

EAST AFR. PROI  
7599

C. O.  
7599  
RE  
FEB 20

1917

CHITINGALE  
J.D.  
M

DISMISSAL.

1920  
9th January.

Complains re treatment by Office Supt in P.M.O's Office. Requests matter of dismissal be suspended and that investigation by Civil Service Commission be permitted and result forwarded for consideration.

Next previous Paper.

No name

*W. B. St. James*

It is clear from the S. L.  
that this man was appointed  
locally (March 1916).

The suggestion that the local  
Civil Service Assoc. should  
conduct an enquiry is  
very much hateful.

? send in report to ady.  
for report - shall then  
brief. write of action taken  
& point out correct  
procedure for addressing  
S. L.

Original to Govt 18 Feb 20

*Adams*

Next subsequent Paper.

N/26262

Ady 11.2.20

~~Ady 11.2.20~~

Ady 11.2.20

*Ross*

*Ady*

Kilimanjaro  
Nairobi,

East Africa

11

9.1.80.

Honourable  
The Secretary of State for the Colonies,  
London.

Sir,

I have the honour to state that I am and have been employed as an European Clerk in the Principal Medical Officer's Office for some years, and I regret to state that latterly I have been subject to most insulting and discourteous conduct at the hands of the Office Superintendent and to a tyranny which made life under such conditions impossible. I was therefore compelled to lodge a complaint with the Chief Secretary with the result that a case of incompetence has been worked up against me by the Department and I am informed that after my return from leave my services will no longer be required.

I am writing to ask Sir, that the matter of my dismissal may be suspended and that you will permit a full and impartial investigation into the matter by the Civil Service Association who would I believe be quite willing to act and forward the result of their deliberations and investigations for your consideration and judgment.

I have etc.,

(Sgd) J.D. Nightingale.

KILIMANY.

8th January, 1920. 12

The Honourable,  
The Principal Medical Officer,  
Nairobi.

Sir,

With reference to your letter No. P. 144 dated 8th October, 1919, I have the honour to state that I am exceedingly grateful to you for having recommended that return leave be granted me, which leave referred to is now drawing to a close. I flatter myself that you should have found the service I have rendered to the Office worthy of such exceptional reward. But after this most satisfactory expression of your appreciation and esteem, I regret to have observed with considerable concern that you recommend that my services with the Protectorate Government should cease at the termination of my leave.

The only reasons given me, for my proposed dismissal from the Government service are those referred to in your letter No. P. 144 dated 28th July 1919 and are as follows:-

- A. Economy
- B. Recent engagement of another clerk
- C. Probable return of Mr. Preston.
- D. Too old to be appointed to permanent staff.
- E. Slowness.

I wish to respectfully state that reasons A, B, and C in my opinion cannot be regarded

regarded as in any sense sufficiently important to justify such extreme action, in view of the present Government requirements, as shown in the advertisements of vacant positions and also of the Department's recent request for an increase of the clerical staff by one Accountant.

In the case of reason D, I would observe that in your letter No.P.144 dated 15th October 1918, written at a time when my age was well known to you, it was recommended that I be appointed to the permanent staff. I was therefore too old at that date. No suggestion of concealment of age is made. 13

In the case of reason E, I can only repeat that which I have already stated that during the whole of my career no complaint of my slowness had previously reached me. My work was never in arrears.

May I humbly suggest that slowness is sometimes most necessary to obtain accuracy in accountancy work, and hardly a cause for dismissal after many years of strenuous and loyal work.

I wish also to respectfully remind you that on the 15th May, 1919 in your letter to the Honourable the Chief Secretary No.P.144 dated the 15th May, 1919 at a time when all the reasons referred to above were known, you recommended that the Government enter into a further agreement with me before my departure on leave. The agreement was duly entered into on the 6th July 1919.

In

In face of these facts and in view  
of what has recently taken place and of my 14  
personal relations with the Office Superintendent  
I know and I very much regret having to express  
my belief that I have not been fairly informed of  
the cogent reasons for my proposed dismissal from  
the Protectorate service.

The reasons given me for instance  
certainly do not explain the complete <sup>and sudden</sup> reversal  
of your early good intention.

My resignation was not called for, but  
my dismissal at the termination of my leave is  
intended to be abrupt and complete unless of  
course the matter is reconsidered.

I humbly ask therefore that I may be  
candidly given full and complete reasons for the  
proposed adoption of so severe and drastic a  
measure in order that full and complete enquiries  
may be made and that I may be given a fair  
opportunity to meet any charges levelled against  
me.

I respectfully further submit that my case  
may be considered according to the instructions  
laid down in the Government Notice No. 436/970  
Clause XIV of Official Gazette No. 687 dated 24th  
December 1919.

I have etc.,

(Sgd) J. D. Nightingale

Clerk.

Copy to the Honourable Secretary of State  
for the Colonies,  
London.



will cause this ~~to~~ <sup>to</sup> be  
to be ~~in~~ <sup>in</sup> fact the matter  
has been referred to you  
for ~~report~~ <sup>report</sup>, so that ~~the~~ <sup>the</sup>  
representations should have  
been made to me through  
you in the first ~~case~~

(Sgd.) L.S.