

MEMORANDUM PRESENTED BY THE MINISTER OF FINANCE AND CUSTOMS

RECRUITMENT OF LOTTO RECEIVERS

1. The holding of the Weekly Lotto is controlled in accordance with the Public Lotto Ordinance 1932 (Ordinance II of 1932 - Chapter 110 of the Laws of Malta) and the Government Lotto Regulations 1948 (made under section 5 of the Ordinance) as subsequently amended.
 2. The sale of Lotto tickets in Malta and Gozo is in the hands of Lotto Receivers, appointed in terms of Sections 1 and 16 of the Lotto Regulations 1948, by the Minister responsible for Finance, and divided into "Independent" and "Dependent" Sections i.e. those Lotto Receivers who (1) run lotto offices on their own account and (2) run lotto offices assigned to Band Clubs and other Societies. These lotto offices at present number 59 and 61 respectively.
 3. Lotto Receivers are currently appointed to the Independent and Dependent Sections in accordance with the approved criteria shown at Appendix I, and paid in terms of the arrangements set out in Appendix II.
 4. The Ministry of Finance and Customs has been reviewing the present system of recruitment of Lotto Receivers as well as their conditions of service with a view to introducing certain measures designed to modify some of the current arrangements which have become out-dated and are not justified under present conditions. The main defects which are seen in the current practices are as follows:-
 - (a) Lotto Receivers in the Dependent Section who are chosen by the Clubs/Societies running lotto offices and who have merely to sit for a qualifying educational test, are allotted fifty per cent (50%) of all vacancies in the Independent Section, whereas successful candidates in the Open Competitive Examination (validity three years) are only allotted twenty five per cent (25%), with twelve and one half per cent (12½%) each being similarly allotted to handicapped registered unemployed persons, and substitutes (who may and often have been replacing absent Lotto Receivers for as much as seven to ten years before themselves securing appointment);
 - (b) Lotto Receivers are not only allowed to continue working until 65 years of age (in certain instances of appointment before 1935 even until 70 years of age) but even so are claiming as of right, what was originally allowed as a concession, to continue working until the end of April following the date when they reach 65 years of age or 70 years where the upper limit applies. (see para (3) of Note II of Appendix I);
 - (c) Lotto Receivers' widows & orphans (or next-of-kin in the case of bachelors) are also allowed as a concession, if the breadwinner of the family dies in post, to continue working that particular Lotto Office for a period of eighteen months (see para (4) of Note II of Appendix I), and thereafter for a further period up to the end of April, and the IRU is now considering this almost as a hereditary right which goes against all trends of Government policy in matters of employment. *the issue*
licences
at present
- Both concessions at (b) and (c) above, which were allowed when Lotto Receivers did not benefit from any pension scheme are now considered to be of detriment to the legitimate claims of appointment of (1) successful candidates in the Open Competitive Examination whose validity may

lapse in the interval, (ii) handicapped registered unemployed persons who are not easily found similar work elsewhere and (iii) substitutes who may have been waiting years for a chance of regular appointment only to lose it through enforcement of such concessions.

5. Government has gone out of its way to help the Lotto Receivers by:

- (a) successively increasing rates of commission and bonus ceiling whenever a valid claim was submitted and substantiated;
- (b) allotting the net proceeds of one of its best Lotto Offices (No 139, at Zachary Street, Valletta - annual commission averaging £530) - plus those from 12 Kiosks installed three weeks before the closing date of each National Lottery Draw, (averaging a gross profit of £1320 per draw) as a form of contribution to the Lotto Receivers Benefit and Pension Scheme which pays out pensions and gratuities to its members; (see Appendix VII);
- (c) paying through the Public Lotto Department one half of Lotto Receivers' weekly contributions under the National Insurance Scheme.

It should moreover be emphasized that at 61 years of age Lotto Receivers become entitled to a N.I. pension of £5.75c per week if married and £3.45c per week if single, while continuing to work until 65 years of age. Moreover the widows of Lotto Receivers are similarly entitled under the N.I. Scheme to a weekly pension of £3.45c plus 40c5 for each orphan under 16 years of age.

6. These benefits were not in existence before or during 1955 when the concessions at 4(b) and (c) were first allowed. Since then adequate provision has been made under National Insurance for such categories of self-employed persons, and the retention of these concessions in the case of Lotto Receivers is no longer justified as it would perpetuate the existence of a class of privileged individuals. The concessions should therefore be abolished forthwith. Moreover superannuation at age 65 years should be strictly enforced on ALL Lotto Receivers as it would create additional vacancies for the more deserving categories.

7. In an attempt to reach an agreement with the Lotto Receivers Union on an overhaul of the current outdated system of recruitment, several meetings were held with their representatives, by Ministry of Finance and Lotto Department officials without however the desired success (see Appendix IV). The main points for discussion put forward in these negotiations are set out in Appendix V which it is strongly felt should still be adopted as the new criteria, in fairness to all the categories concerned. Moreover all new substitutes are to be appointed to a panel after sitting for a qualifying examination. Such substitutes would obviously also be free to sit for the open competitive examination.

8. Recommendations

It is accordingly recommended that

- (1) New criteria be adopted for the recruitment, promotion, transfer etc of Lotto Receivers, designed in such a way as to ensure that while selection of candidates for entry to the Dependent Section shall remain in the hands of the Clubs/Societies concerned, entry to the Independent

Service shall henceforth be wholly by Open Competitive Examination, with added marks for handicaps ~~service~~ being allotted to (a) disabled unemployed persons registered at the Labour Department and duly certified as suitable by the Occupational Health Unit (b) substitute lotto receivers (c) lotto receivers in the Dependent Section sitting for the examination. (See Appendix V for details);

(ii) The present concessions detailed at para 4(b) and (c) above be abolished as no longer justified;

(iii) Lotto Receivers over 35 years of age already in the Dependent Section who renounce their eligibility to sit for the Open Competitive Examination, be allowed, on a personal basis, a topping up of their scale of bonus as detailed in Appendix IV (Estimated cost in a year, at most £300);

(iv) Superannuation be enforced upon ALL Lotto Receivers at age 65 in the interests of greater efficiency and in order to create more openings in the Dependent and Independent Sections;

(v) A terminal grant of £200 be paid to widows, and orphans under 16 years old (or dependent next-of-kin in the case of bachelors) of Lotto Receivers who die in post after 10 years service in lieu of the concession detailed at para 4(c). (Estimated cost in a year will not exceed £400); (tw)

(vi) Opening of additional lotto offices to serve localities not adequately catered for, as detailed in Appendix VI.

PRESENT CRITERIA GOVERNING THE APPOINTMENT, PROMOTIONS, TRANSFERS
ETC OF LOTTO RECEIVERS

- (a) Vacancies in the Independent Section shall be filled as to one half by Lotto Receivers in the Dependent Section and as to one half by outsiders.
- (b) The number of posts allotted to outsiders shall be filled as to one half by open competitive examination, as to one quarter by disabled persons and as to one quarter by substitute Lotto Receivers.
- (c) Candidates for Lotto Offices in the Dependent Section shall be nominated by the Clubs/Societies concerned. Such candidates shall be subjected to a qualifying test, comparable to that undergone by candidates for the Independent Section, by a Board appointed for the purpose.
- (d) If a Lotto Receiver in the Dependent Section is offered a Lotto Office in the Independent Section where sales are less than his present share he may decline without being penalised.
- (e) If a Lotto Receiver in the Dependent Section is offered a Lotto Office in the Independent Section with larger sales than his present share and he refuses it, he will forfeit his change of promotion and will have to wait until the Lotto Receivers in post at the time will have had their chance.
- (f) No Lotto Receivers in the Dependent Section shall be offered a Lotto Office in the Independent Section where sales exceed £225 per week.
- (g) Candidates for entry as Lotto Receivers in the Dependent or Independent Sections shall be not less than 18 years of age nor over 40 years.
- (h) Promotions and transfers are to be effected on the basis of seniority and efficiency.

NOTE I: Para (e) is applied strictly so long as the refusal is not due to justifiable cause. Para (f) means that when a Lotto Office in the Independent Section falls vacant it is offered in turn to Lotto Receivers in strict order of seniority until one accepts the transfer, and the vacancy so created is similarly filled, in a continuing process in accordance with the approved criteria until all vacancies have been filled.

NOTE II:

1. In accordance with the current approved criteria present arrangements therefore provide that:
 - (i) In the Dependent Section, prospective candidates are first recommended by the Band Clubs and then undergo a qualifying educational test.
 - (ii) In the Independent Section, vacancies are filled by:
 - (a) 50% from Lotto Receivers who have served in the Dependent area;
 - (b) 25% from successful candidates in the prescribed competitive examination, valid for three years;
 - (c) 12½% from substitutes on a seniority basis:
Substitutes are engaged on a personal application in terms of Press Notice issued in December 1953;

(d) 12½% from disabled persons, recruited through the Labour Office after a qualifying test.

2. Vacancies in the Independent Section are based on a cycle of 8 posts, with each group listed in (ii) above being entitled to the following in the order shown:

- (a) Lotto Receivers (Dependent) - 4 posts
- (b) Successful candidates (open Competitive Exam) - 2 posts
- (c) Substitutes - 1 post
- (d) Disabled persons - 1 post.

3. Lotto Receivers in both the Dependent and Independent Sections appointed prior to 9th December 1955 work until they are 70 years of age, all other appointees retire on attaining their 65th birthday. They do not however actually retire on attaining the age limit but are allowed as a concession and with the approval of the Minister of Finance to carry on until the end of the April following. Concession granted by Government in 1964 as per file MEPP/1027/63.

4. In addition the widows and unmarried orphans of Lotto Receivers who die in post, or next of kin in the case of bachelors, are allowed as a concession and with the approval of the Minister of Finance to continue working the Lotto Office for a period of not less than eighteen months, and thereafter for a further period up to the end of April. This concession which has remained in force until recently is based on the Departmental Circular to Lotto Receivers at Appendix III as subsequently amended by letter minute No MEPP/1027/63 dated 20th April 1964 referred to at para 3 above.

PRESENT SYSTEM OF EMOLUMENTS PAID TO LOTTO RECEIVERS

A COMMISSION

The Commission payable to Lotto Receivers in the Independent and Dependent Sections is fixed in terms of para 17 of the Government Lotto Regulations 1948, as shown below:-

"17(1) In the "Independent Section", receivers shall be remunerated by a commission on the annual sales at the following rates:

on the first £2,000	20 per centum
on the excess	
over £2,000 up to £5,000	7 per centum
over £5,000 up to £8,000	6 per centum
over £8,000	4 per centum

Provided that, where the total sales in respect of the period running from the first draw in February 1970, to the last draw in January 1971 do not exceed £1,400 the commission payable shall be at the rate of 23 per centum.

(2) In the "Dependent Section" -

(a) receivers shall be remunerated by a commission at the rates specified in paragraph (1) of this regulation on one moiety of the annual sales or such greater proportion thereof as may be agreed upon between the concessionaries of a Lotto Office and the respective receiver;

(b) the concessionaries of a Lotto Office shall be remunerated by a commission on the remaining moiety or such smaller proportion as may have been agreed upon as aforesaid at the following rates:

on the first £500	15½ per centum
on the excess	
over £500 up to £750	9 per centum
over £750 up to £1,000	8 per centum
over £1,000	4 per centum

(3) In this regulation -

"concessionary" means a Band Club or other society to which a Lotto Office is assigned in accordance with the provisions of regulation 1 of these regulations;

"annual sales" means the sales between the first draw in February and the last draw in January of the next succeeding year;

Provided that where a receiver is appointed or a Lotto Office is assigned to a concessionary on a date subsequent to that of the first draw of February in any year, "annual sales" in respect of such receivers and concessionaries means the sales between such date of appointment or assignment, as the case may be, and the last draw of January in the next succeeding year".

BONUS

Where the level of annual sales falls below a certain stipulated figure, the commission payable to Lotto Receivers is topped up according to the following approved scale:-

<u>Sales</u>	<u>Bonus</u>
£10000 or below	7½%
£12000 or below	4%
£15000 or below	2½%
£14000 or below	2%
£15000 or below	1½%
£16000 or below	5%
£17000 or below	1%

This bonus scheme was originally approved in 1948, with a ceiling of commission plus bonus payable being then set at £250 per annum. At the time this figure was comparable to the emoluments of a Clerical Officer half-way up the salary scale of £160 - £280. (The kind of accounting work carried out by Clerical Officers is in fact broadly similar to that performed by Lotto Receivers). The current ceiling of bonus plus commission payable in a year is now set at £747.50.

Whenever a revision in the rate of commission is granted Finance approval has necessarily to be sought for the raising of the ceiling of commission plus bonus payable, in accordance with the computation set out in the scale above. The rates of commission were successively revised in 1951, 1952, 1953, 1959, 1962, 1965, 1968 and 1970. The 'Lotto year' runs from February to the following January with the bonus being paid in a lump sum at the end of this period.

3. SUBSTITUTES

There are in addition, substitute lotto receivers who, under the current arrangements, after serving as assistants to Lotto Receivers for some time apply to the Department of Public Lotto to be recognised as such. After it has been ascertained that they possess the requisite educational requirements they are thereafter liable to be called upon to take over for periods of time the work in such Lotto Offices whose incumbents may be absent through illness or which may be temporarily vacant through death or retirement. The remuneration payable to these substitute Lotto Receivers, is established at 2% deducted from the Lotto Receiver's commission and £1.50c per week from the Department.

Lotto 533/55

74 OLD BAKERY STREET
VALLETTA

26th November, 1955

TO LOTTO RECEIVERS IN THE INDEPENDENT AND DEPENDENT SECTIONS

It affords me pleasure to embody in this circular a statement made by the Honourable the Prime Minister in yesterday's sitting of the Legislative Assembly, which runs as follows:

"Nixtieq naghmel 'statement' fuq il-'policy' li se' jadotta l-Gvern f'kaz ta' mewt ta' Lotto Receivers' li jkunu qeghdin f'banek fl-hekk imsejha 'independent section', jigifieri dawk li jkunu jahdmha ghal rashon.

Generalment, kull darba li jkun hemm mewt f'din il-kategorija ta' 'Lotto Receivers' il-Gvern jircievi talba minghand il-familja tal-mejjet sabiex ikompli jahdmu l-banka huma. Talba bhal din ma tistax tkun milqugha ghax, kif jaf kulhadd, l-'appointments' mal-Gvern m'humiex ereditarji.

B'dan kollu l-Gvern jifhem li, f'kazi bhal dawn tista tinghata ghajnuha, taht certi kondizzjonijiet, li huma

- (i) li t-talba tigi mill-armla jew mill-ulied mhux mizzewgin li jkunu jghixu fid-dar fix-xmien mewt;
- (ii) li l-koncessjoni tinghata ghal wien determinat minn 12 sa mhux akter minn 18 il-xahar, diskrezzjoni tal-Ministru;
- (iii) li, jekk l-armla jew l-ulied ma jcollonx il-kwalifiki mehtiega sew ta' skola kamm ta' hag'ohra il-banka tista' titsexxa minn 'substitute lotto receiver';
- (iv) li jekk il-banka li tkun battlet bil-mewt ta' Lotto Receiver tkun qiegħda f'post li jkun jirrendi akter min £450 'gross commission', meta din tigi mogħtija lill-familja għal-maden determinat, jentieg tigi trasferita f'post ieħor fejn il-'gross commission' ma tkunx tiskorri din is-somma.

Qabel naghlaq, nixtieq naghmel car li din il-koncessjoni ma rogħotx tinghata wkoll lill dawk il-'Lotto Receivers' li jahdmu fil-kazini, jigifieri li huma fid-'dependent section' ghax, għalkemm l-'appointment' (il-hatra) dejjem jagħtih il-Gvern, in-nomina (l-ghazla) tigi mill-Kumitat tal-Kazin. Biss, dawk il-Kumitati ta' kazini li, meta jaibu ruhhom f'kazi bhal dawn, jkunu jixtiequ junifurmaw ruhhom mal-'policy' tal-Gvern, jistghu ja għmudu, u jien niata' ningurathom li l-Gvern tal-Haddiema jkun dejjem lest biex jilqa' talba gustabiex tinghata l-istess ghajnuha".

J Mifsud
Director of Public Lotto

NEGOTIATIONS WITH LOTTO RECEIVERS UNION

1. As it has been becoming more and more evident that the current system is outdated and requires a thorough overhaul, and so as to bring it into line with changed circumstances, several meetings were held between representatives of the Ministry of Finance and Customs, the Public Lotto Department and the Lotto Receivers Union in order to (a) agree on the amendments to the current system of recruitment to both the Dependent and Independent Sections and (b) on the need to curtail certain concessions which, however justifiable at the time they were granted, had been since 1956, rendered superfluous by the application of the benefits payable to contributors under the National Insurance Scheme.

2. In the course of these meetings with the Lotto Receivers Union, the Official Side put forward the following recruitment proposals:

(i) Dependent Section

To remain unchanged i.e. through nomination by Band Clubs and after passing a qualifying test of suitable standard.

(ii) Independent Section

Only by open competitive examination, with added marks for service being allowed to any successful candidates who were

(a) disabled persons duly registered as unemployed (and certified by Occupational Health as suitable) at the Labour Department

(b) substitute lotto receivers

(c) Dependent Section - Lotto Receivers.

(iii) Substitutes

All new substitutes were to be appointed to a panel after sitting for a qualifying examination. (Such substitutes would obviously also be free to sit for the open competitive exam).

(iv) Concessions to (a) lotto receivers on superannuation and (b) widows and/or orphans of Lotto Receivers

It was pointed out that these were allowed prior to or during 1955 when conditions with regard to self-employed persons were very different, and that with the benefits now payable under National Insurance, the continuation of the concessions might be considered as no longer justifiable.

3. The reaction of the Lotto Receivers Union representatives to each of the points listed is given below:

(1) Recruitment to Dependent Section

The Lotto Receivers Union would still have preferred an open competitive examination with successful candidates being appointed first to the Dependent Section and then transferred in strict order of seniority and effect to the Independent Section according to the established criteria. However they do not have any adverse comments to make on the retention of the present system, as they fully appreciate the difficulties which any proposal to make changes would inevitably raise.

(ii) Recruitment to Independent Section

The Lotto Receivers Union would not object to the new scheme so long as it were to be made applicable only to those Dependent Lotto Receivers appointed after the coming into force of the new recruitment scheme. They contended that after long years of performing their duties, serving Dependent Lotto Receivers could not in all fairness be expected to compete in an open examination, (even with added marks for service) with younger men for appointment to the Independent Section, the more so as at the time of their appointment in the Dependent Section, transfer to the Independent Section was to be made in accordance with current established criteria. The Lotto Receivers Union submitted a counter proposal to the effect that in order to 'get rid of' the back-log of old-time Lotto Receivers in the Dependent Section and hasten the full introduction of the new scheme, the Public Lotto Department should temporarily adopt their suggested cycle of 12 vacancies for the Independent Section, (vice the current cycle of 8 vacancies) with 6 vacancies being reserved for Dependents and the remaining 6 to be filled in accordance with the new proposals.

(iii) Employment of Substitutes

The Lotto Receivers Union had no adverse comments to make.

(iv) Concessions to (a) Lotto Receivers on superannuation and (b) widows/orphans of Lotto Receivers

In terms of these concessions, lotto receivers are allowed to carry on for a time after attaining the age limit while the widows and orphans or next of kin of Lotto Receivers in both the Dependent and Independent Section are allowed, on the death of their husband/father/breadwinner, to retain the Lotto Office for a period of 12 months to not more than 18 months at the discretion of the Minister of Finance and under the conditions listed at Appendix I.

The Lotto Receivers Union contended that these concessions were at the time granted in order to enable superannuated lotto receivers or the widows and orphans or next of kin of Lotto Receivers dying in post to get some kind of gratuity, on retirement or on the death of the breadwinner of the family. They had in fact submitted a scheme of their own whereby Government would on the retirement/death of these Lotto Receivers make an ex-gratia terminal payment computed at £1 per week for each completed year of service up to a maximum of 30 years. This scheme had NOT been accepted by Government.

The Lotto Receivers Union were quite willing to forego this last concession provided Government conceded in lieu the 'ex gratia' terminal grant as detailed at para (iv) above.

4. There are currently 61 Dependent Section Lotto Receivers in post and any concession of 'vested rights' in their case on the lines proposed by the Lotto Receivers Union at (ii) above would practically mean postponement of the implementation of the new recruitment scheme for a good number of years, since full implementation would only come about very gradually through natural wastage (death superannuation, transfer, resignation etc of the present 'Dependent Section' incumbents). This is neither practicable nor recommendable, and a more feasible alternative might be for a concession to be made in the case of these Dependent Section Lotto Receivers already in post:

- (a) who are over 35 years of age
- (b) who are prepared to renounce in writing their eligibility to sit for the open competitive examination for recruitment into the Independent Section,

and who would be allowed on a personal basis, a topping up scale of bonus at the following rates:

£1000 or below	7%	9%
£2000 or below	4%	6%
£3000 or below	3%	3%
£4000 or below	2%	2½%
£5000 or below	1½%	2%
£6000 or below	1%	1%
£7000 or below	½%	½%

Currently, at most, seventeen Dependent Section Lotto Receivers could be expected to opt for this concession, with an estimated additional expenditure in one year of £300.

5. Additionally, also as a concession, Government's contributory measures towards the IRU Provident Fund (see para 5(b) ~~of the~~) would be enhanced to permit payment to the widows & orphans (or dependent next-of-kin) of those Lotto Receivers dying in post after not less than 30 years, of a terminal grant of £200. It has been estimated that the expenditure would not amount (at most) to more than £400 per annum.

NEW CRITERIA GOVERNING THE APPOINTMENTS, PROMOTIONS ETC OF LOTTO RECEIVERS

- (a) All vacancies in the Independent Section shall be filled by open competitive examination with added marks for service being allowed to (i) disabled persons duly registered for employment at the Labour and Emigration Department and duly certified as suitable by the Occupational Health Officer (Health Department), (ii) substitute lotto receivers, (iii) lotto receivers in the Dependent Section.
- (b) Candidates for lotto offices in the Dependent Section shall continue to be nominated by the Clubs/Societies concerned. Such candidates shall be subject to a qualifying written test of suitable standard (comparable to that undergone by candidates sitting for the open competitive examination for the Independent Section), by a Board appointed for the purpose.
- (c) Lotto offices in the Independent Section shall be offered to successful candidates in the open competitive examination strictly in accordance with the order of merit obtained in that examination.
- (d) A successful candidate in the open competitive examination who is offered a Lotto Office in the Independent Section and refuses it shall not be eligible for further appointment to the Independent Section in terms of that examination.
- (e) The validity period of the open competitive examination shall be three years.
- (f) Candidates for entry as Lotto Receivers in the Dependent or Independent Sections shall be not less than 18 years of age nor over 40 years of age. (The maximum age limit was to be waived in the case of candidates who were Dependent or Substitute Lotto Receivers).
- (g) Promotions and transfers within the Independent Section are to be effected on the basis of both seniority and efficiency.
- (h) Substitute Lotto Receivers are to be appointed to a panel after setting for a qualifying examination.

OPENING OF NEW LOTTO OFFICES

The constant increase in popularity of the weekly lotto warrants a review of the number of lotto offices which by law has been fixed at 150 since 1957, distributed as follows:

	<u>Independent</u>	<u>Dependent</u>	<u>Total</u>
Malta	86	57	147
Gozo	3	4	7
	<u>89</u>	<u>61</u>	<u>150</u>

After careful consideration it is felt that this number could be safely increased by another 10 to the advantage of public revenue, to cover more adequately areas hitherto unserved by Lotto Offices. The additional ten Lotto Offices would be sited as shown below:

- (i) Marsa/Paola Hill
- (ii) Marsa Industrial Estate
- (iii) Marsa Wharf
- (iv) Blata l-Bajda/Guardamangia
- (v) Rue D'Argens/Ta' Xbiex
- (vi) St George's Bay/Hirzabbugia
- (vii) Fleur de Lys Road, Sta Venera
- (viii) Bugibba/Qawra/Burmarred
- (ix) Marsascala
- (x) Rabat, St Dominic Square/Kal-Bajda

Defects & Advantages

- 1) Dependents have 50% of openings in Independent Section.
- 2) IR's concession of 18 months beyond retiring age 65.
- 3) IR's widows/next-of-kin enjoy concession of 18 months after death of IR.
- 4) LRU Pension Scheme contributed to by Government by grant of 10 kiosks plus profits of one of the best Lotto Office 139 (St Zachary Street Valletta).
- 5) Public Lotto Departments pay $\frac{1}{2}$ of NI Contributions of IR's.
- 6) IR's eligible to contributory NI old age pension at 61 even though they continue to work intal 65 and over.
- 7) Present concession whereby some IR's employed before 1935(?)

LOTTO RECEIVERS BENEFIT & PENSION SCHEME:
EXTRACT FROM

Commencement.

4. The Scheme shall come into operation on the 1st May 1966.

Membership.

5. All members of the Union who will be in service on the date of commencement and all Lotto Receivers appointed thereafter by the Government of Malta who shall become members of the Union within three months from their appointment, shall be eligible to membership. Any Lotto Receiver who shall not become a member of the Union within three months, or, on being admitted as a member of the Union after that period of time, becomes a member of the Scheme after payment of all premiums which he/she would have paid if he/she has been admitted as a member within three months, increased by one third.

Eligibility.

7. Members shall be eligible for a pension provided they have completed a period of ten years as Lotto Receivers and satisfy the requirements as hereafter set out, but shall be eligible to the other benefits as from the date of their admission.

Pension.

8. Every member, who is eligible, on attaining 65 years of age will be paid a yearly pension based on the number of completed months service up to a maximum of 480 months (40 years).

Rate.

9. Pension will be computed at the rate of $1/480 \times \text{£}150$ for each completed month of service. The maximum yearly pension payable is £150 and is paid in twelve monthly instalments payable in arrears on the first day of the next month or on the first working day of that month, whichever is the earlier.

Death before 5 full year payments.

10. If a pensioner should die after the age of 65 but before five full years payments had been made, the monthly payments would continue to be paid to his/her heirs according to law for the remainder of the five year period.

Death before age 65.

12. On a member's death during service before age 65, his/her heirs according to law, will be paid a monthly pension for a period of five full years based on the number of completed months service at the time of death, computed at the rate of $1/480 \times \text{£}150$ for each month.

Other benefits.

17. The other benefits under the Scheme are:

a) Medical practitioners fees and Medicines in the case of illness of member up to ten pounds (£10) per benefit year.

b) A maximum payment of five pounds (£5) per benefit year for each of the following (i) X-Rays, (ii) E.G.G., (iii) Blood Test and (iv) Test Surgical, including dental Operation.

c) A marriage grant of thirty pounds (£30) payable to a female member who retires from her membership for the purpose of marriage provided she has contributed for over five years.

d) A death grant of sixty pounds (£60) payable to the widow on the death of her husband who was a member of the Scheme.

e) A death grant of ten pounds (£10) payable to a member on the death of his wife.

f) A death grant of thirty pounds (£30) payable to the legal heirs of a member, widower or unmarried after his or her death.

g) A death grant of five pounds (£5) payable to a member on the death of any of his parents.