Assistant Grade I	Female Messenger.
Senior Organizer	

L.N.
322F/1974.

<u>Office</u>	<u>Effective Date</u>
Caretaker	1st October, 1964
Secretary/Stenographer	1st January, 1967
Home Economics Officer	1st July, 1968
Training Officer	1st October, 1968
Accountant Grade II	"
Assistant Organizer	"
Male Messenger	1st October, 1971

PART XXIV

L.N.
47/1962.*Offices under the Christiana Area Land Authority*

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Secretary-Accountant	Development Officer (Surveyor)
Accountant Grade II	Development Officer
Departmental Assistant	Departmental Assistant
Grade I	Grade II
Executive Agricultural Officer	Male Messenger
Senior Agricultural Extension Officer	Agricultural Headman
Agricultural Extension Officer	Operator, Mechanical Unit,
Assistant Agricultural Extension Officer	Class I
Finance and Credit Officer	Driver
Assistant Finance and Credit Officer	Yardman/Sideman
Senior Development Officer	Watchman

PART XXV

L.N.
47/1962.*Offices under the Yallahs Valley Area Land Authority*

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Secretary-Accountant	Assistant Finance and Credit Officer
Accountant Grade II	Stenographer-Typist
Departmental Assistant Grade I	Topographer
Executive Agricultural Officer	Departmental Assistant Grade II
Senior Extension Officer	Male Messenger
Agricultural Extension Officer	Female Messenger
Assistant Agricultural Extension Officer	Caretaker
Engineer	Driver
Works Overseer	Sideman
Finance and Credit Officer	Headman Class II

PART XXVI

Offices under the Jamaica Library Board

The offices listed in this Part include only those holders of such offices—

L.N.
258/1963,
1351/1987.

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Director	Telephone Operator B
Deputy Director	Cleaner-Attendant
Senior Librarian	Gardener

Office	Effective Date	L.N.
Principal Librarian	1st April, 1968	1351/1987.
Regional Librarian	1st April, 1964	
Assistant Regional Librarian	"	
Assistant Principal Librarian	1st April, 1968	
Supervisor of School Libraries	1st April, 1981	
Personnel Officer	1st April, 1975	
Research Assistant	1st April, 1973	
Chief Accountant	1st April, 1981	
Senior Accountant	1st April, 1969	
Accountant Grade I	1st April, 1965	
Accountant III	1st April, 1981	
Accountant II	1st April, 1981	
Accountant I	1st April, 1981	
Internal Auditor	31st July, 1987	
Audit Officer	1st April, 1975	
Administrative Officer	1st April, 1973	
Secretary/Stenographer	1st April, 1965	
Stenographer/Typist	1st April, 1961	

[The inclusion of this page is authorized by L.N. 37/1988]

PROVIDENT FUND

<u>Office</u>	<u>Effective Date</u>
Typist	1st April, 1965
Telephone Operator A	1st April, 1970
Clerical Officer Grade I	1st April, 1963
Artist	1st April, 1975
Storekeeper	1st April, 1974
Library Assistant	1st April, 1968
Departmental Assistant Grade II	1st November, 1972
Departmental Assistant II	1st April, 1981
Departmental Assistant I	1st April, 1981
Clerical Officer II	1st September, 1974
Clerical Assistant II	1st April, 1981
Clerical Assistant I	"
Librarian II	"
Librarian I	"
Book Attendant II	"
Book Attendant I	"
Operator Xerox Multilith Unit	1st April, 1970
Driver/Book Attendant	19th March, 1963
Chief Operator Mechanical Unit	1st April, 1973
Operator Mechanical Unit (Class I)	1st April, 1970
Porter	1st April, 1973
Messenger	1st April, 1970
Watchman	1st June, 1970
Caretaker	1st April, 1964
Chief Cleaner Attendant	1st April, 1981
Handyman	"
Gateman	"

PART XXVII

Offices under the Jamaica National Trust Commission

L.Nn.
258/1963,
98H/1978.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Accounting Clerk
Office Attendant
Messenger
Caretaker

Monument Guard
Technical Director
Draftsman
Foreman of Works
Carpenter.

PROVIDENT FUND

67

Office	Effective Date
Administrative Director	21st June, 1973
Research Officer	1st April, 1969
Secretary/Stenographer III	1st October, 1974
Secretary/Stenographer II	" " "
Typist	" " "
Watchman	" " "
Executive Officer	25th May, 1978
Accountant	" " "
Architect	" " "
Works Supervisor	" " "
Monument Inspector	" " "
Driver	" " "
Archaeologist	" " "
Conservator	" " "
Assistant Archaeologist	" " "
Conservation Officer	" " "
Administrative Officer	" " "
Photographer	" " "
Illustrator/Surveyor III	" " "
Illustrator/Surveyor II	" " "
Technical Assistant	" " "
Assistant Artifacts Officer	" " "
Tour Guide	" " "
Headman	" " "
Cleaner/Attendant	" " "
Laboratory/Attendant	" " "

L.N.
98H/1978

PART XXVIII

Offices under the Adoption Board

L.N.
258/1963.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Adoption Officer
Assistant Adoption Officer
Clerk-Typist

Departmental Assistant II
Cleaner-Attendant.

[The inclusion of this page is authorized by L.N. 37/1988]

PROVIDENT FUND

PART XXIX

*Offices under the Watersheds Protection Commission*L.N.
322/1964.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the office listed, and are not paid on a daily basis.

Executive Secretary
 Senior Works Overseer
 Conservation Project Officer
 Secretary/Stenographer
 Departmental Assistant Grade I
 Departmental Assistant Grade II
 Draughtsman Grade II
 Driver
 Female Messenger.

PART XXX

*Offices under the Saint Dorothy Plain
Irrigation Authority*L.N.
341/1976.

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72.00 per annum in respect of the office listed, and are not paid on a daily basis.

Works Overseer Grade I
 Works Overseer Grade II
 Field Assistant
 Senior Canal Attendant
 Canal Attendant
 Pump Attendant
 Assistant Pump Attendant
 Operator Mechanical Unit
 Canal District Constable
 Watchman
 Office Attendant
 Departmental Assistant Grade I
 Departmental Assistant Grade II
 Typist

PROVIDENT FUND

68.01

PART XXXI

L.N.
341/1976.

*Offices under the Hounslow Irrigation
Authority*

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72.00 per annum in respect of the office listed, and are not paid on a daily basis.

Senior Agricultural Assistant
Typist
Departmental Assistant II
Assistant Pump Attendant
Pump Operator
Linesman
Watchman

PART XXXII

L.N.
112A/1978.

Offices under the Milk River Bath Board

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72.00 per annum in respect of the office listed, and are not paid on a daily basis.

Manager
Secretary/Accountant
Housekeeper
Chef
Clerk/Typist
Clerical Assistant
Bar Attendant
Cook

Assistant Cook
Waiter
Chambermaid
Bath Supervisor
Bath Attendant
Watchman
Washer
Handyman

PART XXXIII

L.N.
531/1979*Offices under the Jamaica Festival Commission*

The offices listed in this Part include only those holders of such offices—

- (a) who are permanently employed, or are engaged on a contractual basis;
- (b) whose services are whole-time;
- (c) who are in receipt of salary of not less than \$72 per annum in respect of the offices listed, and are not paid on a daily basis.

Festival Director
 Dance Co-ordinator
 Culinary Art Co-ordinator
 Senior Field Services Co-ordinator
 Popular Music Development Co-ordinator
 Senior Accountant
 Music Co-ordinator
 Speech Co-ordinator
 Fashion Co-ordinator
 Art/Craft/Photography Co-ordinator
 Costume and Gala Co-ordinator
 Field Services Co-ordinator
 Executive Secretary
 Public Relations Officer
 Dance Assistant
 Drama Co-ordinator
 Festival Cultural Organiser
 Secretary-Stenographer
 Accountant
 Executive Officer
 Clerical Officer
 Stenographer/Typist
 Registry Clerk
 Typist
 Telephone Operator
 Gardener
 Cleaner/Attendant
 Messenger

SECOND SCHEDULE

(Sections
2 and 33)

Jamaica Agricultural Society	
Social Development Commission	L.N. 36/1967.
Institute of Jamaica	L.N. 53/1949.
Tourist Board	L.N. 134/1955.
Sugar Industry Labour Welfare Board	L.N. 193/1955.
Pharmacy Council	L.N. 133c/1978.
Beach Control Authority	L.N. 32/1959.
Mid-Clarendon Irrigation Authority	L.N. 13/1960.
4-H Clubs	L.N. 47/62.
Christiana Area Land Authority	
Yallahs Valley Area Land Authority	
Jamaica Library Board	L.N. 258/63.
Jamaica National Trust Commission	
Adoption Board	
Watersheds Protection Commission	L.N. 322/1964.
St. Dorothy Plain Irrigation Authority	L.N. 341/1976.
Hounslow Irrigation Authority	
Milk River Bath Board	L.N. 112a/1978.
Jamaica Festival Commission	L.N. 53j/1979

THIRD SCHEDULE

(Section 37)

Scheme for award of pensions to certain employees

Short title. 1. This Scheme may be cited as the Provident Fund (Pensions) Scheme.

Interpretation. 2. In this Scheme—

“approved service” means public service or parochial service or teaching service or any other service that the Minister may declare to be approved service for the purposes of this Scheme;

“award” means a pension, gratuity or other allowance or other benefits ancillary thereto or in substitution thereof granted pursuant to this Scheme;

“office” means an office of which an employee is the substantive holder;

“relevant scheduled body” means, in relation to any specified officer, the scheduled body for the time being employing that officer or, in the case of a person who has been a specified officer and has retired, a scheduled body making payment of an award to him;

“specified office” means an office which is declared by the Minister pursuant to paragraph 3 to be a specified office;

“specified officer” means an employee holding a specified office;

“teaching service” means service which is pensionable under the Pensions (Teachers) Act or any Law thereby repealed.

Declaration of specified offices.

3. (1) The Minister may, by notification published in the *Gazette*, from time to time declare such offices as he thinks fit, being offices in scheduled bodies, to be specified offices and may from time to time by further notification as aforesaid amend, add to or revoke any such notification.

(2) For the purposes of this Scheme where by virtue of an amendment under sub-paragraph (1) any office ceases to be a specified office the office shall, as respects any officer who served therein while the office was so specified, be deemed to continue to be so specified so long

as the officer continues in the service of a scheduled body or in approved service.

4. (1) An officer eligible for an award under this Scheme may on retirement from the service of a scheduled body or from approved service, or at or within such other time as the Governor-General may either generally or in any particular case allow prior to the making of an award, by notice in writing to the Governor-General's Secretary elect to receive the benefits for which he is eligible from the Fund pursuant to this Act in lieu of benefits under this Scheme, and upon receipt of such notice by the Governor-General's Secretary the officer shall cease to be eligible for an award under this Scheme.

Right of officer to elect to retain benefits from Provident Fund.

(2) Any notice given pursuant to this paragraph shall be final and irrevocable.

(3) The election permitted by sub-paragraph (1) may, in the event of the death of the officer before the making of the award, be exercised in accordance with that sub-paragraph by the officer's legal personal representative.

26/1969
S. 5 (a)
Sch.

5. (1) Subject to sub-paragraph (2), where any award is made to any person pursuant to this Scheme—

Effect of awards on other benefits payable under the Act.

- (a) the award shall be in lieu of any other payment for which the person receiving the award may be eligible pursuant to this Act, and
- (b) no other payment shall be made to that person pursuant to this Act; and
- (c) any amount standing in the Provident Fund to the credit of that person and any sum repaid by him pursuant to section 20 of this Act, shall be paid into the Consolidated Fund.

(2) Nothing in this paragraph shall prevent payment to any person pursuant to this Act of—

- (a) the proceeds of any policy of assurance effected under section 13 of this Act whether or not such proceeds are held on deposit pursuant to section 16 of this Act together with, where a portion only of an officer's compulsory deposits has been applied towards effecting such policy and the election under section 13 of this Act has not been revoked pursuant to section 38 of this Act, the amount of compulsory deposits not so applied plus interest accrued thereon pursuant to section 11 of this Act; or

26/1969
S. 5 (a)
Sch.

- (b) any amount or allowance payable pursuant to section 26, 30 or 31 of this Act.

Pension
regula-
tions.

Appendix I.

6. (1) A scheduled body may with the approval of the Governor-General, grant pensions, gratuities or other allowances to any specified officer including any such officer who is transferred to or from the service of a scheduled body from or to approved service in accordance with this Scheme and the Regulations contained in Appendix I.

(2) The Regulations contained in Appendix I may from time to time be amended, added to or revoked by regulations made by the Minister, and all regulations so made shall be laid before the House of Representatives and published in the *Gazette*.

(3) Whenever the Minister is satisfied that it is equitable that any regulation made under this paragraph should have retrospective effect in order to confer a benefit upon or remove a disability attaching to any person, that regulation may be given retrospective effect for that purpose:

Provided that no such regulation shall have retrospective effect unless it has received the prior approval of the House of Representatives signified by resolution.

(4) Any pension, gratuity or other allowance granted under this Scheme shall be computed in accordance with the provisions in force at the actual date of an officer's retirement.

Awards
payable out
of reserves
and assets
of
scheduled
bodies.

7. (1) There shall be charged on and paid out of the reserves and assets of the scheduled body granting an award pursuant to this Scheme all such sums of money as may from time to time be payable pursuant to that award.

(2) Where the Minister so directs there shall be paid out of the Consolidated Fund by way of subvention to a scheduled body such sums of money as the Minister considers necessary to enable the scheduled body to pay any award pursuant to this Scheme.

Alternative
payment
from Con-
solidated
Fund.
L.N. 149B/79

8. Where a scheduled body has ceased to exist or is for any other reason unable to pay an award, the Minister responsible for finance may, subject to such conditions as he may either generally or in any special case impose, authorize payment of that award out of the Consolidated Fund.

Pensions,
etc., not
of right.

9. (1) No officer shall have an absolute right to an award nor shall anything in this Scheme affect the right of a scheduled body or the Crown to dismiss any officer at any time and without compensation.

(2) Where it is established to the satisfaction of the Governor-General that an officer has been guilty of negligence, irregularity or misconduct, the award may be reduced or altogether withheld.

10. No pension shall be granted under this Scheme to any officer except on his retirement—

Circumstances in which pension may be granted.

(a) from the service of a scheduled body in any of the following cases—

- (i) on or after attaining the age of sixty years or in special cases, with the approval of the relevant scheduled body, fifty-five years;
- (ii) on the abolition of his office;
- (iii) on compulsory retirement either because the relevant scheduled body has ceased to exist or for the purpose of facilitating improvement in the organization of the relevant scheduled body by which greater efficiency or economy may be effected;
- (iv) on medical evidence to the satisfaction of the Governor-General that he is incapable by reason of any infirmity of mind or body of discharging the duties of his office and that such infirmity is likely to be permanent;

(b) in the case of transfer from service with a scheduled body to approved service, on his retirement from such approved service in circumstances in which he is eligible for pension, gratuity, or other allowance, under any law or regulations which are applicable to such approved service.

11. (1) Except in cases provided for in sub-paragraphs (2) and (4) a pension granted to an officer under this Scheme shall not exceed two-thirds of the highest salary drawn by him at any time in the course of his service in a specified office. Maximum pension.

(2) An officer who has been granted a pension in respect of approved service shall not at any time draw pursuant to an award under this Scheme an amount of pension which, when added to the amount of any pension or pensions drawn in respect of such approved service, exceeds two-thirds of the highest salary drawn by him at any time in the course of his approved service or service in a specified office whichever is the greater:

Provided that where an officer receives in respect of some period of approved service or service in a specified office both a gratuity and a pension, the amount of such pension shall be deemed for the purpose of this paragraph to be four-thirds of the actual amount.

(3) Where the limitation specified in sub-paragraph (2) operates the amount of pension to be drawn pursuant to this Scheme shall be determined after consultation with any body or person responsible for the award of pension in respect of the approved service in order

that the pension under this Scheme may be determined with due regard to the amount of any pension or pensions to be drawn in respect of such approved service.

(4) For the purposes of this paragraph an additional pension granted in respect of injury shall not be taken into account but where a specified officer is granted such an additional pension pursuant to this Act, the amount thereof together with the remainder of his pension or pensions shall not exceed five-sixths of the highest salary drawn by him at any time in the course of his service in a specified office or where sub-paragraph (2) applies, in the approved service whichever is the greater.

Liability to be called upon to take further employment.

12. (1) Every pension granted under this Scheme shall be subject to the condition that unless or until the officer attains the age of fifty-five years, he may, if physically fit for service, be called upon by the Governor-General to accept an office whether in a scheduled body or in approved service not less in value than the office which he held at the date of his retirement; and where a pensioner so called upon declines to accept such office, the payment of his pension may be suspended until he attains the age of fifty-five years.

(2) The provisions of sub-paragraph (1) shall not apply in any case where the Governor-General being of the opinion that the officer is not qualified for other employment in a scheduled body or in approved service or that there is no reason to expect that he can be shortly re-employed therein, otherwise directs.

Suspension of pensions, etc., on re-employment

13. Where a person to whom a pension has been granted under this Scheme is again employed in the service of a scheduled body or in approved service the payment of the pension payable under this Scheme or any part thereof may, with his consent, if the Governor-General thinks fit, be suspended during the period of his re-employment.

Limitations on assignability of awards

14. An award under this Scheme shall not be assignable or transferable or liable to be attached, sequestered or levied upon except for the purpose of satisfying—

- (a) a debt due to the Government or to the relevant scheduled body; or
- (b) an order of the court for the payment of periodical sums of money towards the maintenance of a wife, or former wife, or child, being a minor, of the person to whom the pension has been granted.

Gratuity where pensioner dies before receiving amount equal to one year's salary.

15. Where an officer who is in receipt of a pension under this Scheme dies before he has received pursuant to the award under this Scheme, an amount equal to one year's salary of such officer at the date of retirement and immediately prior to retirement such officer held a specified office the relevant scheduled body may grant to the legal personal representative of such officer a gratuity equal in amount to one year's salary aforesaid less the amount of any pension, gratuity

or other allowance already paid to such officer pursuant to this Scheme or in respect of any approved service.

16. (1) Where any question exists in relation to any matter arising under this Scheme such question may be determined by the Governor-General.

Determination of questions under this Scheme and reserve powers of Governor-General.

(2) If a scheduled body has ceased to exist or is for any other reason unable to exercise its functions under this Scheme such functions may be exercised by the Governor-General.

(3) In this paragraph "functions" includes powers and duties.

17. Any officer may at his option exercisable on his retirement from approved or scheduled service, or within such period prior to retirement as the Governor-General may allow, elect to be paid in lieu of a pension granted to him under this Scheme, a pension at the rate of three-fourths of such pension together with a gratuity equal to twelve and one-half times the amount of the reduction so made in the pension:

Gratuity and reduced pension.

Provided that in the application of this paragraph to cases where the limitation prescribed by sub-paragraph (2) of paragraph 11 operates, the words "such pension" shall mean the amount of pension which the officer might have drawn in respect of his scheduled service if he had not exercised his option under this paragraph.

APPENDIX I

(Paragraph 6)

REGULATIONS FOR THE GRANTING OF PENSIONS TO SPECIFIED OFFICERS

PART I—Preliminary

1. These Regulations may be cited as the Provident Fund (Pensions) Regulations. Short title.

2. In these Regulations—

Interpretation.

"salary", in relation to approved service, means emoluments which count for pension in accordance with the law or regulations in force in such service;

"pensionable service" means service which may be taken into account in computing pensions under these Regulations;

"qualifying service" means service which may be taken into account in determining whether an officer is eligible by length of service for pension;

"scheduled service" means service in the employ of one or more of the bodies listed in the Second Schedule to this Act whether before or after the date of commencement of this Act.

PART II—*Officers with Scheduled Service only*

Application
of Part II.

3. Save where the Governor-General in any special case otherwise directs, this Part shall not apply in the case of any specified officer transferred to or from scheduled service from or to approved service except for the purpose of determining whether such officer would have been eligible for pension, and the amount of pension for which the officer would have been eligible, if the service of the officer had been wholly in scheduled service.

Pensions
to whom
and at
what rates
to be
granted.

4. Subject to the provisions of the Scheme and these Regulations, every specified officer who has been in scheduled service ten years or more, may be granted on retirement, a pension at an annual rate of one six-hundredth of his annual salary at the date of his retirement for each complete month of his pensionable service:

Provided that—

26/1969
S. 5 (b)
Sch.

(a) unless, pursuant to section 38 of this Act, the officer revokes any election made by him under section 13 of this Act; and only one-half of any period in respect of which any portion of the officer's deposits in the Fund have been used to effect a policy of insurance under section 13 of this Act shall be taken into account as pensionable service; and

(b) in relation to any period in respect of which the officer has been in receipt of no salary or salary other than full salary, only the portion of that period in respect of which deposits in the Fund have been made by the officer pursuant to section 9 of this Act shall be taken into account as pensionable service.

26/1969
S. 5 (b)
Sch.

PART III—*Transferred Officers*

Application
of Part III
and inter-
pretation.

5. This Part of these Regulations shall apply only in the case of a specified officer transferred to or from scheduled service from or to approved service; and the total period of such scheduled service and approved service is in this Part referred to as "combined service".

Pensions
to officers
with
approved
service.

6. (1) Where the combined service of an officer would have qualified him had it been wholly in a specified office for a pension under these Regulations he may, on his retirement from scheduled service or from approved service in circumstances in which he is permitted by the Scheme or by any law or regulation relating to the approved service in which he is last employed, as the case may be, to retire on a pension or gratuity, be granted in respect of his scheduled service a pension of such an amount as bears the same proportion to the amount of pension for which he would have been eligible had his combined service been wholly scheduled service as the aggregate amount of his pensionable emoluments during his scheduled service bears to the aggregate amount of his pensionable emoluments throughout his combined service.

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

- (a) his annual salary shall be determined by reference to the annual salary enjoyed by him at the date of his retirement, whether from scheduled or approved service;
- (b) regard shall be had to the condition that pension may not exceed two-thirds of the highest salary drawn by him at any time in the course of his combined service;
- (c) no period of approved service in respect of which no pension or gratuity is granted to him shall be taken into account;
- (d) regard shall be had to the proviso to regulation 4.

(3) For the purposes of this regulation the aggregate amount of an officer's pensionable emoluments shall be taken as the total amount of salary which he would have received or enjoyed had he been on duty on full pay in his substantive office or offices throughout his combined service subsequent to the attainment of the age of—

- (a) in the case of an officer whose first appointment was in teaching service, nineteen years;
- (b) in the case of an officer whose first appointment was in approved service otherwise than in the service of the Government of Jamaica or of the Kingston and St. Andrew Corporation or any Parish Council, twenty years;
- (c) in the case of an officer whose first appointment was in scheduled service or in the service of the Government of Jamaica or of the Kingston and St. Andrew Corporation or any Parish Council, eighteen years:

Provided that—

- (a) in calculating the aggregate amount of his pensionable emoluments, no account shall be taken of any approved service in respect of which no pension or gratuity is granted to him;
- (b) where under regulation 9 of these Regulations part only of any service otherwise than in a specified office is taken into account a proportionate part only of the officer's aggregate pensionable emoluments during that service shall be taken into account for such calculation.

PART IV—General

7. (1) Subject to the provisions of these Regulations, qualifying service shall be the inclusive period between the date on which a specified officer begins to draw salary in respect of approved or scheduled service and the date of his leaving the approved or scheduled service, without deduction of any period during which he has been absent on leave.

General rules as to qualifying service and pensionable service.

(2) No period which is not qualifying service by virtue of paragraph (1) shall be taken into account as pensionable service.

(3) No period during which the officer was not in approved or scheduled service shall be taken into account as qualifying service or as pensionable service.

Continuity
service.

8. (1) Except as otherwise provided in these Regulations, only continuous service shall be taken into account as qualifying service or as pensionable service:

Provided that—

- (a) any break in service caused by temporary suspension of employment not arising from misconduct or voluntary resignation shall be disregarded for the purposes of this regulation; and
- (b) where a period of service which is pensionable under this Scheme is continuous with teaching service any breaks in such teaching service which may be disregarded pursuant to the Pensions (Teachers) Act may be disregarded for the purposes of this regulation.

(2) An officer who has held a specified office and—

- (a) whose pension has been suspended under paragraph 13 of the Scheme or under a corresponding provision in any law or regulation relating to the grant of pensions in respect of approved service; or
- (b) who is retired from approved or scheduled service without pension, gratuity or other allowance on account of ill-health, abolition of office or reorganization designed to effect greater efficiency or economy, and has subsequently been re-employed in approved service or in a specified office

may, if the Governor-General thinks fit, be granted the pension for which he would have been eligible under the Scheme if any break in his approved or scheduled service immediately prior to such suspension, re-employment or employment had not occurred, such pension to be in lieu of—

- (i) any pension previously granted to him from the funds of any scheduled body; and
- (ii) any gratuity or other allowance made pursuant either to the Scheme or to this Act so granted which is required by the Governor-General to be refunded as a condition of the application to the officer of this regulation,

but additional to any gratuity or other allowance so granted which is not required to be so refunded.

Service
other than
in a
specified
office.

9. (1) Only service in a specified office shall be taken into account as pensionable service:

Provided that—

- (a) where a period of continuous service in scheduled service otherwise than in a specified office is immediately followed by service in a specified office or by approved service that period, or such portion thereof as the Governor-General may determine, may, with the approval of the Governor-General be so taken into account, so, however, that not more than one-half of any period of service during which the officer was not a depositor shall be taken into account; 26/1969 S. 5 (b) Sch.
- (b) any break in service which may be disregarded under the provisions of regulation 8 may likewise be disregarded in determining for the purposes of the preceding proviso whether the period of service in a specified office or in approved service immediately follows a period of service otherwise than in a specified office; 26/1969 S. 5 (b) Sch.
- (c) where a specified officer has been transferred from a specified office in which he has been confirmed to an office other than a specified office and subsequently retires either from a specified office or from such other office, his service in such other office may, with the approval of the Governor-General be taken into account as though it were service in the specified office which he held immediately prior to the transfer and at the salary which was payable to him at the date of transfer.

(2) Where pursuant to paragraph (1) it is decided to take into account the whole or any portion of a person's service otherwise than in a specified office, being service followed by approved service, then in relation to that person— 26/1969 S. 5 (b) Sch.

- (a) the provisions of these Regulations shall apply as if he were a specified officer immediately prior to the commencement of his approved service; and
- (b) the provisions of section 38 of this Act shall apply as if he became a specified officer on the date on which he is notified that it has been decided to apply the provisions of paragraph (1) in his favour.

10. No period during which a specified officer has been absent from duty on leave without salary shall be taken into account as pensionable service unless deposits in respect of that period have been made by the officer pursuant to section 9 of this Act. Leave without salary.

11. Where a specified officer, during some period of his service, has been on the active list of the Royal Navy, the Army or the Royal Air Force and pension contributions have been paid in respect of that period from the funds either of any scheduled body or of the Government of this Island or of any other body service in which has been determined to be approved service for the purposes of any provisions of these Regulations, and have not been refunded, such period shall not be taken into account as pensionable service. Service in Her Majesty's Forces.

War
Service.

12. Where a specified officer serves with Her Majesty's Forces in time of war (in this regulation referred to as "military service"), or in any civilian employment connected with the prosecution of the war (in this regulation referred to as "civilian service") and before so serving had been employed in scheduled service then the following provisions shall have effect—

- (1) during the period of such military or civilian service, including in the case of—
 - (a) military service, any period of service with Her Majesty's Forces after the termination of the war (which period shall be included in the expression "military service");
 - (b) civilian service, any period of civilian employment which may be approved by the Governor-General, but which in no case shall exceed six months, after the termination of the war, such employment prior to the termination of the war having been connected with the prosecution thereof (which period shall be included in the expression "civilian service").

such officer shall be deemed to have been on leave on full salary from the scheduled service in which he was last employed and to have held the substantive office last held by him in that service prior to such military or civilian service and the period of military or civilian service shall be taken into account in full for the purposes of regulation 4 and regulation 6;

- (2) during any period between his leaving the scheduled service for the purpose of serving in Her Majesty's Forces or in any such civilian employment and the date of his commencing such military or civilian service, he shall be deemed to be on leave without pay from the scheduled service in which he was last employed, and to have held the substantive office last held by him in that service prior to such military or civilian service; and during any period between the termination of his military or civilian service and the date of his re-entering the scheduled service he shall, for such purposes, be deemed to be on leave as aforesaid from the scheduled service, and to have held the substantive office, in which he is re-employed:

Provided that—

- (a) this regulation shall not apply when either period mentioned in paragraph (2) exceeds three months, or such longer period as the Governor-General may in any special case determine; or if the officer fails, after such military or civilian service, to re-enter scheduled service otherwise than in circumstances in which he would be permitted, under the law or regulations applicable to the scheduled service in which he is last employed prior to such military or civilian service, to retire on pension or

gratuity, such circumstances arising not later than the expiration of three months, or such longer period as may be determined as aforesaid, after the termination of his military or civilian service;

- (b) if during any period mentioned in paragraph (1), the officer has qualified for pension, or received emoluments in lieu of pension rights, actually in respect of military service, paragraph (1) shall, as respects that period, have effect as if the words "leave without salary" were substituted for the words "leave on full salary" and the period of military or civilian service shall not be taken into account for the purposes of regulation 4 or regulation 6;
- (c) if during his military or civilian service the officer is injured or killed, he shall not be deemed to have been injured or killed, in the discharge of his duty;
- (d) the provisions of this regulation which require that the officer shall be deemed to have held any stated office and to have been on leave from the scheduled service, shall not apply in respect of any period during which he has actually held any other substantive office and has been on leave from any scheduled service.

13. Any period during which a specified officer has performed only acting service in a specified office may be taken into account as pensionable service if the period of such acting service—

- (a) is not taken into account as part of the officer's own pensionable service; and
- (b) is immediately preceded or followed by service in a substantive capacity in a specified office, and not otherwise.

14. Save as otherwise provided in these Regulations, there shall not be taken into account as pensionable service any period of service while a specified officer was on probation or agreement unless without break of service he is confirmed in a specified office:

Service on probation or agreement.

Provided that any break of service which may be disregarded under the provisions of regulation 8 may likewise be disregarded in determining whether the officer is confirmed in a specified office without break of service.

15. Where an officer retires from scheduled service or from approved service in circumstances in which he is eligible—

- (a) for a pension under these Regulations; and
- (b) for a pension or gratuity under the Pensions (Teachers) Act, or any Law thereby repealed,

Teaching service may be counted as pensionable service.

26/1969
S. 5
Sch.

then, if his teaching service was immediately followed by pensionable service under these Regulations or by approved service other than teaching service, the Governor-General may, either generally or in any particular case, direct that the period of teaching service may be taken into account as though it were pensionable service under these Regulations:

Provided that—

- (i) where any such direction has been given, any pension or gratuity granted under these Regulations shall be in lieu of any pension or gratuity for which the officer is eligible under the Pensions (Teachers) Act or any Law thereby repealed;
- (ii) any break in service which may be disregarded under the provisions of regulation 8 of these Regulations may likewise be disregarded in determining for the purposes of this regulation whether the period of teaching service was immediately followed by pensionable service under these Regulations.

Transfer of
officer to
teaching
service.

16. Where a specified officer leaves scheduled service in order to enter teaching service and retires from teaching service in circumstances under which he is eligible for pension or gratuity under the Pensions (Teachers) Act or any Law thereby repealed the Governor-General may, either generally or in any particular case, direct that the period of teaching service may be taken into account as qualifying service for the purpose of these Regulations; and a pension may be granted to him in accordance with regulation 4 of these Regulations in addition to any pension or gratuity awarded to him under the Pensions (Teachers) Act or any regulations made thereunder and for the purpose of calculating the amount of any pension payable under these Regulations his annual salary shall be determined by reference to the annual salary enjoyed by him at the date of leaving the scheduled service.

Salary to
be taken
for com-
puting
pension.

17. (1) For the purpose of computing the amount of pension of a specified officer who has had a period of not less than three years pensionable service before his retirement—

- (a) in the case of an officer who has held the same office for a period of three years immediately preceding the date of his retirement, the full annual salary enjoyed by him at that date in respect of that office shall be taken;
- (b) in the case of an officer who at any time during such period of three years has been transferred from one office to another, but whose annual salary has not been changed by reason of such transfer or transfers, otherwise than by the grant of any scale increment, the full annual salary enjoyed by him at the date of his retirement in respect of the office then held by him shall be taken;

of his service immediately preceding the date of his retirement shall be taken:

Provided that—

- (i) if such one-third is less than the highest annual salary enjoyed by him at the date of any transfer within such period of three years that annual salary shall be taken; and
 - (ii) if such one-third is less than the annual salary which would have been enjoyed by him at the date of his retirement, if he had continued to hold any office from which he has been transferred at any time during such period of three years, and had received all scale increments which, in the opinion of the Governor-General would have been granted to him, the annual salary which would have been so enjoyed shall be taken.
- (2) For the purpose of determining under paragraph (1) the annual salary that an officer has enjoyed or would have enjoyed, as the case may be, he shall be deemed—
- (a) to have been on duty on full salary throughout the period of three years immediately preceding the date of his retirement; and
 - (b) to have enjoyed the benefit of any increase due to a revision of salaries in the annual salary of any office held by him as if such increase had been payable throughout such period of three years.
- (3) For the purpose of computing the amount of the pension of an officer who has had a period of less than three years pensionable service before his retirement—
- (a) the average annual salary enjoyed by him during such period shall be taken;
 - (b) he shall be deemed to have been on duty on full salary throughout such period; and
 - (c) he shall be deemed to have enjoyed the benefit of any increase due to a revision of salaries in the annual salary of any office held by him as if such increase had been payable throughout such period.

