1960 No. 2415

The Sierra Leone (Constitution) (Amendment) (No. 3) Order in Council, 1960

Made - - - -	21*st December*, 1960
Laid before Parliament	30*th December*, 1960
Coming into Operation	31*st December*, 1960

At the Court at Buckingham Palace, the 21st day of December, 1960

Present,

The Queen's Most Excellent Majesty in Council

Her Majesty, by virtue and in exercise of the powers in that behalf by the Foreign Jurisdiction Act, 1890(**a**), or otherwise in Her Majesty vested, is pleased, by and with the advice of Her Privy Council, to order, and it is hereby ordered, as follows:—

Citation, construction and commencement

1.—(1) This Order may be cited as the Sierra Leone (Constitution) (Amendment) (No. 3) Order in Council, 1960, and shall be construed as one with the Sierra Leone (Constitution) Order in Council, 1958(**b**), which Order, as amended by the Sierra Leone (Constitution) (Amendment) Order in Council, 1958(**c**), the Sierra Leone (Constitution) (Amendment) Order in Council, 1960, and the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960(**d**), is hereinafter referred to as " the principal Order ".

(2) The Sierra Leone (Constitution) Order in Council, 1958, the Sierra Leone (Constitution) (Amendment) Order in Council, 1958, the Sierra Leone (Constitution) (Amendment) Order in Council, 1960, the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960, and this Order may be cited together as the Sierra Leone (Constitution) Orders in Council, 1958 to 1960.

(3) Section 1 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960, is amended by the deletion of subsection (2).

(4) This Order shall come into operation on the 31st day of December, 1960, and shall be published in the Gazette.

Amendment of principal Order

2. The principal Order is amended by the insertion therein immediately after section 79 (as set out in section 9 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960), of the following section numbered 79A—

" Provisions of Schedule to this Order to apply.

79A. The provisions of the Scheme set out in the Schedule to this Order shall have effect with respect to service in the public service and retirement therefrom and to the grant of compensation, pensions, gratuities and other like allowances."

(a) 53 & 54 Vict. c. 37.
(b) S.I. 1958/1259 (1958 II, p. 2851).
(c) S.I. 1958/1524 (1958 II, p. 2873).
(d) S.I. 1960/1056, 1960 (Pt. II, pp. 4006, 4015 of this vol.).

3. Section 80 of the principal Order (as set out in section 9 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960), is revoked and the following section substituted therefor—

"Pensions, etc. to be charged on general revenue.

80. All compensation, pensions, gratuities and other like allowances granted in accordance with the provisions of section 79A of this Order (as inserted by section 2 of the Sierra Leone (Constitution) (Amendment) (No. 3) Order in Council, 1960), and all other compensation, pensions, gratuities and other like allowances granted in respect of service in a public office shall be charged on and paid out of the revenues of Sierra Leone."

4. The principal Order is amended by the insertion therein immediately after section 87 (as set out in section 10 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960), of the provisions of the Scheme set out in the Schedule to this Order.

Date of operation of section 79A of principal Order

5. The provisions of section 79A of the principal Order, as inserted by section 2 of this Order, and the provisions relating to that section of section 80 of the principal Order, as set out in section 3 of this Order, shall have effect as from the 1st day of October, 1960.

W. G. Agnew.

THE SCHEDULE

Section 4.

Provisions to be inserted as the Schedule to the Sierra Leone (Constitution) Order in Council, 1958.

"SCHEDULE

Section 79A.

SCHEME OF RETIREMENT BENEFITS.

Interpretation

1.—(1) In this Schedule, unless the context otherwise requires—

"appropriate law" in relation to an officer in the public service of Sierra Leone means the law that governs the grant of pensions, gratuities and other like benefits in respect of the service of that officer in the public service of Sierra Leone;

"entitled officer" means an overseas officer in the public service of Sierra Leone—

(*a*) who was on or before the 31st day of March, 1960, appointed or selected for appointment as the substantive holder of an office in that public service, being a pensionable office for the purposes of the appropriate law; and

(*b*) who has been, since he was appointed as such or since the 31st day of March, 1960, whichever is the later, the substantive holder of such an office; and

(*c*) in the case of an officer whose appointment is subject to confirmation who has been confirmed in his appointment,

and includes any other person who is declared by the Governor with the concurrence of a Secretary of State to be an entitled officer;

"operative date" means the 1st day of October, 1960;

"overseas officer" means an officer in the public service of Sierra Leone who is, either individually or as a member of a class, declared by the Governor, acting in his discretion, to be an overseas officer;

"pensionable emoluments" means emoluments that may be taken into account in computing the pension of an officer under the appropriate law;

"pensionable service" means the aggregate amount of service that may be taken into account for the purpose of computing the pension of an officer under the appropriate law;

"substantive holder" in relation to any office includes a person serving in that office on probation but does not include a person (other than a person serving under a probationary agreement) serving in that office for a specified term under a contract.

(2) Where a person has been *gazetted* as the substantive holder of any office with effect from a date earlier than the date of the Gazette, he shall for the purposes of this Schedule be deemed to have become the substantive holder of that office on that earlier date.

(3) Where an officer in the public service of the United Kingdom was on any date appointed or selected for appointment as the holder of an office in the public service of Sierra Leone and for any period thereafter was entitled to revert to the public service of the United Kingdom he shall not for the purposes of this Schedule be regarded as having been appointed or, as the case may be, selected for appointment as the substantive holder of an office in the public service of Sierra Leone, but shall for those purposes be regarded as having been so appointed or selected on the date on which he ceased to be entitled so to revert if on that date he was the holder of an office in the public service of Sierra Leone.

(4) Where under the appropriate law an officer in the public service of Sierra Leone may be granted two or more pensions, references in this Schedule to the pension that may under the appropriate law be granted to that officer shall include references to both or all of those pensions.

(5) Any question concerning the interpretation of this Schedule may be referred to and determined by a Secretary of State, whose decision thereon shall be final.

Retirement of entitled officers

2.—(1) Subject to the provisions of sub-paragraph (3) of this paragraph, an entitled officer may, after giving six months' notice in writing to the Governor or such shorter notice as the Governor, acting on the recommendation of the Public Service Commission or, as the case may be, the Judicial Service Commission, may allow, retire at any time.

(2) An officer who has given notice of his intention to retire under this paragraph on any date may, with the permission of the Governor, acting on the recommendation of the Public Service Commission or, as the case may be, the Judicial Service Commission, withdraw the notice at any time before that date.

(3) No officer shall retire under this paragraph without the permission of the Governor, acting in his discretion:

Provided that the Governor shall not withhold his permission unless proceedings for the officer's dismissal are being taken or about to be taken.

(4) An entitled officer who retires with the permission of the Governor, acting in his discretion, by reason of injury or ill-health or who is required to retire under subsection (1) of section 9 of the Pensions Ordinance, 1950, of Sierra Leone, or any corresponding provision shall be deemed to have retired under sub-paragraph (1) of this paragraph.

Pensions, etc. for entitled officers

3.—(1) If an entitled officer retires under paragraph 2 of this Schedule he may be granted at his option either—

(*a*) such pension as may under the appropriate law be granted to him; or

(*b*) a reduced pension equal to three-quarters or any greater fraction of that pension together with a gratuity equal to the amount by which that pension is reduced multiplied by the factor set out in Table I of the Annex to this Schedule that is appropriate to the age of the officer at the date of his retirement; or

(*c*) a gratuity of one-quarter of the aggregate amount of his pensionable emoluments during his service in Sierra Leone; or

(*d*) in the case of an entitled officer whose pension under the appropriate law would not exceed two hundred and fifty pounds per annum, a gratuity equal to the whole or any part of the annual amount of the pension multiplied by the factor set out in Table I of the Annex to this Schedule that is appropriate to the age of that officer at the date of his retirement together with a reduced pension equal to the remaining part (if any) of that pension; or

(*e*) in the case of an entitled officer whose pension under the appropriate law would exceed two hundred and fifty pounds per annum, a gratuity equal to any part of the annual amount of the pension (not being a sum exceeding two hundred and fifty pounds) multiplied by the factor set out in Table I of the Annex to this Schedule that is appropriate to the age of that officer at the date of his retirement together with a reduced pension equal to the remaining part of that pension:

Provided that where an entitled officer remains in the public service of Sierra Leone after the operative date he may on his retirement commute up to a further one-sixteenth of his pension for each year of pensionable service after the operative date multiplied by the factor set out in Table I of the Annex to this Schedule that is appropriate to the age of the officer at the date of his retirement.

(2) For the purposes of this paragraph an entitled officer shall be deemed to be eligible for the grant of a pension under the appropriate law—

(*a*) notwithstanding that he may have retired before attaining the age specified in the appropriate law as qualifying him for the grant of a pension; and

(*b*) notwithstanding that he may not have completed at the date of his retirement the period of qualifying service required by the appropriate law to render him eligible for the grant of a pension.

(3) References in this paragraph to the pension that may under the appropriate law be granted to an officer include, in the case of an officer who retires on account of injury or ill-health, references to any additional pension that may be granted under the appropriate law to that officer in respect of retirement on the ground of injury or ill-health.

Benefits for entitled officers

4. An entitled officer shall be granted, in addition to any other benefit that may be granted to him under this Schedule, compensation to be calculated in accordance with the provisions of paragraph 5 of this Schedule. The compensation shall be payable to him whether he remains in the public service of Sierra Leone after this Schedule comes into force or whether, in accordance with the provisions of this Schedule, he gives notice to retire or is deemed to have retired under paragraph 2 or the Governor gives him notice under paragraph 9 to terminate his service.

Calculation and payment of compensation

5.—(1) The amount of the compensation granted to an entitled officer shall be calculated by multiplying the amount of his annual emoluments by

the factor relevant to him and the resulting amount, or nine thousand five hundred pounds, whichever is the less, shall be the amount to which he is entitled.

(2) The factor relevant to an entitled officer shall be the factor in the appropriate Table opposite to the age of the officer at the date to be taken for calculation set out in the column that relates to the years of pensionable service completed by the officer on that date:

Provided that, in determining the pensionable service of an entitled officer for the purposes of this paragraph, a period of service only a part of which may be taken into account for the purpose of computing the pension of that officer under the appropriate law shall be disregarded.

(3) (*a*) The appropriate Table for entitled officers other than judges of the Supreme Court of Sierra Leone shall be Table II of the Annex to this Schedule.

(*b*) The appropriate Table for entitled officers who are judges of the Supreme Court of Sierra Leone shall be Table III of the Annex to this Schedule.

(4) Compensation payable to an entitled officer shall be payable, except as otherwise provided in this Schedule, by eight equal annual instalments.

(5) Save as otherwise provided in this Schedule, the date to be taken for calculation of the first instalment payable to an entitled officer shall be the operative date and the said instalment shall be payable on that date.

(6) During such period as an entitled officer (including an entitled officer who has given notice to retire or is deemed to have retired under paragraph 2, or whose service is terminated under paragraph 9, of this Schedule) remains in the public service of Sierra Leone after the operative date, his compensation shall be re-assessed on each anniversary of the operative date or, if earlier, on the date of his retirement or death in accordance with his annual pensionable emoluments on the date of such re-assessment and the factor relevant to him on that date. The compensation finally payable to him (but not exceeding nine thousand five hundred pounds) shall be assessed at the point between the operative date and the 30th day of September, 1967, that is most favourable to him during his service in the public service of Sierra Leone and such compensation shall not be subject to reduction by reason of his continuance of service in the said public service whether or not he suffers any reduction in his factor according to the appropriate Table.

(7) The compensation payable to an entitled officer referred to in sub-paragraph (6) of this paragraph shall, save as otherwise provided in this Schedule, be paid to him in instalments over the period of seven years from the operative date in the manner following, that is to say—

on the first anniversary, one-seventh,
on the second anniversary, one-sixth,
on the third anniversary, one-fifth,
on the fourth anniversary, one-fourth,
on the fifth anniversary, one-third,
on the sixth anniversary, one-half,
on the seventh anniversary, the outstanding balance,

of the amount of the re-assessed compensation on the relevant anniversary date or, if earlier, the date of his retirement or death after deducting in each case the amount of compensation already paid:

Provided that if the entitled officer attains the age of fifty-five years before the seventh anniversary of the operative date, he shall on attaining that age be paid in one lump sum any outstanding balance of compensation due to him.

(8) (i) Where the compensation payable to an entitled officer on the

operative date amounts to the sum of one thousand pounds or less, it shall be payable to him on the operative date in one lump sum whether he gives notice to retire from the public service or remains in the public service. If such an officer continues to serve in the public service after the operative date, any further compensation payable to him on any anniversary of the operative date up to and including the 1st day of October, 1967, shall be paid in one lump sum.

(ii) Where the amount of compensation payable to an entitled officer on the operative date exceeds the sum of one thousand pounds, but does not exceed the sum of two thousand pounds, that amount and any re-assessed compensation shall be payable to him as follows—

(*a*) on the operative date, five hundred pounds ;

(*b*) on the first anniversary of the operative date, one third ; on the second anniversary, one half ; on the third anniversary, the whole, of the amount of the re-assessed compensation on the relevant anniversary date or, if earlier, the date of his retirement or death after deducting in each case the amount of compensation already paid ;

(*c*) any further compensation payable to him on any anniversary of the operative date or, if earlier, the date of his retirement or death up to and including the 1st day of October, 1967, shall be paid in one lump sum on the date of that anniversary.

(9) An entitled officer whose appointment is confirmed after the operative date shall become entitled on the date of such confirmation to compensation calculated as at that date. The amount of that compensation and any re-assessed compensation shall be payable to him as follows :—

(*a*) where the compensation payable to him on the date of such confirmation amounts to the sum of one thousand pounds or less, he shall be paid that sum on such date and, subject thereto, the provisions of sub-paragraph (8) (i) of this paragraph shall apply in relation to him ;

(*b*) where the compensation payable to him on the date of such confirmation exceeds the sum of one thousand pounds but does not exceed the sum of two thousand pounds, he shall be paid on the date of such confirmation the sum of five hundred pounds together with, in respect of a prior anniversary (if any) of the operative date, the sum specified in sub-paragraph (8) (ii) (*b*) in relation to that anniversary, and, subject thereto, the provisions of sub-paragraph (8) (ii) of this paragraph shall apply in relation to him ;

(*c*) in any other case he shall be paid on the date of such confirmation, in respect of any period of twelve months since the operative date or part of any such period, one eighth of the amount of compensation to which he becomes entitled on the date of confirmation, and, subject thereto, the provisions of sub-paragraphs (6) and (7) of this paragraph shall apply in relation to him.

(10) For the purposes of this paragraph " annual emoluments " means in relation to an entitled officer the annual pensionable emoluments payable to that officer at the date to be taken for calculation.

Benefits payable on death of entitled officer

6.—(1) If an entitled officer dies while he is a member of the public service of Sierra Leone, there shall be paid to the legal personal representative of such officer or such member of the family of such officer as the Governor, acting in his discretion, may think fit—

(*a*) a sum equal to the outstanding balance of compensation granted to such officer under paragraph 4 of this Schedule and interest thereon ; or

(*b*) a sum equal to the gratuity that would have been payable under the appropriate law,

whichever is the greater.

(2) If an entitled officer who had retired under paragraph 2 of this Schedule dies between the operative date and the payment of the last instalment of compensation payable to him, the balance outstanding and any interest thereon shall be paid to the legal personal representative of such officer or such member of the family of such officer as the Governor, acting in his discretion, may think fit.

(3) Where, under sub-paragraph (1) or sub-paragraph (2) of this paragraph, payment is to be made to any member of the family of the deceased entitled officer, the Governor may, acting in his discretion, direct that such sum shall be divided among any two or more members of the family of such officer in such proportions as he may think fit.

(4) For the purposes of this paragraph "member of the family" in relation to an entitled officer means his wife or husband, father, mother, grandfather, grandmother, stepfather, stepmother, son, daughter, grandson, grand-daughter, stepson, stepdaughter, legally adopted son, legally adopted daughter, brother, sister, half-brother or half-sister.

(5) Any sum or part thereof passing by virtue of this section on the death of a deceased entitled officer to any member of the family of the deceased including any child adopted by the deceased under any law governing the adoption of children shall be exempt from estate duty under any law for the time being in force in Sierra Leone relating to the imposition of estate duty.

Interest on compensation

7. The Government of Sierra Leone shall pay to an entitled officer interest at five per cent. per annum on the outstanding balance of compensation payable to him in the manner following, that is to say—

(*a*) For the whole of the period of twelve months ending on the 1st day of October, 1961, the interest shall be calculated on the amount of compensation due to the officer on the 1st day of October, 1960, after deducting the amount of the first instalment payable on the last mentioned date.

(*b*) For the whole of each succeeding period of twelve months ending on the 1st day of October and until all the compensation due to him has been paid, the interest shall be calculated on the amount of compensation that remained due to the officer on the preceding 1st day of October after deducting any instalment paid.

(*c*) The interest shall accrue from day to day and shall, save as otherwise provided in this Schedule, be payable in arrear on the 1st day of October in each year.

(*d*) In relation to an officer whose appointment is confirmed after the operative date, the foregoing provisions of this paragraph shall apply only in respect of compensation becoming due to him after payment of the compensation referred to in sub-paragraph (9) of paragraph 5 of this Schedule.

Refund of compensation

8. If an entitled officer to whom compensation is payable is transferred to other public service within the meaning of the appropriate law, no further instalments shall be payable to him and he shall return any instalments which shall have already been paid to him, but he shall be entitled to retain any interest already received and to receive on the date of his transfer any interest accrued between the preceding 1st day of October and the date of his transfer.

Governor may terminate appointment of officers on introduction of Scheme

9.—(1) If, prior to the day on which section 65 (which relates to the Judicial Service Commission) and section 70 (which relates to the Public

Service Commission) of this Order, as set out in sections 8 and 9 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960, came into operation, the Governor has served on an entitled officer notice in writing to terminate the service of that officer in the public service with effect on a date not less than six months after the date of service of the notice, his service aforesaid shall be terminated on the date of expiration of the notice or on the date of completion of all leave due to him, whichever shall be the later.

(2) The power of the Governor to serve a notice as in sub-paragraph (1) of this paragraph shall cease on the day on which sections 65 and 70 of this Order came into operation.

(3) Where a notice has been so served upon an entitled officer, the compensation due to him shall be payable in a single lump sum instead of in instalments.

(4) Service of a notice shall be deemed to be sufficient if the notice has been posted by registered post before the day specified in sub-paragraph (1) of this paragraph to an entitled officer at his last known postal address.

(5) A notice served in accordance with the provisions of this paragraph shall be final and conclusive and may not be cancelled, except in a case where the entitled officer has before the expiration of the notice been selected by the Secretary of State for an office in other public service within the meaning of the appropriate law.

(6) The compensation payable to an entitled officer who is served with a notice in accordance with the provisions of this paragraph shall be calculated in accordance with Table IV of the Annex to this Schedule.

(7) In any case where a notice served on an entitled officer under this paragraph has been cancelled in accordance with the provisions of sub-paragraph (5), he shall return any compensation which shall have been paid to him.

(8) Notwithstanding anything in the appropriate law, an entitled officer whose service has been terminated in accordance with the provisions of this paragraph may be granted a pension under the appropriate law and paragraph 3 of this Schedule shall apply to such officer.

Abolition of office of entitled officer

10. If an entitled officer retires from the public service of Sierra Leone in consequence of the abolition of his office or for the purpose of facilitating improvements in the organization of the part of the public service to which he belongs by which greater economy or efficiency may be effected, the amount of that officer's compensation shall be calculated in accordance with Table IV of the Annex to this Schedule and such officer shall be entitled to receive his compensation, or the balance of such compensation where any instalment has been paid, in one lump sum instead of in instalments as provided in this Schedule. Such an officer shall not be entitled to any addition to pension under Rule 23 of Schedule I to the Pensions Ordinance, 1950, of Sierra Leone, or any corresponding provision.

Exercise of options

11. Any option exercisable by an officer in the public service of Sierra Leone for the purposes of this Schedule—

(*a*) shall be exercisable on or before the date of the officer's retirement:

Provided that the Governor, acting in his discretion, may if he thinks fit, and subject or not to conditions, extend the period for the exercise of the option;

(*b*) shall be irrevocable after the end of the period within which it must be exercised;

(*c*) shall be exercised by notice in writing to the Governor; and

(*d*) shall be deemed to have been exercised on the date on which such notice is received.

Application of appropriate law

12. Where any entitled officer retires under paragraph 2 of this Schedule the provisions of the appropriate law shall, subject to the provisions of this Schedule, apply in relation to the grant of any pension or gratuity under this Schedule and to any pension or gratuity granted thereunder as they apply in relation to the grant of a pension or gratuity, and to any pension or gratuity granted, under the appropriate law.

Exemption from tax

13. Any sum granted by way of compensation under paragraph 4 or paragraph 9 or paragraph 10 of this Schedule, any sum granted under paragraph 6 of this Schedule, and any gratuity granted under paragraph 3 of this Schedule shall be exempt from tax under any law enacted by the Legislature of Sierra Leone relating to the taxation of incomes or imposing any other form of taxation.

Application of Schedule to officers who are not overseas officers

14.—(1) This paragraph applies to—

(*a*) an officer in the public service of Sierra Leone who was on or before the 31st day of March, 1960, appointed or selected for appointment as the substantive holder of an office in the said public service, being a pensionable office for the purposes of the appropriate law;

(*b*) who is not an overseas officer; and

(*c*) in the case of an officer whose appointment is subject to confirmation who has been confirmed in his appointment,

and to any other officer in the public service of Sierra Leone, not being an overseas officer, to whom this paragraph is declared by the appropriate authority, with the concurrence of the Governor, to be applicable.

(2) If an officer to whom this paragraph applies can show to the satisfaction of the appropriate authority that his career in the public service has been prejudiced by the provisions of the Sierra Leone (Constitution) Order in Council, 1958, as from time to time amended, or that, because of those provisions, he has reasonable grounds for anxiety about his career in the public service, the provisions of this Schedule that otherwise would apply only in relation to entitled officers shall apply in relation to him as if he were an entitled officer.

(3) In this paragraph "the appropriate authority" in relation to an officer in the public service of Sierra Leone means—

(*a*) in the case of an officer who was selected for appointment to the public service by a Secretary of State or whose appointment to an office in the public service was approved by a Secretary of State, a Secretary of State;

(*b*) in the case of an officer not falling within the foregoing provisions of this sub-paragraph who holds an office to which section 67 of this Order as set out in Section 8 of the Sierra Leone (Constitution) (Amendment) (No. 2) Order in Council, 1960, applies, the Governor acting on the recommendation of the Judicial Service Commission;

(*c*) in any other case, the Governor acting on the recommendation of the Public Service Commission.

ANNEX

TABLE I

Paragraph 3

Age of officer	*Factor*	*Age of officer*	*Factor*
29 and under ...	16·50	41	14·82
30	16·44	42	14·64
31	16·31	43	14·46
32	16·18	44	14·26
33	16·05	45	14·07
34	15·91	46	13·86
35	15·77	47	13·65
36	15·62	48	13·43
37	15·47	49	13·20
38	15·32	50	12·96
39	15·16	51	12·72
40	14·99	52 and over	12·50

COMPENSATION PER UNIT OF SALARY

TABLE II

Paragraph 5

Age last birthday	Factor where length of service is							
	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years or more
25 ...	·24	·32						
6 ...	·26	·35	·44					
7 ...	·29	·39	·49	·59				
8 ...	·34	·45	·56	·68	·79			
9 ...	·40	·53	·66	·80	·93	1·06		
30 ...	·47	·63	·78	·94	1·10	1·26	1·41	
1 ...	·56	·74	·92	1·11	1·30	1·48	1·66	1·85
2 ...	·65	·87	1·08	1·30	1·52	1·74	1·95	2·17
3 ...	·76	1·01	1·26	1·52	1·77	2·02	2·28	2·53
4 ...	·88	1·17	1·46	1·76	2·05	2·34	2·64	2·93
35 ...	1·00	1·33	1·66	2·00	2·33	2·66	3·00	3·33
6 ...	1·10	1·47	1·84	2·21	2·58	2·94	3·31	3·68
7 ...	1·18	1·58	1·97	2·36	2·76	3·15	3·55	3·94
8 ...	1·22	1·63	2·04	2·45	2·86	3·26	3·67	4·08
9 ...	1·24	1·65	2·06	2·48	2·89	3·30	3·72	4·13
40 ...	1·24	1·66	2·07	2·48	2·90	3·31	3·73	4·14
1 ...	1·23	1·64	2·04	2·45	2·86	3·27	3·68	4·09
2 ...	1·18	1·58	1·97	2·36	2·76	3·15	3·55	3·94
3 ...	1·12	1·49	1·86	2·24	2·61	2·98	3·36	3·73
4 ...	1·05	1·40	1·75	2·10	2·45	2·80	3·15	3·50
45 ...	·98	1·31	1·64	1·96	2·29	2·62	2·94	3·27
6 ...	·91	1·21	1·52	1·82	2·12	2·42	2·73	3·03
7 ...	·83	1·11	1·39	1·67	1·95	2·22	2·50	2·78
8 ...	·76	1·01	1·26	1·51	1·76	2·02	2·27	2·52
9 ...	·67	·90	1·12	1·34	1 57	1·79	2·02	2·24
50 ...	·58	·77	·96	1·16	1·35	1·54	1·74	1·93
1 ...	·48	·64	·80	·97	1·13	1·29	1·45	1·61
2 ...	·38	·50	·62	·75	·88	1·00	1·12	1·25
3 ...	·22	·30	·38	·45	·52	·60	·68	·75
4 ...	·08	·10	·12	·15	·18	·20	·22	·25
5 ...	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

COMPENSATION PER UNIT OF SALARY

Paragraph 5

TABLE III

Age last birthday	*Factor*	*Age last birthday*	*Factor*
37	2·92	50	3·33
8	3·30	1	3·13
9	3·62	2	2·93
40	3·86	3	2·73
1	4·04	4	2·53
2	4·12	55	2·33
3	4·14	6	2·13
4	4·09	7	1·89
45	3·99	8	1·59
6	3·87	9	1·25
7	3·75	60	·75
8	3·63	1	·25
9	3·49		

Note: This table applies only where at least ten years' service has been rendered.

COMPENSATION PER UNIT OF SALARY

[Paragraphs 9 and 10

TABLE IV

Age last birthday	Factor where length of service is							
	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years or more
25 ...	·24							
6 ...	·26	·35						
7 ...	·30	·40	·50					
8 ...	·35	·46	·58	·70				
9 ...	·41	·55	·68	·82	·96			
30 ...	·49	·65	·81	·97	1·13	1·30		
1 ...	·57	·76	·95	1·14	1·33	1·52	1·71	
2 ...	·67	·89	1·11	1·33	1·55	1·78	2·00	2·22
3 ...	·79	1·06	1·32	1·58	1·85	2·11	2·38	2·64
4 ...	·94	1·26	1·58	1·89	2·20	2·52	2·84	3·15
35 ...	1·11	1·48	1·84	2·21	2·58	2·95	3·32	3·69
6 ...	1·25	1·67	2·08	2·50	2·92	3·34	3·75	4·17
7 ...	1·35	1·80	2·24	2·69	3·14	3·59	4·04	4·49
8 ...	1·40	1·86	2·32	2·79	3·26	3·72	4·18	4·65
9 ...	1·42	1·89	2·36	2·83	3·30	3·78	4·25	4·72
40 ...	1·42	1·89	2·36	2·84	3·31	3·78	4·26	4·73
1 ...	1·40	1·86	2·33	2·80	3·26	3·73	4·19	4·66
2 ...	1·34	1·79	2·24	2·69	3·14	3·58	4·03	4·48
3 ...	1·27	1·70	2·12	2·54	2·97	3·39	3·82	4·24
4 ...	1·19	1·59	1·99	2·39	2·79	3·18	3·58	3·98
45 ...	1·11	1·48	1·86	2·23	2·60	2·97	3·34	3·71
6 ...	1·03	1·37	1·71	2·05	2·39	2·74	3·08	3·42
7 ...	·93	1·24	1·56	1·87	2·18	2·49	2·80	3·11
8 ...	·84	1·12	1·40	1·67	1·95	2·23	2·51	2·79
9 ...	·73	·98	1·22	1·46	1·71	1·95	2·20	2·44
50 ...	·62	·83	1·04	1·24	1·45	1·66	1·86	2·07
1 ...	·50	·67	·84	1·00	1·17	1·34	1·50	1·67
2 ...	·38	·50	·62	·75	·88	1·00	1·12	1·25
3 ...	·22	·30	·38	·45	·52	·60	·68	·75
4 ...	·08	·10	·12	·15	·18	·20	·22	·25"

EXPLANATORY NOTE

(This Note is not part of the Order, but is intended to indicate its general purport.)

The purpose of this Order is to make provision for a Scheme of retirement benefits for certain officers in the public service of Sierra Leone.