

No. 9044

**UNITED KINGDOM OF GREAT BRITAIN
AND NORTHERN IRELAND
and
BOTSWANA**

Public Officers Agreement. Signed at Gaborones, on 30 September 1966

Official text : English.

Registered by the United Kingdom of Great Britain and Northern Ireland on 22 March 1968.

**ROYAUME-UNI DE GRANDE-BRETAGNE
ET D'IRLANDE DU NORD
et
BOTSWANA**

Accord relatif aux fonctionnaires. Signé à Gaborones, le 30 septembre 1966

Texte officiel anglais.

Enregistré par le Royaume-Uni de Grande-Bretagne et d'Irlande du Nord le 22 mars 1968.

No. 9044. PUBLIC OFFICERS AGREEMENT¹ BETWEEN HER MAJESTY'S GOVERNMENT IN THE UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND AND THE GOVERNMENT OF BOTSWANA. SIGNED AT GABERONES, ON 30 SEPTEMBER 1966

Her Majesty's Government in the United Kingdom and the Government of Botswana have agreed as follows :

INTERPRETATION

1. (1) In this Agreement :

- (a) " the appointed day " means the 30th September 1966;
- (b) " conditions of service " means the laws, rules, regulations, orders and other instruments that regulate the terms of service of a designated officer relating to his tenure of office, disciplinary control, salary (including salary scales), pensionable allowances and passages;
- (c) " expatriate officer " means an officer who was at any time before the appointed day the substantive holder of a pensionable office in the Public Service of Bechuanaland being a person—
 - (i) who was selected for or offered appointment to the Public Service of Bechuanaland by a Secretary of State; or
 - (ii) whose appointment to the Public Service of Bechuanaland was approved by a Secretary of State; or
 - (iii) who had entered into an agreement with the Crown Agents for Oversea Governments and Administration to serve in the Public Service of Bechuanaland; or
 - (iv) who (although not an officer falling within heads (i), (ii) or (iii) of this sub-paragraph) is or has been a member of Her Majesty's Overseas Civil Service or Her Majesty's Overseas Judiciary, or has been a member of a former Colonial Unified Service, or is or was a designated officer for the purposes of the Overseas Service (Bechuanaland) Agreement, 1962;

¹ Came into force on 30 September 1966 by signature, in accordance with article 10.

- (d) “ non-designated expatriate officer ” means an officer who was at any time before the appointed day the substantive holder of a pensionable office in the Public Service of Bechuanaland being a person who is not an expatriate officer or a citizen of Botswana or a person who has at any time acquired citizenship of Botswana save by operation of law on the appointed day;
- (e) “ officer ” means an expatriate officer or non-designated expatriate officer;
- (f) “ pension ” means any pension, gratuity, compensation and interest thereon, retiring allowance or other like benefit payable by the Government of Botswana to or in respect of any officer or to the widow or child of any officer or their legal personal representative, including any increase of pension, and any contributions repayable and interest payable to any officer under any law providing for payment of pensions to widows and children of officers;
- (g) “ substantive holder ” in relation to any office includes a person serving in that office on probation but does not include a person (other than a person serving under a probationary agreement) serving in the office for a specified term under a contract.

(2) Reference in this Agreement to the widow or children of an officer shall be deemed to include a reference to the widow or child of any person in the public service of Botswana not being a citizen of Botswana or a person who has at any time acquired citizenship of Botswana save by operation of law on the appointed day.

CONDITIONS OF SERVICE

2. The conditions of service applicable to an expatriate officer who continues to be the substantive holder of a pensionable office in the Public Service of Botswana on or after the appointed day shall not be less favourable than those which were applicable to him immediately before the appointed day.

RETIREMENT AND PENSIONS

3. The entitlement to retire and the eligibility to receive a pension of any officer who continues to be the substantive holder of a pensionable office in the Public Service of Botswana on or after the appointed day or of his widow, children, dependants or personal representatives shall be as provided for in the laws, regulations and administrative directions in force immediately before the appointed day or in such other laws, regulations and administrative directions

made thereafter as are not less favourable; and pensions shall be granted and paid to such officers, and other persons accordingly.

PRESERVATION OF PENSIONS

4. The pension of any officer who has ceased to be the substantive holder of a pensionable office in the Public Service of Bechuanaland before the appointed day, or of the widow, children, dependants or personal representatives of any such officer shall be granted and paid, or if granted before that date shall continue to be paid, in accordance with the laws, regulations and administrative directions governing those pensions immediately before the appointed day or in accordance with such other laws, regulations and administrative directions made thereafter that are not less favourable.

PAYMENT OF PENSIONS

5. (1) A pension shall, at the option of the person to whom it is payable, be paid in any of the following countries—

- (a) in the United Kingdom;
- (b) in Botswana;
- (c) in the country from which the officer was recruited or where he intends to reside;
- (d) in the case of payment to the legal personal representative of an officer or his dependants, in the country in which the legal personal representatives or the dependants, as the case may be, reside; or
- (e) in such other country as the officer or his personal representatives or dependants may, with the concurrence of the Government of Botswana, select, in the currency of the country in which payment is made.

(2) An option exercised under paragraph (1) of this Article—

- (a) may be revoked at any time and a fresh option be exercised;
- (b) shall be exercised or revoked by notice in writing;
- (c) shall take effect on the first day of the next succeeding month, or at the person's election on the first day of any subsequent month after the date on which the notice is received by the Financial Secretary to the Botswana Ministry of Finance.

(3) Pensions payable outside Botswana after the appointed day shall be paid in the currency of the country in which payment is to be made, and the amount of the payment shall be such as would produce, at the official rate of exchange prevailing at the date of the payment, the amount in sterling of the pension calculated as at the official rate of exchange prevailing on the appointed day :

Provided that if there is a general revision of salaries consequent upon the revaluation of the currency in use in Botswana as a result of which the pensionable emoluments of an officer may be increased the Government of Botswana may require that officer to agree that any pension that may be granted to him shall be calculated at the rate of exchange prevailing at the date of the revision of salaries before granting him the benefit of the increase of pensionable emoluments.

(4) Where the person to whom a pension is payable is a minor, his or her lawful guardian may exercise the option conferred by this paragraph.

INCREASE OF PENSIONS

6. The Government of Botswana undertakes that in any future schemes to increase pension payable to any class or description of pensioner, there shall be no discrimination against any officer — the widow or children of any officer.

OPTIONS

7. For the purpose of this Agreement, in so far as the law, regulations or administrative directions applicable to the grant of a pension or to other conditions of service depends on the option of the person to or in respect of whom the pension is granted or is to be granted, or of the officer to whom the conditions of service apply, the law, regulations or administrative directions for which such person or officer opts shall be taken to be more favourable to him than any other law, regulation or administrative direction for which he might have opted.

OFFICERS IN H.M.O.C.S. AND H.M.O.J.

8. (1) Expatriate officers who are members of Her Majesty's Overseas Civil Service or of Her Majesty's Overseas Judiciary shall continue to be eligible for consideration by Her Majesty's Government in the United Kingdom for transfer or promotion to employment in the Public Service of some other territory.

(2) The Government of Botswana shall comply with any reasonable request that may at any time be made by Her Majesty's Government in the United Kingdom for the release of an expatriate officer for transfer or promotion in pursuance of paragraph (1) of this Article and shall take any action that may be necessary to preserve his pension rights when he is so transferred or promoted.

(3) Before he is released an expatriate officer shall be required to make arrangements satisfactory to the Government of Botswana for the repayment to that Government of any compensation or instalments of compensation he may be required to make under the Botswana (Compensation and Retiring

Benefits) Order in Council 1966, but not of any interest paid on outstanding instalments.

APPEALS BOARD

9. Section 11 of the Botswana (Independence) Order 1966, relating to benefits to which section 118 of the Constitution of Botswana applies that may be granted or that may have been granted to or in respect of any officer, shall not be revoked or amended to the prejudice of the interests of any officer.

CITATION AND COMMENCEMENT

10. This Agreement may be cited as the Public Officers (Botswana) Agreement 1966, and shall come into operation on the date of signature.

DONE in duplicate at Gaborones this thirtieth day of September 1966.

Signed on behalf of Her Majesty's Government in the United Kingdom :

J. S. GANDEE
High Commissioner

Signed on behalf of the Government of Botswana :

Seretse M. KHAMA
President