



CHAPTER xix.

An Act to provide for the granting of superannuation allowances to the officers and servants of the Councils of the metropolitan boroughs of Camberwell Deptford and Hackney and for other purposes. A.D. 1908.

[18th June 1908.]

WHEREAS the areas of Camberwell Deptford and Hackney in the administrative county of London are metropolitan boroughs constituted under the London Government Act 1899 and are respectively under the management and control of the mayor aldermen and councillors of the said boroughs (hereinafter collectively referred to as "the Councils"):

And whereas under and by virtue of the Superannuation (Metropolis) Act 1866 and the London Government Act 1899 the Councils are empowered as the successors of the vestries of the parishes of Camberwell Saint Paul Deptford including Hatcham (part of the district of the Greenwich Board of Works) and Saint John at Hackney to grant allowances in the nature of superannuation allowances or gratuities to persons who shall have served in an established capacity as officers of the Councils:

And whereas it has been the custom of the Councils to grant superannuation allowances to their officers and servants on retirement under the provisions of the Superannuation (Metropolis) Act 1866 aforesaid:

And whereas by the London (Existing Officers) Scheme 1900 it is provided that "subject to the provisions of the Superannuation (Metropolis) Act 1866 in computing the time of the service for the purposes of that Act of an officer of the council of a metropolitan borough who has been transferred by or

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A.D. 1908. “ under the London Government Act 1899 to that council from
“ any other authority and who before the transfer was an officer
“ to whom the Superannuation (Metropolis) Act 1866 applied any
“ period during which the officer was in the service of that other
“ authority shall be included ” :

And whereas in pursuance of the aforesaid scheme certain of the officers transferred to and now in the service of the Councils are to the extent defined by such scheme eligible for the benefits conferred by the Superannuation (Metropolis) Act 1866 :

And whereas doubts have arisen as to whether certain persons transferred to or appointed by the Councils are officers acting in an established capacity within the meaning of the Superannuation (Metropolis) Act 1866 and as to the powers and duties of the Councils with reference to such persons and it is expedient that provision should be made with reference thereto as in this Act set forth :

And whereas it is expedient that a uniform practice should so far as possible be established for the granting by the Councils of superannuation allowances to the whole of the officers and servants transferred to or appointed by the Councils as aforesaid in manner provided by this Act :

And whereas it is expedient that the Councils or some of them should be empowered to administer schemes or to assist any societies constituted from amongst their servants for the purpose of providing allowances during sickness or in case of death :

And whereas an absolute majority of the whole number of the Council of the metropolitan borough of Camberwell at a meeting held on the twenty-fourth day of July one thousand nine hundred and seven after ten clear days' notice by public advertisement of such meeting and of the purpose thereof in the Daily Chronicle and South London Press local newspapers published or circulating in the said borough such notice being in addition to the ordinary notices required for summoning such meeting resolved that the costs and expenses of promoting the Bill for this Act should be charged on the general rate :

And whereas such resolution was published twice in the Camberwell and Peckham Times a local newspaper published or circulating in the said borough and has received the approval of the Local Government Board :

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And whereas the propriety of the promotion of the Bill for this Act was confirmed by an absolute majority of the whole number of the Council of the metropolitan borough of Camberwell at a further special meeting held in pursuance of a similar notice on the fifteenth day of January one thousand nine hundred and eight being not less than fourteen days after the deposit of the Bill in Parliament : A.D. 1908.

And whereas an absolute majority of the whole number of the Council of the metropolitan borough of Deptford at a meeting held on the twenty-fourth day of September one thousand nine hundred and seven after ten clear days' notice by public advertisement of such meeting and of the purpose thereof in the *Kentish Mercury* a local newspaper published or circulating in the said borough such notice being in addition to the ordinary notices required for summoning such meeting resolved that the costs and expenses of promoting the Bill for this Act should be charged on the general rate :

And whereas such resolution was published twice in the *Kentish Mercury* a local newspaper published or circulating in the said borough and has received the approval of the Local Government Board :

And whereas the propriety of the promotion of the Bill for this Act was confirmed by an absolute majority of the whole number of the Council of the metropolitan borough of Deptford at a further special meeting held in pursuance of a similar notice on the twenty-eighth day of January one thousand nine hundred and eight being not less than fourteen days after the deposit of the Bill in Parliament :

And whereas an absolute majority of the whole number of the Council of the metropolitan borough of Hackney at a meeting held on the twenty-fourth day of October one thousand nine hundred and seven after ten clear days' notice by public advertisement of such meeting and of the purpose thereof in the *North London Guardian* a local newspaper published or circulating in the said borough such notice being in addition to the ordinary notices required for summoning such meeting resolved that the costs and expenses of promoting the Bill for this Act should be charged on the general rate :

And whereas such resolution was published twice in the *North London Guardian* a local newspaper published or

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A.D. 1908. circulating in the said borough and has received the approval of the Local Government Board :

And whereas the propriety of the promotion of the Bill for this Act was confirmed by an absolute majority of the whole number of the Council of the metropolitan borough of Hackney at a further special meeting held in pursuance of a similar notice on the ninth day of January one thousand nine hundred and eight being not less than fourteen days after the deposit of the Bill in Parliament :

And whereas in relation to the promotion of the Bill for this Act the requirements contained in the First Schedule of the Borough Funds Act 1903 have been observed :

And whereas the objects of this Act cannot be effected without the authority of Parliament :

May it therefore please Your Majesty that it may be enacted and be it enacted by the King's most Excellent Majesty by and with the advice and consent of the Lords Spiritual and Temporal and Commons in this present Parliament assembled and by the authority of the same as follows :—

Short title and commencement of Act.

1. This Act may be cited as the Camberwell and other Metropolitan Borough Councils (Superannuation) Act 1908 and shall come into operation immediately after the thirty-first day of March one thousand nine hundred and nine.

Application of Act.

2. This Act shall apply to the metropolitan boroughs of Camberwell Deptford and Hackney.

Interpretation.

3. In this Act the expression—

“Council” means the mayor aldermen and councillors of the metropolitan borough of Camberwell Deptford or Hackney as the case may require ;

“General rate” means the rate or rates levied and collected in the respective metropolitan boroughs to which this Act applies and defined by section 10 of the London Government Act 1899 as the general rate ;

“Officer” means every officer wholly in the service of the Council in an established capacity. Provided that nothing in this definition shall be deemed to exclude

an officer who by consent of the Council holds other appointments ; A.D. 1908.

“Servant” means every servant or workman placed upon the permanent establishment by resolution of the Council ;

“Emoluments” includes all fees poundage and other payments made to any officer or servant as such by the Council for his own use also the money value of any apartments rations or other allowance in kind appertaining to his office or appointment ;

“Joint appointment” includes any office the tenure whereof is determined by the death removal resignation or incapacity of the holder of another office under the Council ;

“Superannuation fund” means a fund to be established and administered by the Council in the manner described and provided in the section of this Act whereof the marginal note is “Superannuation fund.”

4.—(1) Subject to the provisions of this Act every officer and servant who shall have completed ten years' service or aggregated service and shall become incapable of discharging the duties of his office with efficiency by reason of permanent infirmity of mind or body other than permanent incapacity due to an injury in respect of which he receives compensation under the Workmen's Compensation Act 1906 or any scheme made thereunder or of old age or who shall have attained the age of sixty years and have completed an aggregate service of forty years or who shall have attained the full age of sixty-five years shall be entitled on resigning or otherwise ceasing to hold his office or employment to receive during life out of the superannuation fund a superannuation allowance according to the scale by this Act provided An officer or servant shall not be entitled to an allowance on the ground of old age unless he has completed the age of sixty years.

Title of
officers and
servants to
superannua-
tion allow-
ances.

(2) Where an officer or servant has attained the full age of sixty-five years he shall on completion of the then current year of his service cease to hold his office or employment upon payment to him of the superannuation allowance to which he may be entitled under this Act.

A.D. 1908.

Scale of
superannua-
tion allow-
ances.

5. The scale of superannuation allowances to be made to an officer or servant under this Act shall be as follows (that is to say) :—

After ten years' service ten-sixtieths of the average amount of his salary or wages and emoluments during the five years ending on the quarter day which immediately precedes the day on which he ceases to hold his office or employment :

After eleven years' service eleven-sixtieths of such average amount :

And so on up to a maximum after forty or more years' service of forty-sixtieths of such average amount.

Reckoning
service.

6. Subject to the deduction of the increased percentage amounts to be contributed in that behalf as hereinafter provided all periods of service by an officer or servant rendered before his appointment by the Council or their predecessors under and as an officer or servant of any authority or authorities to which the Metropolis Management Acts 1855 to 1893 the Vestries Acts 1818 to 1853 the Public Health (London) Act 1891 the Public Health Acts the Public Libraries Acts 1892 and 1893 the Baths and Wash-houses Acts 1846 to 1882 the Burial Acts the Local Government Act 1888 the Local Government Act 1894 the Union Assessment Committee Acts the Valuation (Metropolis) Act 1869 the Municipal Corporations Act 1882 the Poor Law Officers' Superannuation Act 1896 the London Government Act 1899 or one or more of such Acts apply or have applied and whether the duties or powers of such authority or authorities shall have been transferred to the Council or not shall be aggregated and reckoned for the purposes of this Act whether the whole time of such officer or servant has been devoted to such service or not :

Provided that no period of service shall be so aggregated and reckoned in a case where an officer or servant is unable to prove to the reasonable satisfaction of the Council within a period of six months from the passing of this Act that he has been in the service or employment of any such authority or authorities or in the case of an appointment made by the Council subsequently to such passing unless such officer or servant declares prior to his appointment and proves within a period of three months from the date of such appointment that he has been in the service or

employment of any such authority or authorities And provided A.D. 1908.
further that no period of service shall be so aggregated and
reckoned which has been or may be aggregated and reckoned
for the purpose of superannuation allowances or gratuities under
any of the aforesaid Acts.

7. An officer or servant who is dismissed or resigns or Forfeiture
otherwise ceases to hold his office or employment in consequence for fraud &c.
of any offence of a fraudulent character or of grave misconduct
or who voluntarily resigns his office or employment shall forfeit
all claim to any superannuation allowance under this Act in
respect of his previous service Provided that in the case of any
such officer or servant the Council may if they see fit return to
him out of the superannuation fund a sum equal to the amount
of all or part of his contributions under this Act.

8.—(1) An officer or servant who has not become entitled to a Return of
superannuation allowance and who loses his office or employment contributions
by reason of a reduction of staff or of any alteration of areas or and power
boundaries or otherwise ceases to hold his office or employment to grant
by reason of bodily injury not occasioned by his own default gratuities
or of any other cause whatever other than his own misconduct and super-
or voluntary resignation shall be entitled to receive a sum equal annuation
to the amount of all his contributions under this Act. allowances
in certain
cases.

(2) In any such case of loss of office or employment as in
this section mentioned the Council may also if they see fit grant
to an officer or servant a gratuity not exceeding twice the amount
of his salary or wages and emoluments during the year ending
on the quarter day which immediately precedes the day on which
he ceases to hold his office or employment but every such
gratuity shall be paid out of the general rate and not out of
the superannuation fund.

Provided that when such loss of office or employment occurs
in a case in which the death resignation or insanity of one of
the holders of a joint appointment vacates the office of the other
the officer or servant whose office or employment is so vacated
shall unless he is reappointed by the Council and except where in
the case of husband and wife the joint appointment is terminated
owing to the misconduct of one of them be entitled to receive
during life a superannuation allowance according to the scale
provided by this Act if such officer or servant has attained the
age of fifty years or has served for not less than twenty years.

A.D. 1908.
Return of contributions in case of death.

9. In the event of an officer or servant dying before becoming entitled to or receiving a superannuation allowance under this Act the Council shall pay to his legal personal representatives out of the superannuation fund a sum not exceeding the amount of the contributions made by such officer or servant under this Act and not less than one half of that amount.

Notice of proposal to return contributions or grant gratuity.

10. Special notice in writing shall be given with the ordinary agenda paper to every member of the Council of the time at which there will be considered any proposal to return contributions under the section of this Act whereof the marginal note is "Forfeiture for fraud &c." or any proposal to grant a gratuity under the section of this Act whereof the marginal note is "Return of contributions and power to grant gratuities and superannuation allowances in certain cases."

Allowance not assignable.

11. Every superannuation allowance granted under this Act shall be payable to or in trust for the officer or servant and shall not be assignable or chargeable with his debts or other liabilities.

Obligation of officers and servants to contribute.

12. Subject to the provisions of this Act every officer and servant in the service or employment of the Council shall contribute for the purposes of this Act a percentage amount of his salary or wages and emoluments according to the scale provided by this Act such amount to be deducted by the Council from the salary or wages and emoluments payable to him and to be carried to the credit of and form part of the superannuation fund.

Scale of contributions.

13. The percentage amounts to be deducted for the purposes of this Act shall, subject to the provisions contained in the section of this Act whereof the marginal note is "Contributions in respect of previous service" be as follows (that is to say):—

In the case of officers and servants with less than five years' service or aggregated service at the passing of this Act or appointed after the passing of this Act two per centum of the annual salary or wages and emoluments;

In the case of officers and servants with more than five and less than fifteen years' service or aggregated service at the passing of this Act two and a half per centum of the annual salary or wages and emoluments; and

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In the case of officers and servants with more than fifteen years' service or aggregated service at the passing of this Act three per centum of the annual salary or wages and emoluments. A.D. 1908.

The percentage amounts aforesaid shall be deducted from each and every payment made to officers and servants by way of salary wages or emoluments but such deductions shall not be calculated to fractions of one penny. Provided that deductions in respect of emoluments other than monetary payments shall be made by instalments or otherwise as the Council may from time to time direct.

14. The periods of service in the case of officers and servants who have served under any local authority or authorities to which the Acts mentioned in the section of this Act whereof the marginal note is "Reckoning service" apply or have heretofore applied shall for the purpose of ascertaining the percentage amounts to be deducted as aforesaid be aggregated and reckoned so as to include not only their periods of service under the Council but also those under such local authority or local authorities or any one or more of them : Contributions in respect of previous service.

Provided always that in cases of officers and servants appointed by the Council after the passing of this Act where such service has not been rendered to any authority or body whose duties and powers have been transferred to the Council the officers and servants of the Council having the benefit of the aggregation of the periods of service mentioned in the section last aforesaid shall in addition to the percentage amounts of contribution or deduction hereinbefore mentioned pay or contribute annually by such instalments and in such manner as aforesaid for each aggregated period of ten years or part thereof a sum equivalent to one per centum of the annual salary or wages and emoluments received by such officers and servants.

15.—(1) The Council shall establish and administer a superannuation fund to which shall be carried and credited— Superannuation fund.

- (a) A sum hereinafter called "the primary annual contribution" to be raised annually in and by the general rate and to be of such amount as hereinafter provided ;
- (b) All percentage amounts of salary or wages and emoluments deducted as in this Act provided ;

A.D. 1908.

- (c) All dividends and interest arising out of the investment of the superannuation fund or any part thereof; and
- (d) Such amount out of the general rate as may be required to meet any deficiency on the superannuation fund as in this Act provided.

(2) The following shall be charged upon the superannuation fund (namely) :—

- (a) Superannuation allowances made in pursuance of this Act;
- (b) Contributions or parts of contributions returned or paid in pursuance of this Act.

(3) The superannuation fund shall be administered in manner following (that is to say) :—

All superannuation allowances and all contributions or part contributions to be returned or paid by the Council in pursuance of this Act shall in each year be paid—

(a) In the first place out of so much of the superannuation fund as is represented by the primary annual contribution ;

(b) In the event of the primary annual contribution not being sufficient to fully satisfy such payments then to the extent to which it is insufficient for that purpose out of so much of the superannuation fund as is represented by the percentage amounts of salary or wages and emoluments deducted by the Council in pursuance of this Act and placed to the credit of the superannuation fund during the year in which such payments shall accrue due and become payable ;

(c) In the event of the primary annual contribution together with such percentage amounts not being sufficient to fully satisfy such payments then to the extent to which the same are insufficient for that purpose out of such portion of the superannuation fund as is represented by the dividends and interest (if any) which have accrued during the year in which such payments shall accrue due and become payable ;

(d) In the event of the primary annual contribution and percentage amounts together with the amount of such dividends and interest (if any) not being sufficient

to fully satisfy such payments then to the extent to which the same are insufficient for that purpose out of moneys or investments standing to the credit of the superannuation fund on the thirty-first day of March immediately preceding but not exceeding ten per centum of the total amount thereof; A.D. 1908.

(e) In the event of the sources above mentioned not being sufficient to fully satisfy such payments then to the extent to which the same are insufficient out of the portion of the superannuation fund taken from the general rate to make up the deficiency.

16. Within six months after the passing of this Act and at the expiration of every subsequent period of five years dating from the thirty-first day of March one thousand nine hundred and nine the condition of the superannuation fund shall be submitted by the Council to an actuary being a fellow either of the Institute of Actuaries or of the Faculty of Actuaries in Scotland appointed by them and approved by the Local Government Board who shall consider the same and shall report as to the solvency thereof and certify what sum in his opinion is necessary to be the amount of the primary annual contribution so that the superannuation fund shall be solvent as constituted under paragraphs (a) (b) and (c) of subsection (1) of the immediately preceding section without further recourse to the general rate and the sum so certified shall be the primary annual contribution for the next quinquennial period and shall be paid into the superannuation fund accordingly. Actuarial investigation.

17. Where an officer or servant in receipt of a superannuation allowance under this Act is appointed to any office or employment by any authority to whom the section of this Act whereof the marginal note is "Reckoning service" applies such allowance shall cease to be paid so long as he continues to hold such office or employment if the salary or wages and emoluments thereof are equal to or in excess of the amount of such allowance if they are not then only so much of such allowance shall be paid so long as he holds such office or employment as will make up the deficiency. Case of subsequent appointment.

Any such person on ceasing to hold such office or employment shall be entitled to revert to and to receive the full amount of his original superannuation allowance.

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A.D. 1908.
Investment
of super-
annuation
fund.

18. The Council shall at their discretion be empowered to invest in such securities as may be authorised by law for the investment of trust funds any such part of the superannuation fund as may not in their opinion be required to meet payments arising in pursuance of the provisions of this Act.

Saving for
existing
officers and
servants.

19.—(1) Any officer or servant in the service or employment of the Council at the time of the passing of this Act may at any time within three months from the date of such passing signify in writing to the Council his intention not to avail himself of the provisions of this Act and in that event it shall not be obligatory on him notwithstanding anything in this Act contained to make any contributions or submit to any deductions from his salary or wages under this Act nor shall he be entitled to receive any superannuation allowance gratuity or other benefit under this Act.

(2) Any officer or servant who has given such notice as aforesaid or who at the passing of this Act shall have attained the full age of sixty-five years as mentioned in subsection (2) of the section of this Act whereof the marginal note is "Title of officers and servants to superannuation allowances" shall if entitled immediately before the date of the passing of this Act to any benefits conferred by the Superannuation (Metropolis) Act 1866 or the Poor Law Officers' Superannuation Act 1896 remain subject to the provisions of such Acts as if this Act had not been passed and those provisions shall for the purpose of this enactment continue in force notwithstanding the provisions of the section of this Act whereof the marginal note is "Acts of 1866 and 1896 to cease to apply."

(3) A servant or workman in the employment of the Council at the passing of this Act shall for the purpose of this section be deemed to be an officer within the meaning of the Superannuation (Metropolis) Act 1866.

Acts of 1866
and 1896 to
cease to
apply.

20. Except as hereinbefore provided the Superannuation (Metropolis) Act 1866 and the Poor Law Officers' Superannuation Act 1896 shall cease to apply to the Council and its officers and servants as from the commencement of this Act but this provision shall not affect the payment of any superannuation allowance granted before the commencement of this Act nor any right or liability acquired or accrued nor anything duly done or suffered before the commencement of this Act.

21. The Council shall in respect of the superannuation fund be registered under the Friendly Societies Act 1896 and the provisions of that Act (except the proviso to subsection (1) of section 8 and section 41) so far as they are applicable and are not inconsistent with the provisions of this Act shall apply (a) as if the Council were a society to which that Act applies and were the trustees of such society (b) as if the provisions of this Act were the rules of such society (c) as if the superannuation fund were the fund of such society (d) as if the contributors to the fund were the members of such society and (e) as if the accounts of the superannuation fund as audited by the district auditor appointed by the Local Government Board were the annual return of the receipts and expenditure funds and effects required by section 27 of the said Act.

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Application
of provisions
of Friendly
Societies
Act 1896.

22. Any question which may arise between the Council and any officer or servant as to the right to or the amount of a superannuation allowance or the amount of the contribution of such officer or servant shall in default of agreement be submitted to arbitration in accordance with the provisions of the Arbitration Act 1889.

Arbitration.

23. The scheme for providing sick pay and death allowances set forth in the First Schedule to this Act is hereby confirmed and the Council of the metropolitan borough of Camberwell shall in addition to the other powers conferred upon them by this Act be empowered at their discretion to contribute out of the general rate to satisfy such demands as may arise in connection with the said scheme. And the said Council may from time to time vary the conditions other than the amounts of the contributories' payments of the benefits to persons who would be affected by the scheme provided that no greater benefit is conferred than can be obtained under the said scheme hereby confirmed.

Confirmation
of sick pay
scheme
(Camber-
well).

24. The scheme for providing sick pay and death allowances set forth in the Second Schedule to this Act is hereby confirmed and the Council of the metropolitan borough of Hackney shall in addition to the other powers conferred upon them by this Act be empowered at their discretion to contribute out of the general rate to satisfy such demands as may arise in connection with the said scheme. And the said Council may from time to time vary the conditions of the benefits to persons who would be affected by the scheme provided that no greater benefit is

Confirmation
of sick pay
scheme
(Hackney).

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A.D. 1908. — conferred than can be obtained under the said scheme hereby confirmed.

Power to
Deptford
Council to
contribute to
provident
fund.

25.—(1) The Council of the metropolitan borough of Deptford shall in addition to the other powers conferred upon them by this Act and not in substitution therefor be empowered at their discretion and on such terms and conditions and subject to such restrictions and reservations in every respect as they may deem expedient to contribute out of the general rate to the funds of a society registered under the Friendly Societies Act 1896 constituted exclusively from amongst their servants or some of them for the purpose of providing by contributions or subscriptions of the members of such society with the aid of donations or subscriptions from the said Council and others for amongst other matters—

The relief or maintenance of the members of such society during sickness ; or

The relief or maintenance of the orphan children of deceased members of such society ; or

Insuring the payment of money on the death of a member of such society ; or

The funeral expenses of a member or the wife of a member.

(2) The contributions to be made by the said Council under this section shall be of such an amount as they may from time to time determine not exceeding such an amount as would be equivalent to an aggregate of twopence for each and every contribution of fourpence to be made to the funds of such society by the members thereof.

Costs of Act.

26. All the costs charges and expenses preliminary and incidental to the preparing applying for obtaining and passing of this Act as taxed by the taxing officer of the House of Lords or of the House of Commons shall be paid by the Councils of the metropolitan boroughs of Camberwell Deptford and Hackney in such proportion as may be mutually agreed between them out of the general rate.

The SCHEDULES hereinbefore referred to.

A.D. 1908.

THE FIRST SCHEDULE.

CAMBERWELL BOROUGH COUNCIL.

SCHEME OF ALLOWANCES TO BE GRANTED BY THE COUNCIL TO PERSONS IN THEIR PERMANENT EMPLOY OR THEIR REPRESENTATIVES IN CASES OF SICKNESS AND DEATH NOT BEING THE RESULT OF AN ACCIDENT IN RESPECT OF WHICH COMPENSATION IS PAYABLE UNDER THE WORKMEN'S COMPENSATION ACT 1906 AND RULES RELATING THERETO.

A. This society shall be called "The Borough of Camberwell Employés' Sick Benefit Society" and shall be composed of subscribing employés in receipt of weekly wages.

B. The business of the society shall be conducted by a committee consisting of 18 members 12 to be appointed by the Council and 6 from subscribing members by the society all to be elected annually in the month of November Any member of the committee may in writing resign membership and any vacancy may be filled up by the appointing body until the next annual election The town clerk shall act as secretary and he may appoint a deputy The borough accountant shall act as treasurer.

C. Any 30 members being dissatisfied with any decision of the committee may upon signing a requisition to that effect have the matter brought before a committee of arbitration consisting of the worshipful the mayor three members of the Council and three members of the society whose decision shall be final and who shall be appointed in the month of November by the respective bodies.

D. The first election of committee arbitrators and stewards shall be held and the scheme come into force within one calendar month of being adopted by the Council All persons elected for office either as members of committee arbitrators or stewards shall go out of office on the day of election in November of each year.

RULES.

The Council shall maintain the society upon the following conditions:—

1. Each employé wishing to become a member of the society shall pay an entrance fee of 1s. and contribute the sum of 2d. per week and in case of sickness shall receive upon the production of a medical

A.D. 1908. certificate the sum of 15s. per week for a period not exceeding 13 weeks (whether consecutive or not) and the sum of 10s. per week for a further period of 13 weeks (whether consecutive or not) provided that no member shall receive more than 26 weeks' sick allowance in any consecutive 52 weeks. In case of death the widow or next of kin on proof thereof shall receive the sum of 10*l.* No member shall declare on the funds of the society for a less period than two working days and any member being in arrear with his subscription for more than four weeks or whilst in receipt of accident pay from the Council or leaving the service of the Council shall cease to have any claim on the society.

Any member may also if he so desire make a further payment of 1*d.* per week for which he will be entitled to free medical attendance and medicine from one of the doctors of the society.

2. The treasurer shall keep a correct account of all subscriptions paid by the members and of money paid by the Council and make out a quarterly account to the society which shall also be submitted to the Council through its finance committee in the months of January April July and October.

3. A medical certificate from one of the doctors of the society or from any other doctor of whom the committee may from time to time approve shall accompany the declaration on the society and must be sent to the secretary at the town hall dated and with the address of the member (Declarations received later than 1 o'clock p.m. will date from the following day). The committee shall appoint one or more duly qualified medical men with such duties and on such terms as they see fit to serve the interests of the society.

4. Any member being ill through his own misconduct shall not be entitled to any benefit from the society.

5. Seven visiting stewards (6 male and 1 female) shall be appointed annually by the members of the society in November and shall receive for their services--male stewards 15s. per quarter female steward 10s. per quarter. Such stewards for proved neglect of duty will be fined by the committee 2s. 6*d.* for each offence and may by the vote of the committee (to be carried no one dissenting) be removed from office. Any vacancy amongst the stewards caused by death or otherwise may be filled until the next annual election by the committee.

6. The visiting stewards shall when notified by the secretary visit all cases of sickness twice a week between the hours of 8 in the morning and 9 in the evening and report upon the same. They shall also pay to the members the allowances to which they are entitled not later than 4 p.m. on Saturdays.

7. Any employé of the Council engaged subsequently to the passing of these rules and wishing to become a member of the society shall be

examined by the medical officer of health and be certified by him as being in sound health before becoming a member. The names of all workmen admitted to membership are to be submitted to the committee for confirmation at their next meeting. Any member who has left the service of the Council shall on his return (subject to the medical officer of health's certificate) be entitled to again become a member without further entrance fee. A.D. 1908.

8. Any member having occasion to leave home while in receipt of sick or accident pay shall not be absent from home in the evening later than 5 o'clock during the months of January February November and December not later than 6 o'clock during March April September and October and not later than 9 o'clock during May June July and August. No member shall go more than two miles from his home while he is on the funds of the society and he must leave word which way he has gone and will return so that the steward may follow him if he think proper.

9. The committee (five to form a quorum) shall have power to decide all questions which may be brought before them by the secretary or his deputy and shall meet at least once a quarter or oftener if required. Three days' notice of meeting shall be given to the members of the committee.

10. No new rule shall be made nor any of the rules herein contained or hereafter to be made amended altered or rescinded unless carried by a majority of two thirds present and voting at a special meeting of the committee duly called for that purpose and subsequently confirmed by the Council.

THE SECOND SCHEDULE.

HACKNEY BOROUGH COUNCIL.

SCHEME OF ALLOWANCES TO BE GRANTED BY THE COUNCIL TO PERSONS IN THEIR PERMANENT EMPLOY OR THEIR REPRESENTATIVES IN CASE OF ACCIDENT SICKNESS AND DEATH AND RULES RELATING THERETO.

1. The Council will in case of accident sickness or death occurring to workmen who are employed by them permanently at wages paid weekly grant allowances to such workmen or their representatives as hereinafter provided.

2. In the case of a workman becoming incapable of performing his work through sickness or accident (not resulting from alcoholic

A.D. 1908. excess or personal misconduct) such workman shall immediately give or cause to be given notice to the head of the department in which he is engaged.

3. No allowance will be paid except upon a certificate signed by a duly qualified medical practitioner.

4. If the workman has been in the permanent service of the Council for a period exceeding one year but less than five years he will while incapacitated for a period not exceeding thirteen weeks (whether consecutive or not) receive an allowance at the rate of one third of his weekly wages. If the incapacity continues beyond the said period of thirteen weeks he will thenceforward for a further period not exceeding thirteen weeks (whether consecutive or not) receive an allowance at the rate of one fourth of his weekly wages.

5. If the workman has been in the permanent service of the Council for a period of five years or longer he will while incapacitated for a period not exceeding thirteen weeks (whether consecutive or not) receive an allowance at the rate of one half of his weekly wages. If the incapacity continues beyond the said period of thirteen weeks he will thenceforward for a further period not exceeding thirteen weeks (whether consecutive or not) receive an allowance at the rate of one third of his weekly wages.

6. When an allowance has been received for twenty-six consecutive weeks in all no further allowance will be granted unless and until the workman shall have resumed and continued his employment without interruption for a period of twelve months.

7. A workman who after resuming work becomes again incapacitated within six months from the date of the commencement of his first discontinuance of work will receive an allowance for a period and at a rate equal to that to which (if any) he would have been entitled if the two periods of incapacity had been consecutive.

8. No allowance will be paid to a workman during the period that he is in a poor law infirmary or poor law institution but the Council will at their discretion pay to the wife or family of the workman such sum or sums as they may think fit not exceeding the amount of the allowance to which he would in the absence of such circumstances be entitled.

9.—(a) In the event of the death of a workman who has been in the permanent service of the Council for a period exceeding one year but less than five years the Council will subject as hereinafter mentioned pay to his representative the sum of 10*l.*

(b) In the event of the death of a workman who has been in the permanent service of the Council for a period of five years or longer the Council will subject as hereinafter mentioned pay to his representative the sum of 20*l.*

[8 EDW. 7.] *Camberwell and other Metropolitan* [Ch. xix.]
Borough Councils (Superannuation) Act, 1908.

10. The decision of the Council as to the person who shall be regarded as the representative of the deceased workman shall be final and the Council may pay the representative either in one sum or by instalments as they may think fit. A.D. 1908.

11. In this scheme the expression "workman" includes except where the contrary intention appears females as well as males and the expression "accident" includes all accidents except those to which the Workmen's Compensation Act 1906 applies.

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