

THE MUNICIPAL CORPORATIONS LAWS, 1930 TO 1941.

BYE-LAWS MADE BY THE COUNCIL OF THE MUNICIPAL CORPORATION OF PAPHOS.

In exercise of the powers vested in them by the Municipal Corporations Laws, 1930 to 1941, the Council of the Municipal Corporation of Paphos hereby make the following Bye-laws :—

1. These bye-laws may be cited as the Municipal Corporation (Paphos) Pensions and Gratuities Bye-Laws, 1941.

2. In these bye-laws, unless the context otherwise requires, the following words shall have the meanings herein assigned to them respectively, that is to say :—

“Commissioner” means the Commissioner of the District of Paphos.

“Corporation” means the Municipal Corporation of Paphos.

“Council” means the Council of the Corporation.

“Gratuities and Pension Fund” means the Gratuities and Pension Fund established under these bye-laws.

“Law” means the Municipal Corporations Laws, 1930 to 1941, and includes any amendments thereof.

“Officer” means the town clerk, treasurer, Municipal engineer, sanitary surveyor, medical officer of health or other officer or servant, appointed by the Council in the permanent service of the Corporation.

“Pensionable office” means an office which has been declared by the Council, with the sanction of the Governor, to be pensionable.

“Salary” means the annual salary of an officer as approved by the Commissioner under the provisions of the Law, or where no such approval is required, the annual salary of an officer as may be appointed by the Council.

“Service” means service under the Corporation as an officer thereof either before or after the commencement of the Law.

3. Subject to the provisions of these bye-laws, the Corporation shall charge on and pay out of the Gratuities and Pension Fund pensions and gratuities to officers who retire from service and to officers who have been removed from their office on any ground other than misconduct or inefficiency in the performance of their duties :

Provided that the Corporation may, by a resolution of the Council composed of not less than two-thirds of their members actually holding office and if the Governor thinks it just and reasonable in this connection so to do, charge and pay out of the Gratuities and Pension Fund to an officer who has been removed from office on grounds of misconduct or inefficiency in the performance of his duty, a pension or gratuity not exceeding the amount of pension or gratuity which might have been granted to such officer if he had not been so removed.

4. Subject to the provisions of these bye-laws, every officer holding a pensionable office in the service of the Corporation who has been in such service for ten years or upwards may be granted on his retirement a pension at the rate of one seven hundred and twentieth of his salary for each complete month of service :

Provided that a pension granted to an officer under these bye-laws shall not exceed two-thirds of the highest salary drawn by him at any time in the course of his service.

5. Every officer, otherwise qualified for a pension, who has not completed the minimum period of service qualifying for a pension may be granted on retirement a gratuity not exceeding five times the annual amount of the pension which, if there had been no qualifying period, might have been granted to him under bye-law 4.

6. Subject to the provisions of these bye-laws, service qualifying for pension or gratuity, as the case may be, shall be the inclusive period between the date on which an officer begins to draw salary from the funds of the Corporation and the date of his leaving the service of the Corporation without deduction of any period during which he has been absent on leave.

7. Service in respect of which pension or gratuity may be granted must be unbroken except in cases where the service has been interrupted by abolition of office or other temporary suspension of employment not arising from misconduct or voluntary resignation.

8. For the purpose of computing the amount of an officer's pension or gratuity there shall be taken into account—

- (a) In the case of an officer who has held one office for a period of three years immediately preceding the date of his retirement, the full salary payable to him at that date in respect of that office ;
- (b) In respect of an officer, who at any time during such period of three years has been transferred from one office to another but whose salary has not been changed by reason of such transfer or transfers, the full salary payable to him at the date of his retirement in respect of the office then held by him ;
- (c) In other cases, the average of the full salary payable in respect of each of the offices substantively held by the officer during his tenure thereof within such period of three years.

9. No service other than service in a pensionable office shall be taken into account in computing pensions except that where the service in pensionable office has been immediately preceded by an unbroken period of service in an appointment other than a pensionable office or of service paid from funds of the Corporation or of both such services that period, or any part of it, may be taken into account.

10. If an officer holding a pensionable office retires or be removed from the service in consequence of the abolition of his office or for the purpose of facilitating improvements in the organization of the office to which he belongs, by which greater efficiency and economy can be effected, he may be granted a pension calculated in accordance with bye-law 4:

Provided that if he has been in the service of the Corporation for less than the qualifying period of 10 years, he may be granted a pension calculated in accordance with that regulation, as if there had been no qualifying period.

11.—(1) In the case of an officer whose office is abolished, his pension may be increased by the addition of a certain number of sixtieths of his salary, that is to say—

(a) In the case of an officer who has served 20 years	7
(b) In the case of an officer who has served less than 20 years but not less than 15 years	5
(c) In the case of an officer who has served less than 15 years but not less than 10 years	3

(2) No additions shall be made under this bye-law so as to entitle an officer to a higher pension than the maximum two-thirds, or to a higher pension than that to which he would have been entitled by length of service on reaching the age of sixty years.

12. Where an officer has been permanently injured—

- (a) in the actual discharge of his duty, and
- (b) without his own default, and
- (c) by some injury specifically attributable to the nature of his duty and his retirement is thereby necessitated or materially accelerated, he may, if he is qualified for a pension under bye-law 4, be granted, in addition to the pension granted to him under that bye-law, an additional pension at the 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 the amount of additional pension shall be reduced to such an extent as the Council shall think reasonable in the following cases :—

- (a) where the injured officer has continued to serve for not less than one year after the injury in respect of which he retires ;
- (b) where the injured officer is at the date of injury within ten years of the age at which he may be required to retire ; or
- (c) where the injury is not the sole cause of the retirement, but the retirement is caused partly by age or infirmity not due to injury :

Provided also that the total amount of the pension shall not exceed the maximum two-thirds of the pension to which he would have been entitled by length of service on reaching the age of sixty years.

13.—(1) Any officer to whom a pension is granted under these bye-laws at his option exercisable as hereinafter provided, may be paid, in lieu of such pension, a pension at the rate of three-fourths of such pension together with a gratuity equal to ten times the amount of the reduction so made in the pension.

(2) The option referred to in sub-section (1) of this bye-law shall be exercisable not later than three years after the date on which the office of such officer has been declared pensionable under these bye-laws, or not later than three years after the date on which the officer has been appointed to a pensionable office.

14.—(1) Where an officer holding a pensionable office, who is not on probation or agreement, dies while in the service of the Corporation and during the five years preceding his death has continuously held a pensionable office in the service of the Corporation, it shall be lawful for the Council to grant to his dependents a gratuity of an amount not exceeding one year's salary.

(2) For the purposes of this bye-law the term "dependents" means such of the members of the family of an officer as were wholly or in part dependent upon the earnings of the officer at the time of his death.

15. No officer shall have an absolute right to compensation for past services or to pension, gratuity or other allowance nor shall anything in these bye-laws contained limit the right of the Council to dismiss, subject to the approval of the Commissioner, where such approval is required, any officer without compensation.

16. No pension, gratuity or other allowance shall be granted to any officer except on his retirement from the service of the Corporation in one of the following cases :—

- (a) on or after attaining the age of sixty years ;
- (b) on the abolition of his office ;

- (c) on compulsory retirement for the purpose of facilitating improvement in the organization of the service to which he belongs, by which greater efficiency and economy can be effected ;
- (d) on medical evidence to the satisfaction of the Council that he is incapable by reason of some infirmity of mind or body of discharging the duties of his office and that such infirmity is likely to be permanent.

17. No pension, gratuity or other allowance granted under these bye-laws shall be assignable or transferable or liable to be attached, sequestered or levied upon, for or in respect of any debt or claim whatsoever, other than a debt due to the Government of Cyprus or the Corporation.

18. If any officer to whom a pension or other allowance has been granted under these bye-laws is sentenced to a term of imprisonment by any competent Court within Cyprus or outside Cyprus for any crime or offence, then, in every such case, it shall be lawful for the Council with the sanction of the Governor to direct that such pension or allowance shall forthwith cease :

Provided that the pension or allowance shall be restored with retrospective effect in the case of a person who after conviction at any time receives a free pardon ;

Provided also that where a pension or allowance ceases for the reason aforesaid it shall be lawful for the Council with the approval of the Governor to cause all or any part of the moneys to which the pensioner would have been entitled to be applied to the benefit of any wife, child or children of the pensioner, or, after the expiration of his sentence, also to the benefit of the pensioner himself.

19. Subject to the provisions of these bye-laws, the Corporation shall charge and pay out of the Gratuities and Pension Fund gratuities to officers in the service of the Corporation, who are not holding a pensionable office and who have been removed from their office on any ground other than misconduct or inefficiency in the performance of their duties.

20. A gratuity under bye-law 19 shall be at the rate of one-twelfth of the average yearly pay received by an officer during his last four years of service for each completed year of unbroken service immediately prior to his retirement or removal from office :

Provided that no officer shall be entitled to receive any gratuity unless he shall have served for an unbroken period of at least five years immediately preceding his retirement or removal from office.

21. To enable the Council to grant gratuities and pensions under these bye-laws a Fund shall be established to be called "The Gratuities and Pension Fund", which shall consist of all moneys paid by the Corporation into this fund as hereinafter provided.

22. The Corporation shall, subject to the provisions of these bye-laws, administer the Gratuities and Pension Fund and shall keep a separate account in such form as may from time to time be prescribed by the Council with the approval of the Government Auditor, of all moneys paid into and out of the said Gratuities and Pension Fund.

23. The Corporation shall, in every year charge on and pay out of the Revenues of the Corporation a sum of £50 into the Gratuities and Pension Fund :

Provided that the Council may with the sanction of the Governor, from time to time increase, reduce or suspend the above payment as circumstances may require.

The above bye-laws have been approved by His Excellency the Governor.

(M.P. 1415/12/2.)