

Private Practice.

34. All officers of the Staff, except Principal Medical Officers, Deputy Principal Medical Officers, Provincial Medical Officers, Sanitary Officers, and a few other officers holding special appointments, are at present allowed to take private practice, provided that it does not interfere with the faithful and efficient performance of their official duties, but it is within the power of the Governor to withdraw or suspend the privilege in such places and for such periods as he may consider desirable.

Private practice does not exist at the majority of stations, and no guarantee can be given that an officer will be posted to a station in which he will be able to practise privately. As a general rule, and subject to the exigencies of the service, stations where there is private practice are allocated to senior members of the Staff.

Pensions and Gratuities.

35. Pensions and gratuities on retirement from the service are granted in accordance with the law and regulations of each individual Colony.

36. The ordinary regulations relating to pensions and gratuities for the West African Service can be seen at the Colonial Office, but for convenience a brief, though necessarily incomplete, account of them is given here.

37. On attaining the age of fifty years, an officer is qualified for a pension, calculated at the rate of one four hundred and eightieth of the last annual salary for each month of pensionable service, except that the pension of an officer who has been promoted within three years of his retirement is calculated on the average of his salary for the last three years unless he is invalided out of the service. If invalided after a minimum of seven years' service he is qualified for a pension calculated at the same rate. If the officer so wishes he may receive instead a pension reduced by one-fifth and a cash gratuity equal to one year's pensionable emoluments.

38. If invalided before completing seven years' service he is qualified for a gratuity not exceeding three-quarters of a month's salary for each six months of service, provided that he has been confirmed in his appointment.

39. For the purpose of calculating the amount of these pensions and gratuities leave of absence without salary is not counted, while leave with half salary is counted at the rate of one month for every two months of such leave. An addition, representing the value of free quarters, is made to the officer's salary. This addition is as follows: To salaries exceeding £600 a year, an addition of £60; to salaries above £600, but not exceeding £720, an addition of £80; to salaries above £720, but not exceeding £840, an addition of £90; to salaries above £840, but less than £1,000, an addition of £100; to salaries of £1,000 and over but not exceeding £1,300, an addition of £120; and to salaries exceeding £1,300 an addition of £150.

It will be observed that a pension of upwards of £570 a year is secured to every satisfactory officer who serves for eighteen years, even if he receives no promotion. (18/40ths of (£1,150 + £120) = £571 10s.)

40. If a confirmed officer dies in the West African Service the equivalent of one year's pensionable emoluments is payable to his legal personal representatives.

41. In addition to the ordinary regulations, an officer of the West African Medical Staff enjoys the following special privilege. At the end of nine years (of which not less than six must have been residential) he will be permitted to retire with a gratuity of £1,000, or at the end of twelve years (of which not less than eight must have been residential) with a gratuity of £1,250. All claims to pension are, however, forfeited on the receipt of such a gratuity. In the event of an officer dying in the service after completing the period of residence qualifying him for the smaller or the larger of these gratuities, a sum equal to the amount by which the gratuity in question exceeds the ordinary gratuity mentioned in paragraph 40 will be paid to the credit of his estate.

Colonial Office,
June, 1921.