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VICTORIA GOVERNMENT GAZETTE

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[1961

THE STATE SAVINGS BANK OF VICTORIA.

GENERAL ORDER No. 62.

THE Commissioners of the State Savings Bank of Victoria in pursuance and by virtue of the power in that behalf contained in the *State Savings Bank Act 1958*, do hereby order and direct that the following shall be the Rules of the Provident Fund of the Bank operative from and inclusive of the date of this General Order.

PART I.—PRELIMINARY

1. These Rules are divided into parts as follows:—

Part I.—Preliminary, rr. 1-3.

Part II.—Contributions and payments by the Bank and Contributions by Employees, rr. 4-6.

Part III.—Retirements and Retiring Allowances, rr. 7-12.

Part IV.—Benefits for Widows and Dependent Children, r. 13.

Part V.—Medical and Hospital Benefits, r. 14.

Part VI.—Life Insurance, rr. 15-20.

Part VII.—Miscellaneous, rr. 21-28.

2. (1) All the Rules of the Provident Fund in force immediately before the coming into operation of this General Order, hereinafter referred to as the "former Rules," are hereby rescinded, but this rescission shall not affect—

(a) the previous operation of any rule so rescinded or anything duly done thereunder;
or

(b) any right, privilege, obligation or liability acquired, accrued or incurred thereunder.

(2) Any act, matter or thing done or commenced under the provisions of the former Rules may be continued and carried on under the provisions of these Rules.

(3) Notwithstanding the rescission of the former Rules, the Fund established thereunder shall be continued under these Rules and shall be administered by the Commissioners.

3. In these Rules unless the contrary intention appears:—

"Bank" means The State Saving Bank of Victoria.

"Commissioners" means the Commissioners for the time being of the Bank.

"Compound interest" means interest compounded once a year on the thirtieth day of June at the rate per centum per annum provided.

"Contribution" means a payment to the Fund (whether by the Bank or by an employee) for a retiring allowance and "Contribute" has a corresponding meaning.

"Employee" means every person in the service of the Commissioners other than a person employed in a temporary, casual or part-time capacity or a person excepted under the provisions of rule 27 who has not elected to conform to the provisions of these Rules, and, where the context so requires, includes a person who before his death or retirement contributed to the Fund.

"Salary" includes wages but excludes allowances, remuneration for intermittent overtime, penalty rates, compensatory payments and the Bank's contributions and payments to the Fund in respect of an employee.

"The Fund" means the Provident Fund established under the former Rules and continued under these Rules.

“Year” means a period of 12 calendar months ending on the 30th day of June.
Words importing the masculine gender shall be deemed to include females, and the singular to include the plural and the plural the singular.

PART II.—CONTRIBUTIONS AND PAYMENTS BY THE BANK
AND CONTRIBUTIONS BY EMPLOYEES

4. The Bank, out of its general revenue, shall contribute or pay to the Fund:—

(a) during each year—

- (i) a sum which bears the same ratio to the amount of contributions made by employees during that year as fifty-five bears to forty-five;
- (ii) a sum equal to the amount paid to the Fund by employees during that year under the provisions of rules 17 and 18 and paragraph (a) of sub-rule (2) of rule 19; and
- (iii) a sum equal to the amount paid from the Fund during that year under the provisions of rule 14.

(b) on the 30th day of June in each year—

- (i) interest at 5 per centum per annum on the daily balance standing to the credit of the Fund during that year (excluding amounts paid thereto under the provisions of rule 17 and paragraph (a) of sub-rule (2) of rule 19 and amounts retained therein under the provisions of paragraph (b) of sub-rule (4) of rule 19);
- (ii) interest in respect of that year equal to the amount of interest allowed under the provisions of paragraph (b) of sub-rule (4) of rule 19 with interest thereon at 5 per centum;
- (iii) the sum of the additional retiring allowances paid during that year under the provisions of rule 11, with interest at 5 per centum; and
- (iv) the sum of the allowances paid to widows during that year under the provisions of Part IV. of the former Rules and sub-rule (2) of rule 13 of these Rules with interest at 5 per centum.

5. (1) Save as provided in sub-rule (2) of this rule and sub-rule (2) of rule 7 an employee shall contribute each fortnight a percentage of his current fortnightly salary in accordance with the relevant scales of rates set out in the Schedule to these Rules as varied from time to time under the provisions of rule 6 or by any subsequent amending General Order.

(2) (a) Where the contribution of an employee to the Fund in respect of an addition to his salary would exceed 30 per centum per annum of the addition the employee may elect that the whole or part of the addition shall not be taken into account for the purposes of the Fund.

(b) Upon any election under this sub-rule being made the addition or the part thereof specified in the election shall be disregarded for the purposes of calculating contributions to the Fund and benefits payable from the Fund.

(3) (a) Notwithstanding anything contained in the Rules an employee who attains or has attained the age of 55 years (females 50 years), and who receives an addition to his salary, may elect that his contributions to the Fund in respect of such addition shall be defrayed by receiving advances from the Fund on account of and charged against the proceeds or anticipated proceeds on maturity of insurance policies or other insurance effected on his life held in the Fund and/or payments made by him under rule 18.

(b) Compound interest at 5 per centum per annum shall be chargeable on any such advances and the sum of all such advances and the interest thereon shall be repaid by the employee from the proceeds of such insurance and/or from moneys held for him in the Fund pursuant to the said rule 18.

(4) Any election under these sub-rules shall be in writing and delivered to the General Manager within 7 days after receipt at the office or place at which the employee is employed of notification of an addition to his salary.

(5) In respect of any retrospective addition to salary granted to an employee, the Commissioners may determine the date from which such addition shall be taken as forming part of the current fortnightly salary of the employee within the meaning of this rule and of sub-rule (2) (a) of rule 18.

6. As soon as practicable after the 1st day of July, 1961, and after the end of each subsequent period of 3 years, the Commissioners shall obtain a general report from an Actuary for their guidance in the administration of the Fund and should the Actuary in any such report recommend a variation in rates of contribution the Commissioners may in their discretion by resolution vary the scales of rates of contribution in the Schedule to these Rules and determine the date from which the rates so varied shall become payable under these Rules.

PART III.—RETIREMENTS AND RETIRING ALLOWANCES

7. (1) Save as provided in sub-rule (2) of this rule, an employee shall retire on the 65th (female 60th) anniversary of the date of his birth (which said anniversary is hereinafter referred to as “the normal retiring date”) and shall thereafter be entitled to an annuity from the Fund.

(2) The Commissioners may extend the period of an employee's service beyond the normal retiring date if they consider that it will be in the interest of the Bank to do so. An employee whose period of service is so extended shall cease to contribute and shall, on retirement, be entitled thereafter to an annuity of the same amount which would have been payable had he retired on the normal retiring date.

8. An annuity shall be payable from the Fund during the life of the annuitant after retirement.

9. (1) The amount of the annuity payable to an employee retiring at the normal retiring date shall be one-fortieth of his average annual salary, calculated in accordance with the provisions of sub-rule (2) of this rule, and subject to sub-rules (2) and (5) of rule 5, multiplied by the number of years of his service up to a maximum of 25 years.

(2) Average annual salary shall be calculated in respect of a period ending on the normal retiring date and beginning with the day of appointment or the day preceding by 5 years the normal retiring date, whichever is the later. Provided that, for the purposes of this sub-rule, if an employee retires under the provisions of sub-rules (1), (2) or (5) of rule 10, his annual salary, subject to sub-rules (2) and (5) of rule 5, during the period between the day of retirement and the normal retiring date, shall be deemed to be his annual salary immediately before his retirement.

10. (1) An employee who has attained the age of 60 years (female 55 years) and has been in the service of the Commissioners for not less than 25 years shall be entitled to retire on an annuity before the normal retiring date.

(2) An employee who has attained the age of 50 years and has been in the service of the Commissioners for not less than 25 years may, with the consent of the Commissioners, retire on an annuity before attaining the age of 60 years (female 55 years).

(3) An employee, before retiring on an annuity under the provisions of sub-rules (1) or (2) of this rule, may, with the consent of the Commissioners, make an additional contribution of such amount as the Commissioners determine.

(4) An annuity payable under the provisions of sub-rules (1) and (2) of this rule shall be the actuarial equivalent (calculated as at the date of the employee's retirement on the basis of compound interest at 5 per centum) of—

(a) the annuity which would have been payable to the employee had he remained in the service of the Commissioners and retired on the normal retiring date; and

(b) the additional contribution (if any) made by the employee under the provisions of this rule and the additional contribution made by the Bank,

provided that in calculating the actuarial equivalent referred to in this sub-rule, a deduction shall be made in respect of the further contributions which would have been made by the employee and the further contributions which would have been made by the Bank had the employee remained in the service of the Commissioners and retired on the normal retiring date.

(5) An employee who has been in the service of the Commissioners for not less than 5 years and who, with the consent of the Commissioners, retires or is retired on account of ill health or other disability, shall be entitled to an annuity which shall be a proportion of the prospective annuity which would have been payable to him had he retired on the normal retiring date (assuming for this purpose that there would not be any variation in his salary), the proportion being one-half of such prospective annuity plus the fraction of such prospective annuity calculated by dividing his actual years of service by twice his years of service had he retired on the normal retiring date.

(6) A female employee who has been in the service of the Commissioners for not less than 10 years and retires or is retired otherwise than on an annuity shall be paid, within 3 months from the date of her retirement, a sum equal to twice the amount of her contributions, with compound interest at 5 per centum.

(7) If an employee—

(a) dies, or retires before the normal retiring date, or is retired on account of ill health or other disability, or is permitted to withdraw from the Fund, prior to the completion of 5 years' service with the Commissioners, or

(b) retires or is permitted to withdraw from the Fund, otherwise than on an annuity, after completion of not less than 5 years' service with the Commissioners, there shall be payable to him or to his legal representatives, within 3 months of his death, retirement, or withdrawal, an amount equal to his contributions together with compound interest thereon at 3 per centum, provided that this rule shall not affect the right of a female employee to receive the benefit provided in sub-rule (6) of this rule.

(8) If an employee who has been in the service of the Commissioners for not less than 5 years dies before retirement and does not leave a widow or a dependent child, there shall be payable to his legal representatives within 3 months of his death an amount equal to his contributions to the Fund together with compound interest thereon at 5 per centum.

(9) Subject to sub-rule (7) of this rule if the sum of the benefits paid under rules 7, 10, 11 and 13 with compound interest thereon at 5 per centum be less than the contributions (together with compound interest thereon at 5 per centum) made by an employee who has died (whether before retirement or after retirement on an annuity) there shall, on the cessation of the payment of such benefits, be payable to his legal representatives an amount which, together with the sum of all such benefits so paid with compound interest at 5 per centum, shall equal his contributions to the Fund together with compound interest thereon at 5 per centum.

(10) With the consent of the Commissioners, an employee may at any time elect that in lieu of the annuity which might be payable to his widow under the provisions of paragraphs (a) or (b) of sub-rule (1) of rule 13 and the allowance which might be paid to a dependent child under the provisions of paragraph (c) of that sub-rule there shall be payable to his legal representatives an amount equal to his contributions to the Fund together with compound interest thereon at 5 per centum less any amounts received by him by way of annuity together with compound interest thereon at 5 per centum.

11. A General Manager or an Assistant General Manager may, on retirement, be granted a retiring allowance, in addition to that payable under any other provision of these Rules, of such amount as the Commissioners determine.

12. If at any time after retirement an annuitant, without the written consent of the Commissioners, enters the service (whether as a director or employee) of a corporation whose business is wholly or mainly the business of banking, his annuity shall cease forthwith and he shall not be entitled thereafter to any annuity or other benefit under these Rules.

PART IV.—BENEFITS FOR WIDOWS AND DEPENDENT CHILDREN

13. (1) Subject to the provisions of sub-rule (10) of rule 10—

- (a) on the death after 23rd April 1959 of a male annuitant there shall be payable to his widow, until her death or re-marriage, provided that her marriage to the annuitant was contracted prior to his retirement, an annuity equal in amount to one-half of that payable to the annuitant at the date of his death;
- (b) on the death after 23rd April 1959 prior to retirement of a male employee who has been in the service of the Commissioners for not less than 5 years there shall be payable to his widow, until her death or re-marriage, an annuity equal in amount to one-half of the annuity he would have been entitled to receive under the provisions of sub-rule (5) of rule 10 had he retired on the grounds of ill health or other disability on the day before the day of his death;
- (c) each child under the age of 18 years admitted by the Commissioners to be a dependent child of a male annuitant who dies or of a male employee who dies, referred to respectively in paragraphs (a) and (b) of this sub-rule, or of a male annuitant who has retired or retires after 23rd April 1959 on account of ill health or other disability, shall receive through his guardian an allowance at the rate of £75 per annum provided that any such child of an annuitant is the issue of a marriage contracted prior to retirement.
- (d) notwithstanding anything contained in this rule, an allowance being paid to a dependent child through his guardian under the provisions of the former Rules shall be continued at the rate of £75 per annum until such child attains the age of 18 years.

(2) An allowance at the rate of £156 per annum shall be paid during such period as the Commissioners determine to any widow of an annuitant or employee—

- (a) who is receiving such an allowance under the provisions of the former Rules; or
- (b) who receives the last instalment of an annuity payable in respect of the employee or annuitant under the provisions of the former Rules; or
- (c) who is the widow of an employee who under the provisions of the former Rules retired or was retired by reason of ill health or other disability otherwise than on an annuity.

(3) Notwithstanding anything contained in sub-rule (2) of this rule, no such widow shall be entitled to the said allowance unless her marriage to the employee or annuitant took place before his retirement and unless he died after the 1st day of July 1947.

(4) The amount which, but for the provisions of this paragraph of this sub-rule, would be payable to a widow under the other provisions of sub-rule (2) of this rule for any period shall be reduced by the amount by which any Government pension payable to her during that period would be reduced if the full allowance of £156 per annum was made to her.

PART V.—MEDICAL AND HOSPITAL BENEFITS

14 (1) The Commissioners may, subject to such conditions as they may impose, pay from the Fund such amounts as they may from time to time determine in order to provide medical and hospital benefits for—

- (a) a retired annuitant to recoup him for portion of the medical expenses paid on his own behalf and on behalf of his wife, provided that his marriage to her was contracted before his retirement, and, if a male annuitant, on behalf of each dependent child under the age of 18 years provided that such child is the issue of a marriage contracted before retirement;
- (b) the widow of an employee who had died subsequent to 1st July 1947 (whether before or after retirement) provided that his marriage to her was contracted prior to his retirement; and
- (c) each dependent child, of such deceased male employee, under the age of 18 years who is the issue of a marriage contracted prior to the employee's retirement.

(2) In calculating the amounts payable from the Fund regard shall be had to the extent to which a person has been or may be entitled to be recouped his expenses by a Government or a registered organization as defined in sub-rule (3) hereof.

(3) In the sub-rule (1) "medical and hospital benefits" means benefits to alleviate expenditure incurred by reason of such sickness or physical disability as the Commissioners may from time to time determine and, in the case of a person referred to in paragraph (b) of that sub-rule, fees, subscriptions or dues paid to a "registered organization" within the meaning of the Commonwealth National Health Act.

PART VI.—LIFE INSURANCE.

15. Employees (except females who exercise the election referred to in sub-rule (2) of rule 18 and those persons not on the clerical staff who have not made the appropriate election referred to in sub-rule (2) of rule 27) shall insure their lives with a company or a registered friendly society approved by the Commissioners and the policy or, if the insurance is effected with a registered friendly society, the assurance benefit, shall be in accordance with tables corresponding with table J65 (females J60) of the Australian Mutual Provident Society, and shall be for an amount of £1,250 (females £625).

16. Every policy taken out under the provisions of these Rules shall be assigned to the Commissioners absolutely and free from all encumbrances, and all bonus certificates and premium receipts shall be held by the Commissioners or, if the insurance is effected with a registered friendly society arrangements shall be made for the assurance benefit, in all circumstances, to be paid to the Commissioners and for the certificate of membership and all evidence of accrued benefits and of payment of premiums or assurance-contributions to be held by the Commissioners.

17. An employee shall pay to the Fund one-half of the amount of the premiums or assurance-contributions payable in respect of every policy or assurance benefit effected by him under the provisions of these Rules, and the Commissioners shall pay from the Fund the whole amount of those premiums or assurance-contributions.

18. (1) An employee who is unable to take out a policy or effect assurance on his life under the provisions of these Rules without a loading exceeding 10 per centum of standard rates, and who, if a female, has not elected to make the payment referred to in sub-rule (2) of this rule, shall pay to the Fund the same amounts as would have been payable by him in respect of premiums had he been accepted as a first-class life and taken out a policy with a Company under the provisions of these Rules.

(2) (a) A female employee, instead of taking out a policy or effecting assurance under the provisions of these Rules or making the payments to the Fund referred to in sub-rule (1) of this rule, may, if she so elects within 3 months of her appointment, pay to the Fund each fortnight an amount equal to 2 per centum of her current fortnightly salary.

(b) Should a female employee making payments to the Fund under the provisions of paragraph (a) of this sub-rule be absent from her employment by reason of illness for a period of more than 8 consecutive weeks, the Commissioners may pay to her such portion as they think fit of the aggregate amount so paid by her.

(3) An employee whose period of service has been extended under the provisions of sub-rule (2) of rule 7 shall cease to make payments to the Fund under the provisions of sub-rules (1) and (2) of this rule.

(4) The amounts paid to the Fund by an employee under any of the provisions of this rule and the corresponding amounts paid to the Fund by the Bank on his behalf, with compound interest at 5 per centum (reduced by the amount of advances with compound interest thereon at 5 per centum made under the provisions of sub-rule (3) of rule 5, and, in the case of a female employee by any amounts paid to her under the provisions of paragraph (b) of sub-rule (2) of this rule, with compound interest at 5 per centum), shall, if he dies before retirement, be paid to his legal representatives within a period of 3 months from the date of his death (or as soon after the expiration of the said period as probate of his will or letters of administration of his estate are produced), or shall, if he retires or is retired, otherwise than on an annuity, be paid to him within 3 months from the date of his retirement, or shall, if he retires, or is retired, on an annuity, be dealt with in the same manner as provided by rule 19 in the case of the proceeds of insurance which has matured.

19. (1) If an employee retires, or is retired, otherwise than on an annuity before his policy or assurance benefit matures, the policy shall be re-assigned to him or the certificate of membership and rights to benefits released to him (as the case may be) within 3 months from the date of his retirement.

(2) (a) If an employee retires, or is retired on an annuity before his policy or assurance benefit matures, he shall continue to pay to the Fund one-half of the amount of the premium or assurance-contribution payable thereon and the Commissioners shall continue to pay from the Fund the whole of these premiums or assurance-contributions.

(b) The Commissioners shall, on the request of an employee referred to in paragraph (a) of this sub-rule, advance to him from the Fund from time to time the whole or portion of the amount payable by him on account of premiums or assurance-contributions. Compound interest at 5 per centum shall be charged on the amount of each such advance from the date thereof, and the total amount advanced, with interest, shall be repaid to the Fund from the proceeds of his policy or assurance benefit.

(3) If an employee continues in the service of the Commissioners after his policy or assurance benefit has matured, the Commissioners shall retain the amount of the proceeds (or so much as shall not have been invested as hereinafter provided) in the Fund in trust for the employee until his retirement. The Commissioners shall, at the request of the employee, permit the whole or part of the said amount to be invested in or upon such securities as are approved by them. Any such securities shall be held by the Commissioners in trust for the employee who shall be entitled to receive them in a negotiable form within 3 months from the date of his retirement and, in the meantime, the net income (if any) therefrom.

(4) When an employee whose policy or assurance benefit has matured retires, or an employee retires on the day on which his policy or assurance benefit matures, or an annuitant's policy or assurance benefit matures, the amount of the proceeds of his policy or assurance benefit (or so much thereof as shall not have been invested under the provisions of sub-rule (3) of this rule), less the amount of any advances, with compound interest thereon at 5 per centum, made under the provisions of sub-rule (3) of rule 5 and sub-rule (2) of this rule shall, at the option of the employee or annuitant be—

- (a) paid to him in whole or in part within 3 months from the date of his retirement, or from the date of the maturity of the policy or assurance benefit (as the case may be); or
 - (b) retained in whole or in part in the Fund in trust for him and be available on his demand, made at any time after 3 months from the date of his retirement, and the amount held from time to time may be increased by compound interest at a rate or rates determined from time to time by the Commissioners.
- (5) Compound interest at 5 per centum shall be allowed on the whole or the appropriate part of the proceeds of the policy or assurance benefit of the employee or annuitant referred to in sub-rules (3) and (4) of this rule from the date of receipt thereof until invested as provided in sub-rule (3) or paid or retained as provided in sub-rule (4).
- (6) When an employee or annuitant dies the Commissioners shall, within 3 months from the date of his death (or as soon after the expiration of the said period as probate of his will or letters of administration of his estate are produced), pay or deliver to his legal representatives—
- (a) any moneys, with accrued interest thereon, and any securities held in trust for him under the provisions of this rule; or
 - (b) the proceeds of any policy, or assurance benefit, on his life payable to the Commissioners on his death.
20. Interest shall not be paid for longer than 3 months on any amount payable under the provisions of sub-rule (4) of rule 18 or sub-rule (6) of rule 19 to the legal representatives of a deceased employee or annuitant.

PART VII.—MISCELLANEOUS

21. Should a former employee rejoin the service of the Commissioners, the period of his earlier service may be taken into account for the purposes of these Rules, in which case he shall make such special contribution as the Actuary certifies is necessary.
22. No benefit under these Rules shall be subject to any charge, assignment or alienation except the lien in favour of the Commissioners referred to in rule 23, and should a beneficiary attempt to charge, assign or alienate the whole or any part of his benefit under these Rules, all his interest in that benefit shall thereupon determine and become vested absolutely in the Commissioners who may, at their discretion, make the whole or any part thereof available for any one or more of his dependants.
23. Notwithstanding anything contained in these Rules, the Commissioners shall have a first lien on all contributions and payments made to the Fund by or on behalf of an employee under the provisions of these Rules and on all benefits whatsoever to which he is or may become entitled by reason of those contributions and payments to secure the payment of all moneys for which he is or may become indebted or liable to the Commissioners on any account whatsoever.
24. Notwithstanding anything contained in these Rules, if an employee retires, or is retired, because he has, in the opinion of the Commissioners, been guilty of misconduct, all contributions and payments to the Fund made by him or by the Bank in respect of him and the sum of money representing the value of all his interest in any annuity, prospective annuity, or other benefit shall be absolutely forfeited to the Fund, but notwithstanding that forfeiture the Commissioners may, in their discretion and upon such terms and conditions as they may determine, pay the whole or part of the forfeited moneys to any one or more of the employee's dependants.
25. The Commissioners shall be the sole arbiters in any question which may arise as to the interpretation of these Rules or as to the rights, duties or obligations thereunder of an employee, annuitant or any other person, and the decision of the Commissioners on any such question shall be final and conclusive.
26. (1) A Committee of Advice shall be constituted with power to discuss all matters relating to these Rules and to make recommendations to the Commissioners in connexion therewith.
- (2) The Committee of Advice shall consist of four members who shall be employees and shall hold office for five years. Two members (neither of whom shall be the General Manager or the Assistant General Manager) shall be appointed by the Commissioners, and two shall be nominated and elected by the employees.
- (3) If a member dies or resigns before the expiration of four years of his term of office, an employee shall be appointed a member by the Commissioners, or nominated and elected by the employees (as the case may be), and shall hold office for the unexpired portion of the current term of the member so dying or resigning.
- (4) A retiring member may be re-appointed or re-nominated and re-elected (as the case may be).
- (5) The Committee shall elect one of its members to be Chairman.
- (6) The Chairman shall convene the Committee on receipt of a joint request by the members elected by the employees and at such other times as he considers is desirable.
- (7) The Committee may act notwithstanding any vacancy in its numbers.
27. (1) Persons who are employed by the Commissioners in a temporary, casual, or part-time capacity are not eligible to make contributions or payments to the Fund.
- (2) Architects, valuers, clerks of works and other persons not on the clerical or legal staff are hereby excepted from the provisions of these Rules but a person so excepted, other than the persons referred to in sub-rule (1) of this rule, may at any time elect to conform to all the provisions of these

Rules and of the Rules of any subsequent relevant General Order or only to those relating to the payment of benefits by way of annuity or only to those relating to life insurance as amended from time to time.

(3) A person referred to in sub-rule (2) of this rule making the election to conform to the provision of the Rules relating to the payment of benefits by way of annuity shall forthwith pay to the Fund a sum representing the amounts he would have contributed had he made the said election on the day of his appointment, with compound interest at 5 per centum, and the Bank shall pay to the Fund a sum representing the amounts it would have contributed in respect of the said employee from the date of his appointment with compound interest at 5 per centum.

28. Nothing in these Rules shall be deemed to prejudice any statutory or other power or authority vested in the Commissioners, or their power to suspend, vary, alter or rescind these Rules or any of them.

THE SCHEDULE REFERRED TO IN RULE 5—SCALES OF CONTRIBUTIONS BY EMPLOYEES

1. The rates of contribution by an employee who was appointed to the service of the Commissioners before the date of this General Order in respect of his salary on 1st September 1923 or on the date of appointment, whichever was the later, and of subsequent additions to his salary taking effect prior to the date of this General Order shall be such as were fixed from time to time under the provisions of the former Rules.

2. The rates of contribution by—

- (a) an employee appointed to the service of the Commissioners on or after the date of this General Order in respect of his salary on the date of appointment; and
- (b) an employee, whenever appointed to the service of the Commissioners, in respect of additions to his salary taking effect on or after the date of this General Order, shall be as follows:—

(i) MALES

Percentage of initial salary or of addition to salary

(Employee's contribution)

Age	Up to	Age (years) last birthday at date of appointment																	
		39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56
15	1-85																		
16	1-95																		
17	2-05																		
18	2-15																		
19	2-25																		
20	2-40																		
21	2-55																		
22	2-70																		
23	2-85																		
24	3-00																		
25	3-15																		
26	3-35																		
27	3-65																		
28	3-75																		
29	3-95																		
30	4-15																		
31	4-40																		
32	4-65																		
33	4-95																		
34	5-25																		
35	5-55																		
36	5-90																		
37	6-30																		
38	6-75																		
39	7-25																		
40	7-75	7-45																	
41	8-30	7-95	7-65																
42	8-90	8-55	8-20	7-85															
43	9-55	9-20	8-80	8-45	8-05														
44	10-30	9-90	9-50	9-05	8-65	8-25													
45	11-15	10-70	10-25	9-80	9-40	8-95	8-50												
46	12-10	11-60	11-15	10-65	10-15	9-65	9-20	8-70											
47	13-10	12-60	12-05	11-55	11-00	10-50	10-00	9-45	8-95										
48	14-30	13-75	13-15	12-60	12-00	11-45	10-85	10-30	9-70	9-15									
49	15-65	15-05	14-40	13-80	13-15	12-55	11-90	11-30	10-65	10-05	9-40								
50	17-20	16-50	15-80	15-15	14-45	13-75	13-05	12-35	11-65	11-00	10-30	9-60							
51	19-00	18-25	17-45	16-70	15-95	15-20	14-45	13-65	12-90	12-15	11-35	10-60	9-85						
52	21-15	20-30	19-45	18-60	17-75	16-90	16-05	15-20	14-35	13-50	12-65	11-80	10-95	10-10					
53	23-65	22-70	21-75	20-80	19-85	18-90	17-95	17-00	16-05	15-10	14-15	13-20	12-25	11-30	10-35				
54	26-65	25-60	24-50	23-45	22-35	21-30	20-25	19-15	18-10	17-00	15-95	14-90	13-80	12-75	11-65	10-60			
55	30-30	29-10	27-85	26-65	25-45	24-25	23-00	21-80	20-60	19-35	18-15	16-95	15-70	14-50	13-30	12-05	10-85		
56	34-85	33-45	32-05	30-65	29-25	27-85	26-45	25-05	23-65	22-30	20-90	19-50	18-10	16-70	15-30	13-90	12-50	11-10	
57	40-75	39-15	37-50	35-85	34-25	32-60	30-95	29-35	27-70	26-10	24-45	22-80	21-20	19-55	17-90	16-30	14-65	13-05	11-40
58	48-85	46-90	44-95	43-00	41-05	39-10	37-15	35-20	33-25	31-30	29-35	27-35	25-40	23-45	21-50	19-55	17-60	15-65	13-70
59	60-20	57-80	55-40	53-00	50-60	48-20	45-80	43-40	41-00	38-60	36-20	33-80	31-35	28-95	26-55	24-15	21-75	19-35	16-95
60	61-10	58-65	56-20	53-75	51-30	48-85	46-40	43-95	41-55	39-10	36-65	34-20	31-75	29-30	26-85	24-40	21-95	19-50	17-05
61	61-45	59-00	56-50	54-05	51-60	49-15	46-65	44-20	41-75	39-25	36-80	34-35	31-85	29-40	26-95	24-50	22-00	19-55	17-10
62	62-05	59-55	57-05	54-55	52-05	49-60	47-10	44-60	42-10	39-60	37-10	34-60	32-10	29-60	27-10	24-65	22-15	19-65	17-15
63	62-75	60-20	57-70	55-15	52-65	50-10	47-55	45-05	42-50	40-00	37-45	34-90	32-40	29-85	27-35	24-80	22-25	19-75	17-20
64	60-75	58-30	55-90	53-45	51-05	48-60	46-15	43-75	41-30	38-90	36-45	34-00	31-60	29-15	26-75	24-30	21-85	19-45	17-00

* Age (years) last birthday at date when appropriate contribution commences.

(ii) FEMALES

Percentage of initial salary or of addition to salary

(Employee's contribution)

Age	Up to	Age (years) last birthday at date of appointment																												
•	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54-59									
15	2-30																													
16	2-40																													
17	2-55																													
18	2-70																													
19	2-85																													
20	3-00																													
21	3-20																													
22	3-40																													
23	3-60																													
24	3-80																													
25	4-05																													
26	4-30																													
27	4-60																													
28	4-90																													
29	5-20																													
30	5-55																													
31	5-90																													
32	6-30																													
33	6-75																													
34	7-25																													
35	7-75	7-45																												
36	8-35	8-00	7-65																											
37	9-00	8-60	8-25	7-85																										
38	9-70	9-30	8-90	8-50	8-10																									
39	10-45	10-05	9-60	9-20	8-75	8-35																								
40	11-30	10-85	10-40	9-95	9-50	9-05	8-60																							
41	12-25	11-75	11-30	10-80	10-30	9-80	9-35	8-85																						
42	13-35	12-80	12-30	11-75	11-20	10-70	10-15	9-65	9-10																					
43	14-60	14-00	13-45	12-85	12-25	11-70	11-10	10-50	9-95	9-35																				
44	16-00	15-35	14-70	14-10	13-45	12-80	12-15	11-50	10-90	10-25	9-60																			
45	17-60	16-90	16-20	15-50	14-80	14-10	13-35	12-65	11-95	11-25	10-55	9-85																		
46	19-50	18-70	17-95	17-15	16-35	15-60	14-80	14-00	13-25	12-45	11-65	10-90	10-10																	
47	21-70	20-85	19-95	19-10	18-20	17-35	16-50	15-60	14-75	13-90	13-00	12-15	11-25	10-40																
48	24-30	23-30	22-35	21-40	20-40	19-45	18-45	17-50	16-55	15-55	14-60	13-60	12-65	11-65	10-70															
49	27-45	26-35	25-25	24-15	23-05	21-95	20-85	19-80	18-70	17-60	16-50	15-40	14-30	13-20	12-10	11-00														
50	31-30	30-05	28-80	27-55	26-30	25-05	23-80	22-55	21-30	20-05	18-80	17-55	16-30	15-05	13-80	12-55	11-30													
51	36-15	34-70	33-25	31-80	30-35	28-95	27-50	26-05	24-60	23-15	21-70	20-25	18-80	17-40	15-95	14-50	13-05	11-60												
52	42-40	40-70	39-00	37-30	35-60	33-90	32-25	30-65	28-85	27-15	25-45	23-75	22-05	20-35	18-70	17-00	15-30	13-60	11-90											
53	50-75	48-70	46-70	44-65	42-65	40-60	38-60	36-55	34-50	32-50	30-45	28-45	26-40	24-35	22-35	20-30	18-30	16-25	14-25	12-20										
54	62-60	60-00	57-50	55-00	52-50	50-00	47-50	45-00	42-50	40-00	37-50	35-00	32-50	30-00	27-50	25-00	22-50	20-00	17-50	15-00	12-60									
55	63-70	61-15	58-60	56-05	53-50	51-00	48-45	45-90	43-35	40-80	38-25	35-70	33-15	30-60	28-05	25-55	23-00	20-45	17-90	15-35	12-80									
56	65-30	62-70	60-10	57-45	54-85	52-25	49-65	47-05	44-40	41-80	39-20	36-60	34-00	31-35	28-75	26-15	23-55	20-95	18-30	15-70	13-10									
57	66-95	64-30	61-00	58-05	56-25	53-65	50-90	48-20	45-55	42-85	40-20	37-50	34-80	32-15	29-45	26-80	24-10	21-45	18-75	16-10	13-40									
58	68-70	65-95	63-20	60-45	57-70	54-95	52-20	49-45	46-70	43-95	41-20	38-45	35-70	32-95	30-20	27-45	24-70	21-95	19-20	16-45	13-70									
59	69-30	66-55	63-75	61-00	58-25	55-50	52-70	49-95	47-20	44-40	41-65	38-90	36-10	33-35	30-60	27-85	25-05	22-30	19-55	16-75	14-00									

* Age (years) Last birthday at date when appropriate contribution commences.

Given under our hands and seal of office at our office in the City of Melbourne this 22nd day of June One thousand nine hundred and sixty-one.

A. T. SMITHERS

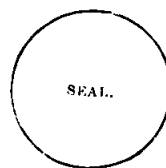
A. E. HOCKING

D. COCHRANE

E. W. COATES

G. W. HOLLAND

*The Commissioners of
The State Savings Bank
of Victoria.*



O. R. CARLSON,
General Manager.

D. ROSS,
Acting Secretary.

