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Regulations relating to Pensions for the Permanent Male Clerical Staff.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- 1. Pensions will be granted, subject to the conditions hereafter mentioned, in accordance with a scale, commencing after the tenth year of service with $\frac{1}{2}\frac{3}{2}$ of the Salary, and advancing by $\frac{3}{2}$ of the Salary for each further year's service, until the expiration of the forty-fifth year of service, when the maximum of $\frac{5}{2}\frac{3}{2}$ (two-thirds) shall be attained.
- 2. Until reaching the age of 60, no Clerk will be entitled to apply for a pension, unless in the opinion of the Bank Medical Officer he is mentally or physically incapacitated for further service.
- 3. All Clerks pensioned before they are 60 years of age may, until they attain that age, be required to satisfy the Court, from time to time, that no material change has taken place in the circumstances under which the pensions were granted.
- 4. Any Clerk who is considered unsuitable for further service may be given the opportunity or may be required to resign. Any such Clerk who has completed ten or more years of service may, at the discretion of the Court, be granted a pension in accordance with the scale.
- 5. On completing the 60th year of his age, any Clerk shall be at liberty to apply for a retiring pension, in accordance with the scale.
- 6. On completing the 65th year of his age, the service of every Clerk shall terminate; but he may be granted the maximum pension, although he may not have completed 45 years' service.
- 7. Pension shall be based on Ordinary Salary, Class Salary—including part "at risk"—and Personal Pensionable Salary. Adjustment Salary, allowances for house, for long hours or special work and other special allowances shall not rank for Pension.

The Pension of a Clerk up to and including the rank of Scnior Clerk shall be calculated on his Salary at date of retirement. The Pension of those above the rank of Senior Clerk shall be calculated on the average annual amount of Salary received during the three years preceding retirement.

- 8. Clerks who entered the service in the years 1919 to 1922 inclusive and were over the age of 22 at the date of entry, shall rank for Pension at age 60 or over as though they had entered the Bank at the age of 22.
- 9. The Court reserve full liberty to continue in their service any person after he has attained the age of 65, with his concurrence, and also to grant any amount of Pension, beyond the limits of the Scale, for exceptional causes.
- 10. Clerks shall have the option of commuting at the date of retirement up to one quarter of their Pension provided that after commutation a Pension of at least £300 a year remains.
- 11. The Court of Directors may direct that the whole or any part of the Pension which would otherwise be payable to any Clerk be paid to or for the benefit of the wife, children or dependents of such Clerk.
- 12. The Court of Directors may direct that a Pension or any part thereof be withheld from any Clerk or discontinued, in whole or in part, or paid to or for the benefit of such Clerk, his wife, children or other dependents, on account of his inefficiency, misconduct, bankruptcy or assigning or charging his Pension or any part thereof or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.
- 13. Pensions may also be withheld, discontinued (in whole or in part) or reduced in the event of a Pensioner becoming entitled to a Pension payable out of public funds under any statute.
- 14. These Regulations apply to all members of the Permanent Male Clerical Staff elected under the ordinary conditions of entry into the service.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed dated the 22nd February, 1934.

J. D. MACKENZIE, Chief of Estabishments.

Regulations relating to Pensions for Permanent Women Clerks.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- L—A Woman Clerk may apply for permission or may be required to retire at, or over, 45 years of age, and retirement shall be compulsory at 50 years.
- 2.—Pensions will be granted subject to the conditions hereafter mentioned to Women Clerks retiring at or over 45 years of age, at the rate of one-fiftieth of their salary at the date of retirement for each completed year of service with a maximum of three-fifths of their salary; and on a similar scale to those of over 10 years' service who, in the opinion of the Bank Medical Officer, are mentally or physically incapacitated for further service, or, in the opinion of the Court, are inefficient or unsuitable for further service.
- 3.—Pension shall be based on Ordinary Salary, Additional Salary, Class Salary—including part "at risk"—and personal salary. Adjustment salary, allowances in lieu of lunch, for long hours or special work and other special allowances shall not rank for pension.

The pension of a Clerk up to and including the rank of Assistant to Superintendent shall be calculated on salary at date of retirement. The pension of the Superintendent and the Deputy Superintendent shall be calculated on the average annual amount of salary received during the three years preceding retirement.

- 4.—Pensions shall not be granted to Women Clerks of less than 10 years' service.
- 5.—The Court may direct that a pension or any part thereof be withheld from any Clerk or discontinued, in whole or in part, or paid to or for the benefit of such Clerk or her dependents, on account of her inefficiency, misconduct, bankruptcy or assigning or charging her pension or any part thereof or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.
- 6.—Pensions may also be withheld, discontinued (in whole or in part) or reduced in the event of a Pensioner becoming entitled to a pension payable out of public funds under any Statute.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed dated the 22nd February, 1934.

J. D. MACKENZIE,

Regulations relating to Pensions for the Auxiliary Male Staff.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

1.—Pensions will be granted on the following scale subject to the conditions hereafter mentioned:—

£9 per annum for each year's service (including service as a Temporary Clerk). Maximum £315.

2.—No Auxiliary Male Clerk will be granted a pension before attaining the age of 65 unless in the opinion of the Bank Medical Officer he is mentally or physically incapacitated for further service or, in the opinion of the Court, he is inefficient or unsuitable for further service. In no case will a pension be granted for less than 10 years' service (including service as a Temporary Clerk).

3.—Clerks shall have the option of commuting at the date of retirement a portion of their pension provided that after commutation a pension of at least $\pounds 250$ a year remains.

4.—The Court of Directors may direct that the whole or any part of the pension which would otherwise be payable to any Clerk be paid to or for the benefit of the wife, children or dependents of such Clerk.

5.—The Court of Directors may direct that a pension or any part thereof be withheld from any Clerk or discontinued, in whole or in part, or paid to or for the benefit of such Clerk, his wife, children or other dependents, on account of his inefficiency, misconduct, bankruptcy or assigning or charging his pension or any part thereof or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.

6.—Pensions may also be withheld, discontinued (in whole or in part) or reduced in the event of a Pensioner becoming entitled to a pension payable out of public funds under any Statute.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed duted the 22nd February, 1934.

J. D. MACKENZIE,

Chief of Establishments.

Regulations relating to the granting of Allowances to the Widows of Clerks, with Tables of Allowances.

The Court of Directors may at any time by Resolution after the Regulations set out below either generally or in any particular case and whether the allowance or allowances affected by such afteration shall have actually become payable or shall be contingently or prospectively payable.

- 1. Allowances will be granted subject to the Regulations set out below to the Widows of Clerks, but not to the Widows of Heads of Departments or Officers whose position and salary have been such as should have enabled them to make provision for their Widows and families.
- 2. The Widow of every Clerk who dies while in the service of the Bank is entitled to make an application for an allowance, also the Widow of every former Clerk who dies while in receipt of a pension, provided her husband had served for twenty years and she was married to him before he was pensioned and provided her husband was not insured under the Annuity Scheme for Clerks' Widows and Children dated 7th October, 1920.
 - 3. All allowances will cease on re-marriage.
 - 4. No allowance will be granted—
 - (a) To the Widow of a person pensioned before the 1st April, 1919, whose average salary for the last 3 years of his service exceeded £800.
 - (b) To the Widow of a person pensioned between the 1st April, 1919, and the 28th February, 1926, whose average salary and supplementary salary for the last 3 years of his service exceeded £1,000.
 - (c) To the Widow of a person pensioned or of a Clerk who dies on or after the 1st March, 1926, whose salary at the termination of his service, exclusive of money "at risk," exceeded £1,200.
- 5. The amount of the allowance that will be granted will depend upon the age of the Widow, modified within certain limits by the provision made by a Clerk for his Widow in the Bank Provident Society.

The following is the maximum Scale of Allowances which may be granted to Widows:-

60 11 101	0110 .						
Age of		Ann	Maximum ual Allowance.	Age of Widow.			laximum al Allinvance.
25	(4)		£ 30	43	*		£43
26	883		£30 : 10s.	44	43		£44
27			£31	45			£45
28		-	£31 : 10s.	46	2		£46
29	180		£32	47	0		£47
30	300		£32 : 10s.	48		10	£48
31	20.00		£33	49	-		£49
32		*	£33 : 10s.	50	***		£ 50
33	10		£34	51			£51
34	1740		£34 : 10s.	52			£ 52
35	190	· ·	£ 35	53			£ 53
36	0.00		£36	54	*		£ 54
37	1761		£37	55		0.	£ 55
38	(0)		£38	56			£ 56
39		9	£39	57			£ 57
40	6		£40	58	- 100		£ 58
41		-	£41	59			£ 59
42	7.00		£42	60 aı	ıd u	pwards	£ 60
	2.00						

The reductions to be made in the above Scale of Allowances are as follows:—

In the case of the Widow of a Clerk elected prior to the 1st January, 1914-

- £10 if her husband was insured in the Bank Provident Society for less than £300.
- £5 if her husband was insured in the Bank Provident Society for £300 or over, but less than £400.

In the case of the Widow of a Clerk elected subsequent to the 1st January,

- £20 if her husband was insured in the Bank Provident Society for less than £300.
- £15 if her husband was insured in the Bank Provident Society for £300 or over, but less than £400.
- £10 if her husband was insured in the Bank Provident Society for £400 or over, but less than £500.
- £5 if her husband was insured in the Bank Provident Society for £500 or over, but less than £600.
- 6. Bonuses received in addition to the sum assured are not to be taken into account in calculating the allowance.
- 7. In the cases of Widows under 25 years of age, and of orphan children, assistance, adapted to the special circumstances of each case, may be granted: and in cases of great need the Court may make a compassionate grant in addition to the allowance.
 - N.B. 1.—The recipient of any of the foregoing Allowances may be granted, in addition, a "Gift" of £20 per annum.
 - 2.—Allowances and "Gifts" are intended to supplement any provision which a Clerk may himself have made, and not in any way to relieve him of the obligation of providing for his family as far as lies in his power
- 8.—In the event of any Widow becoming bankrupt or assigning or charging her Allowance or any part thereof or attempting so to do, the Court of Directors, in their discretion, may discontinue such allowance, in whole or in part, or direct the payment of the allowance to or for the benefit of any child or dependents of the Widow.
- 9.—Allowances may also be withheld, discontinued (in whole or in part) or reduced in the event of a Widow becoming entitled to a pension payable out of public funds under any Statute.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed dated the 22nd February, 1934.

J. D. MACKENZIE,

Chief of Establishments.

Regulations relating to Pensions for Auxiliary Women Clerks.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- 1. Retirement will be compulsory on attaining the age of 50 years.
- 2. Pensions will be granted subject to the conditions hereafter mentioned to Auxiliary Women Clerks at the rate of one-fiftieth of their salary at the date of retirement for each completed year of service (such service to count from the date of entry or age of 18 whichever is later) with a maximum of three-fifths of their salary.
- 3. No Auxiliary Woman Clerk will be entitled to a Pension before attaining the age of 50 unless in the opinion of the Bank Medical Officer she is mentally or physically incapacitated for further service or in the opinion of the Court she is inefficient or unsuitable for further service. In no case will a Pension be granted for less than 10 years' service (including service as a Temporary Clerk).
- 4. Pension shall be based on ordinary salary and additional salary. Allowances in lieu of lunch, for long hours or special work and other special allowances shall shall not rank for pension.

Pension shall be calculated on salary at date of retirement.

- 5. The Court may direct that a pension or any part thereof be withheld from any Clerk or discontinued, in whole or in part, or paid to or for the benefit of such Clerk or her dependents, on account of her inefficiency, misconduct, bankruptcy or assigning or charging her pension or any part thereof or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.
- 6. Pensions may also be withheld, discontinued (in whole or in part) or reduced in the event of a Pensioner becoming entitled to a pension payable out of public funds under any Statute.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed duted the 22nd February, 1934.

J. D. MACKENZIE,

Chief of Establishments.

Regulations relating to Pensions to Porters.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- 1.—Pensions will be granted, subject to the conditions hereafter mentioned and in accordance with a scale, commencing after the 10th year of service with $^2_1 g$ ths of the wages and advancing by $^1_{15}$ of the wages for each year of subsequent service until the age of 05.
- 2.—Until the age of 60 has been reached no Porter will be considered eligible for a pension unless certified by the Bank Medical Officer as mentally or physically incapacitated for further duty. In no case shall a pension be granted to any Porter of less than 10 years' service.
- 3.—On completing the 60th year of his age any Porter shall be at liherty to apply for a retiring pension in accordance with the scale.
 - 4.—On completing the 65th year of his age the service of every Porter shall terminate.
- 5.—Widows of Porters qualified by service for a pension and Widows of Pensioners will be granted an allowance of £ 18 per annum; all allowances will cease on re-marriage.
- N.B.—The recipient of such an allowance may be granted, in addition, a "Gift" of £10 per annum.
- 6.—All Porters pensioned before they are 60 years of age may, until they attain that age, be required to satisfy the Court from time to time that no material change has taken place in the circumstances under which the pensions were granted.
- 7.—The wages on which the amount of pension will be calculated shall be those which a Porter may be receiving at the time of retirement and shall consist of Ordinary Wages, Attaching to Office and Personal, as specified in the House List.
- 8.—The Court may grant a pension of an amount beyond the limits of the scale for exceptional causes.
- 9.—The Court may direct that the whole, or any part of the pension which would otherwise be payable to any Porter, be paid to, or for the benefit of, the wife, children or dependents of such Porter.
- 10.—The Court may direct that a pension, or any part thereof, be withheld from any Porter, or discontinued, in whole or in part, or paid to, or for the benefit of, such porter, his wife, children or other dependents on account of his inefficiency, misconduct, bankruptcy or assigning or charging his pension, or any part thereof, or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.
- 11.—Pensions and Allowances may also be withheld, discontinued (in whole or in part) or reduced in the event of a Pensioner becoming entitled to a pension payable out of public funds under any Statute.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed dated the 22nd February, 1934.

J. D. MACKENZIE,

Regulations relating to Pensions to Clerks and Workmen employed in the Works Department.

The Court of Directors may at any time by Resolution after the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- 1. Peusions will be granted, subject to the conditions hereafter mentioned, in accordance with a scale, commencing after the twentieth year of continuous service with $\frac{2}{3}$ 4ths of the Salary or Wages, and advancing by $\frac{1}{3}$ 4th of the Salary or Wages for each year's service until the expiration of the forty-tifth year of service, when the maximum of $\frac{2}{3}$ 9ths (two-thirds) will be attained.
- Until the age of 65 has been reached no person will be considered eligible for a Pension unless certified by the Bank Medical Officer as mentally or physically incapacitated for further duty.
- 3. On completing the 65th year of his age any person shall be at liberty to apply for a retiring pension in accordance with the scale; but at any age any person considered by the Court to be untitted for further efficient service may be called upon to retire and, at the discretion of the Court, may be granted a pension in accordance with the scale.
 - 4. On completing the 70th year of his age the service of every person shall terminate.
- 5. No Pension shall be granted to any person of less than 20 years' continuous service. In cases however where the Bank's requirements have rendered such continuous service impossible, occasional service—but only when amounting in the aggregate to 20 years—may he counted as continuous. Widows of workers qualified by service for a pension and widows of pensioners shall be granted an allowance of 5/- per week. All allowances will cease on re-marriage.
- N.B.—The recipient of such an allowance may be granted, in addition, a "Gift" of $\pounds 10$ per annum.
- 6. No service of a person under 20 years of age shall be taken into consideration in any matter affecting a Pension.
- 7. The Salary or Wages on which the amount of Pension will be calculated shall be the amount of Salary or Wages, exclusive of Overtime, received at the date of retirement.
- 8. Women acting as Telephone Operators shall be entitled to the same privileges and be subject to the same conditions in the matter of Pension as men, but they may apply to retire at 45 years of age, and must retire at 50 years of age.
- 9. Pensions and Allowances are subject to revision on the passing by Parliament at any time of laws relating to Old Age Pensions—contributory or non-contributory—insurance against ill-health, or other similar provisions, the benefits of which may apply to persons affected by these Regulations.
- 10. The Court may grant a Pension of an amount beyond the limits of the scale, for exceptional causes.
- 11. The Court may direct that the whole, or any part of the pension which would otherwise be payable to any person, be paid to, or for the beuefit of, the wife, children or dependents of such person.
- 12. The Court may direct that a pension, or any part thereof, be withheld from any person, or discontinued, in whole or in part, or paid to, or for the benefit of, such person, his wife, children or other dependents on account of his inefficiency, misconduct, bankruptcy or assigning or charging his pension, or any part thereof, or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.
- 13. These Regulations apply to Lift Attendants proper but exclude Firemen, Watchmen, Cooks, Cleaners and those Lift Attendants who are qualifying for Porterships.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Dead duted the 22nd February, 1934.

J. D. MACKENZIE,

Regulations relating to Pensions for Posters, Prickers and Stampers of Bank Notes.

The Court of Directors may at any time by Resolution alter the Regulations set out below either generally or in any particular case and whether the pension or pensions affected by such alteration shall have actually become payable or shall be contingently or prospectively payable.

- 1.—Pensions will be granted, subject to the conditions hereafter mentioned, in accordance with a scale, commencing at the age of 35, with ?gths of the wages, and advancing by 75th of the wages for each year of subsequent service, until the age of 65, when the maximum of 49ths (two-thirds) shall be attained.
- 2.—Until the age of 60 has been reached no person will be considered eligible for a pension unless certified by the Bank Medical Officer as mentally or physically incapacitated for further duty, and in no case shall a pension be granted to any person under 35 years of age.
- 3.—On completing the 60th year of his age any person shall be at liberty to apply for a retiring pension in accordance with the scale. On completing the 65th year of his age the service of every person shall terminate.
- 4.—Widows of workers qualified by service for a pension and widows of Pensioners will be granted an Allowance of £18 per annum; all Allowances will cease on re-marriage.
- N.B.—The recipient of such an Allowance may be granted, in addition, a "Gift" of £10 per annum.
- 5.—All persons pensioned before they are 60 years of age may, until they attain that age, be required to satisfy the Court from time to time that no material change has taken place in the circumstances under which the pensions were granted.
- 6.—The Court may grant a Pension of an amount beyond the limits of the scale for exceptional causes.
- 7.—Pensions and Allowances are subject to revision on the passing by Parliament at any future time of further laws relating to Old Age Pensions—contributory or non-contributory—insurance against ill-health, or other similar provisions, the benefits of which may apply to persons affected by these Regulations.
- 8.—The Court may direct that the whole, or any part of the pension which would otherwise be payable to any person, be paid to, or for the benefit of, the wife, children or dependents of such person.
- 9.—The Court may direct that a pension, or any part thereof, be withheld from any person, or discontinued, in whole or in part, or paid to, or for the benefit of, such person, his wife, children or other dependents on account of his inefficiency, misconduct, bankruptcy or assigning or charging his pension, or any part thereof, or attempting so to do. The decision of the Court of Directors as to the existence or otherwise of such inefficiency or misconduct shall be conclusive.

Pursuant to an Order of the Court of Directors of the 21st June, 1934, under powers contained in a Trust Deed dated the 22nd February, 1934.

J. D. MACKENZIE,