

EAST AFR. PROJ
7599

C.O.
7599
Rf
REC-11 FEB 20

1917

WHITINGALE
J.D.
1920
9th January.
of previous Paper.

DISMISSAL.

Complaint 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.

Original to Gov 228 18 Feb 20

W. B. Sturley

It is clear from the S. h.
that this man was appointed
locally / March 1916

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

As stated in original to O.C.G.
for report - would be
brief. write of action taken
& point out correct
procedure for addressing

L.S. 11/2/20

10/12/20

Cham

W. B. Sturley

Next subsequent Paper.

W/26262

9.1.20.

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.

KILIMANI,

8th January, 1920.

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 29th 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. 13

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 not therefore too old at that date. No suggestion of concealment of age is made.

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 13th, May, 1919, in your letter to the Honourable the Chief Secretary No.P.144 dated the 13th 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 5th July 1919.

In

In face of these facts and in view of what has recently taken place and of my 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 ^{and sudden} certainly do not explain the complete 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.

N.
7599/20 cont.

19

Dr
L

Ans'd 48910

DRAFT.

cap. cap.
no 228

18 February 1920

MINUTE.

Sir,

Received 16 Feb.
Parkinson, 1920

I have the honour to lis-
ten to the enclosed letter with
enclosures which has
been received from Mr
J. H. Hightmore regarding
his dismission from the
Post Service, to which
that you will furnish me
with a report on the
Case.

- Mr. Grindle.
- Mr. H. Lambert.
- Mr. H. Hood.
- Mr. G. Fiddes.
- Mr. Amery.
- Lord Milner.

Jam

I shall be glad if you

will save me right in fact
to be left that the matter
has been referred to you
for ~~that~~ report, so that his
representations should have
been made to me through
you in the first place

(864.) L. S. AMER.