

EAST AFR. PROT
17134

C. O.
17134
2001 JUN 12

Conf 41
Date. 1912
May
previous Paper.
15
15
15

MR KILLINGBECK'S CHARGES
AGAINST MR GOSLING

Submits reports. As far as can be ascertained the charges are entirely without foundation. As it is impossible for these two officers to continue to work together trust that Mr Killingbeck will be transferred elsewhere.

Mr Butler

We seem to be particularly unfortunate with the Postal Dept of ... a little while ago it was a quarrel between Mr Gosling and Capt Wallace on Uganda now it is serious friction between Mr Killingbeck and Mr Gosling.

On general grounds these two officers are the more efficient and the more reliable. Mr Gosling has been P. M. O. in East since 1904 ... before that was in Nyasaaland ... a man of untiring energy and devotion to his work ... if anything ... too keen (if ...)

has reports to be made ...
Copy comes for Conf. of May 1912

Subsequent Paper
1000

if that is preferable) on getting good
info for his Dept. saying that
there is a serious of promotion must
get overlooked. These notes on
more than one occasion. His
careful concern of his subordinate's
interests. He has written excellent
conf reports.

Mr Killingsbeck has been in Col
service for about 22 years. Previously
he was in B.C.A. and N. Nigeria. He
received satisfactory conf reports. In
his marriage and he was conscientious
& steady. Mr Killingsbeck is
somewhat handicapped by deafness. I don't exactly
think Mr Killingsbeck's report is borne
out by these papers.

Of the two, one would not hesitate
to back Mr Gostling.

As to the points at issue the report went
to this staff. A
summary which, I think,
adequately covers the ground, will be
found in the report by Mr Gostling
& the (x) the (x) (marked in green)
I believe that a removal of

Mr
Kills

the papers and satisfy you that
their conclusions are fair. 112
If this view is accepted
it remains to be decided what can
be done. It is clear that
Mr Killingsbeck cannot work properly
with Mr Gostling. His deafness
renders the position more difficult.
The really satisfactory solution would
be for him to be retired from
the service on the ground of ill-health
i.e. deafness. Transfer, I fear,
would be out of the question.

It is also for consideration whether
Mr Killingsbeck should receive any
kind of remuneration. The only
one who recommends this, though
the latter part of para 4 of the
report would seem to justify some
fairly severe increase.

Granted that the Gen. Dept. cannot
see their way to transfer him, there
appear to be two alternatives

12. from
Mr Gostling
His 2.2
conf report
for 1910
and the
of Gostling
yes
to JH

at that time that his case has
been fully submitted to Hq. by
the only - that Hq. considers
that his ~~current~~ attitude towards
his superior officer, the P. M. G.,
is such - that he will
return to E. A. under the clear
understanding that he will serve
where it is in Feb or Upanda and
for as long as may be ordered
by the Head of his Dept -
- that if Hq. receives further
complaints against him he
will have to terminate his
appointment -

or a copy of the same to him
about this trouble but direct
him to visit the M. A. in London
at his expense for a report on
the state of his health & especially
his hearing - send to Hanson
confidentially a copy of the medical
report in this paper. Refer to the
various medical reports in file

agree
to J. H.

file 923 P.A. saying that
Hq. will be pleased to learn
whether in Dr P. Hanson's 113
opinion the state of his hearing
is improved or
worse or shows signs of
getting better or worse - & whether
it is such as to prevent
him from performing his duties
in E. A. or Upanda as Asst. P. M. G.
Satisfactorily - adding that the
Gov's recent conf. report stated
that he was "somewhat handicapped
by deafness".

I prefer the second alternative.

Allt
5/6

W. Read

I entirely agree as to the merits of
the case. W. Kellingback is clearly an
impossible man.

I would not even consider the possibility
of saddling some other Pte with him. It
should be the E. A. P. or someone. With

the object I would continue Mr Parkinson's
alternatives, i.e. reprimand him
or write to him as proposed under (1); or
add that his return must also be
subject to his being pronounced physically
fit for further service, or proceed as
under (2).

If Mr Kienkeck had not been on
the pensionable establishment, it would
have been a case for terminating his
appt forthwith. As it is, I think he
might have no more chance. He will
go back in a comparatively modest capacity
(i.e. he will never, under the new arrangements
act as head of the Dept.), or the proposed
reprimand may have a salutary effect.
But I doubt whether we shall ever have
much good of him now.

HAB

June 6

Sir G. Fisher

I have carefully read this
paper & I agree to Mr Butler's proposal

H. J. R. 6/21

My wife; but it is only postponing the inevitable & is
hardly worth the trouble.

told him that his case has
been fully submitted to SFL by
the staff - that SFL considers
that his ~~current~~ attitude toward
his superior officer, that P. M. C.,
is reprehensible - that he will
attempt to get a ruling on the clear
understanding that he will serve
where (i.e. in East or West) and
for as long as may be ordered
by the Head of his Dept -
that if SFL receives further
complaints against him he
will have to terminate his
appointment.

or B. say whether to have get
about ~~the~~ direct
him to ~~the~~ in London
and ~~the~~ report on
the state of his health & especially
his hearing - send Dr. M. M. M.
independently a copy of the medical
report on this subject refer to the
medical reports in file

file 928. I am sorry that
SFL has had to learn
whether Dr. P. M. M.'s 113
opinion of his hearing
is more improved or
worse. The steps of
getting better or worse - whether
it is worth it to prevent
him from performing his duties
in East or West - as Dr. P. M. C.
satisfactorily & adding that the
last report stated
that he was somewhat handicapped
by deafness.

I prefer the second alternative
with you

W. Reads

I entirely agree to the results of
the case. Mr. Killingsworth is clearly an
impossible man.
I would not even consider the possibility
of sending some other person with him. It
should be the E.A.P. or ~~some other~~

agree
to 2d

this object I would combine Mr. Parkinson's
alternatives; i.e. reprimand him
write to him as proposed under (1) &
add that his return must also be
subject to his being pronounced physically
fit for further service, & proceed as
under (2).

If Mr. Koenigbeck had not been on
the pensionable establishment, it would
have been a case for terminating his
app't forthwith. As it is, I think he
might have no more chance. He will
go back in a comparatively modest capacity
(i.e. he will serve, under the new arrangements,
as head of the Dept.), & the proposed
reprimand may have a salutary effect.
But I doubt whether we shall ever have
much good of him now.

HAB

June 6

Mr. G. Fisher

I have carefully read the
paper & agree to the reprimand proposed.

Very truly yours,
Wm. R. Fisher

17134

GOVERNMENT HOUSE,
NAIROBI,
BRITISH EAST AFRICA

111

AFRICA PROTECTORATE

LETTER No. 44

20th June 1911

Sir,

I have the honor to report to you during the last few months there has been a remarkable friction between Mr Gollings, Postmaster General, and Mr Killinbeck, Assistant Postmaster General, and in latter, who has now gone on leave. The charges made against the Head of his Department contain vague and, so far as I can learn, wholly unfounded charges, which taken together may be said to amount to persecution.

For 229364

Sir Percy Girouard reported in his despatch No. 49 (Confidential) of 19th June 1911 that Mr Killinbeck was not qualified to take charge of the Postal Department during Mr Gollings' absence on leave, and Mr Collins, the former Superintendent of Telegraphs, has now been appointed Deputy Postmaster General.

The strained relations existing between Mr Gollings and Mr Killinbeck appear to date from the time the question of the Postal and Telegraph Departments was decided upon.

RIGHT HONOURABLE
SIR HARCOURT, B.C., M.P.,
SECRETARY OF STATE FOR THE COLONIES,
TOWING STREET, LONDON, S.W.

I transmit herewith a complete statement of the case, which has been drawn up by Mr Gearing. All the charges brought against that officer (which are to be found on pages 8 to 19 of enclosure 4 of Mr Goslin's letter of April 24th) had been considered by the Acting Chief Secretary and the Crown Advocate, whose report I likewise enclose. I personally inspected some of the files and I interviewed both Mr Gearing and Mr Killinbeck. I am able to bear out Mr Gearing's statement that Mr Killinbeck's insubordination has developed into disobedience, his disobedience into insubordination, and his insubordination into a personal attack against the Head of his Department.

As it is under the circumstances impossible for Mr Gearing and Mr Killinbeck to continue working together, I trust that in the interests of the service steps will be taken to get Mr Killinbeck out of England to transfer him elsewhere.

I forward the proceedings of the Medical Board which was convened on March 25th to report on his present condition and fitness, and since in the opinion of the members Mr Killinbeck is physically fit for service in the East Africa and Uganda Protectorates he is doubtless able to serve in other Colonies and Protectorates.

I have the honour to be,

Yours,

Your obedient servant,

W. Gearing

Acting Secretary

ENCLOSURE No. *1*
In Despatch No. *145 of 2 May 1912*

RS: MR. KILLINGBECK.

C. O.
17134
JUN 13

POSTMASTER GENERAL'S REPORT AND ENCLOSURES.

TOP
~~MID~~
~~BOT~~
COPIES

*Note. This copy contains enclosures
which are not available for
copies No. 243.*

Order No. 44/10.

Postmaster General's Office,

Nairobi.

Date April, 1915.

CONFIDENTIAL.

Sir,

In accordance with your request I have the honour to submit a report on the case of Mr. Killingbeck, Assistant Postmaster General. It will be convenient if I divide his service etc into five stages.

STAGE 1. FIRST ARRIVAL - CONSIDERATION SHOWN.

2. Mr. Killingbeck arrived at Mombasa on the 26th of February, 1910. He received the ordinary hospitality which would usually be extended by a Head of Department to a newly arrived Assistant. No suitable quarters were immediately available for him and I therefore placed my house at his disposal during my two month's safari to Uganda, from May to July in 1910. I left the house "all standing" with furniture, plate, linen etc at his service.

3. Mr. Killingbeck was sent to Mombasa for a short time soon after his arrival, and later (August to October 1910) to Uganda with the object of enabling him to gain local knowledge. He was given facilities to equip himself for the duties of his job of which he had practically no previous experience. Every reasonable assistance was afforded him in this connection and my attitude was one of consideration and forbearance. My view at that

Honourable
The Ag. Chief Secretary
Public Administration

Nairobi

119

regarding Mr. Killingsbeck will be found on the first few pages of Enclosure 1, which also gives examples of the unsatisfactory nature of his work.

STATE III. RESULTS OF MR. KILLINGSBECK BEING MADE AWARE OF THE NATURE OF CONFIDENTIAL REPORTS.

6. In May 1911 Mr. Killingsbeck was made aware of the nature of my reports regarding him, and of the action proposed, and he came to see me at my house. At first he feared that it was desired to invalid him from the service as had happened to Northern Hicks. He admitted that I required a more capable Assistant than himself, but was anxious to retain his appointment. I pointed out that under the proposed re-organisation his post, and the duties required of him, would be reduced in importance and become more within his calibre. There would be no necessity for any action of the nature he feared provided that he was prepared to make himself generally useful. His seniority and prospects might be affected, but he could hardly complain on that account having regard to his deficiencies. At the conclusion of the interview he seemed to be as satisfied as could be expected in the circumstances.

7. But it soon became apparent that the disclosure of the arrangements proposed had complicated the situation. Mr. Killingsbeck ignored my instructions to bring papers to me for discussion and dealt at his own initiative, with cases which were beyond his calibre. Whether his object was to conceal his incapacity, or whether it was to attempt to demonstrate an ability which he did not possess, it is impossible to arrive at any other than the result of a unsatisfactory. Repeated verbal instructions to bring papers to me for discussion

were ignored to such an extent that I began to lose touch with the current work of the Department and eventually, after intercepting a serious blunder on Mr. Killingbeak's part, I gave written orders that no contentious matters should be dealt with except with my knowledge and consent. These were also disobeyed and then I decided to send him to Uganda to keep him out of mischief. I had been contemplating doing so for some time previously in connection with the desirability of a Senior Officer being stationed at intervals in that Protectorate.

8. Mr. Killingbeak did not wish to go to Uganda and wrote me a memorandum accordingly. He had apparently hoped that Nairobi would be his permanent station. I had an interview with him on the 4th of December 1911 at which I told him that I could not acquiesce in his being permanently stationed at Nairobi, also that if the existing difficulties regarding him were to be complicated by any such claim I should have to raise the whole question of his unsuitability for his position. He left for Entebbe on the 6th of January, and arrived there on the 8th. Nineteen days later (on the 27th January) he wired asking me to limit his stay to two months, and three days afterwards he wrote asking to be allowed to return for an interview with the Governor. On the 5th of February he received my letter replying to his telegram, in which I refused to put a definite period to his stay in Uganda, and on the same day he wrote asking to be allowed to take leave on urgent private affairs. Particulars of the interview of the 4th of December and copies of the correspondence are exhibited herewith as Enclosure 2.

STAGE IV - THE GOVERNOR GENERAL'S REPORT TO THE WAGES BOARD.

9. Mr. Killinbeck's other communications by airmail had meanwhile become indirect and inordinate. On about the 20th of January the need of the Secretary of State's approval of the reorganisation scheme (as per the Colonial Office telegram of the 16th of January) reached Uganda, and Mr. Killinbeck telegraphed enquiries in plain language regarding the salaries proposed for Mr. Driffton and Captain Wallace. I objected to these messages as being sent on Government Service but more particularly on account of the unsuitableness of writing about the salaries of senior Post and telegraph officials a way as to excite comment by the operative staff. I wrote Mr. Killinbeck accordingly and received an intelligent reply. I submit copies of the telegram and correspondence in Enclosure 3. Moreover Mr. Killinbeck had again referred to his being sent to Uganda and hinted at an appeal. - Page 6 of enclosure 2. He had been in hospital at Entebbe and I assumed that he was suffering from malaria and that he really was unfit to serve at places which were even moderately malarial. I therefore decided to ask that his case be referred to the Governor for decision as to the action to be taken.

Some intimation of my intentions was conveyed to Mr. Killinbeck, vide page 7 of Enclosure 2.

10. Accordingly, on the 18th of March, I reported that whilst Mr. Killinbeck was unfit for Headquarters work he objected to serve anywhere except at Nairobi. I asked for a ruling as to whether he could not be stationed elsewhere, and suggested that if he was found physically unfit for serving at malarial places the question of his continued employment should be considered. On this report His Excellency ordered the Medical Board which had certified that

Mr. Killinbeck

STAGE IV - MR. POSTMASTER GENERAL'S REPORT & THE MEDICAL BOARD.

Mr. Killingbeck's other communications to myself had meanwhile become insistent and insubordinate. On about the 15th of January the news of the Secretary of State's approval of the reorganization scheme (as for the Colonial Office telegram of the 16th of January) reached Uganda, and Mr. Killingbeck telegraphed enquiries in plain language regarding the salaries proposed for Mr. Creighton and Captain Malpas. I objected to these messages on being sent on Government Service but more particularly on account of the unseemliness of wiring about the salaries of senior Post and Telegraph ^{Officials} in such a way as to excite comment by the operative staff. I wrote Mr. Killingbeck accordingly and received an indignant reply. I submit copies of the telegrams and correspondence in Enclosure 3. Moreover Mr. Killingbeck had again referred to his being sent to Uganda and hinted at an appeal. - page 6 of enclosure 2. He had been in hospital at Entebbe and I assumed that he was suffering from malaria and that he really was unfitted to serve at places which were only moderately malarial. I therefore decided to ask that his case be referred to the Governor for decision as to the action to be taken. Some intimation of my intentions was conveyed to Mr. Killingbeck.

vide page 7 of enclosure 2

10. accordingly, on the 18th of March, I reported that whilst Mr. Killingbeck was unfitted for Headquarters work he objected to serve anywhere except at Nairobi. I asked for a ruling as to whether he could not be stationed elsewhere, and suggested that if he was found physically unfitted for service at malarial places the question of his continued employment should be considered. On this report His Excellency ordered a Medical Board which has certified that

Mr. Killingbeck

Mr. Killingsbeck is in some service at any station in the two
Protectorates.

STAGE V - MR. KILLINGSBECK'S CHARGES AGAINST THE
POSTMASTER GENERAL.

11. As stated in Paragraph 8, Mr. Killingsbeck wrote from
Nutebo on the 30th of January asking to be allowed to return for
an interview with the Governor. The reply, to the effect that
His Excellency considered that any representations he desired to
make should be forwarded through the Head of his Department, was
posted so as to reach Mr. Killingsbeck on the 12th of February.
He remained at Nutebo until the first week in March but forwarded
no representations. He was at Nairobi from the 12th to the 26th of
March inclusive and although absent from the Office and nominally on
the sick list, he was not, as informed, suffering from any complaint
which would have prevented his putting forward his case. Again he
did nothing. But on the 27th of March he wrote a letter - page 3
of Enclosure 4 making indefinite charges against me, suggesting a
Board of Enquiry, and asking permission to lay his case before the
Colonial Office. He arranged for the letter, which was typed by one
of my correspondence clerks, to be posted to me so as to fall into my
hands after he had left Nairobi to proceed to England. It subsequently
transpired that the actual intention was that it should not reach me
until after he had sailed from Mombasa, vide Miss Mortimer's statement
on page 7 of Enclosure 4. The envelope is also included in the same
Enclosure.

12. On receiving Mr. Killingsbeck's letter, which was addressed
to yourself through me, I represented to you that I should welcome
any enquiry and suggested that it should be held at once and not
deferred

was correct for many months as well as the case of Mr. Killingbeck who was allowed to then proceed to England. I pointed out that in the Godwin case, the papers concerned, which were handed to me by Mr. Eric Clancy the governor of Uganda, the Colonial Office had remarked that the matter should have received attention before Mr. Godwin left the country. I suggested a similar procedure in regard to Mr. Killingbeck. You recalled Mr. Killingbeck accordingly. He returned to Nairobi on the end of April and has since handed in two letters of complaint, the principal one being received on the 30th of April. His charges and my replies thereto are submitted as Enclosure IV.

note IV

15. In connection with this matter I invite attention to the methods adopted by Mr. Killingbeck in putting forward his complaint. He obviously had them in mind from the 30th of January onwards, but he did nothing until the 27th of March and then limited himself to indefinite charges posted so as to reach me after he had left Nairobi for England. His later letters dated the 7th of April are I submit conclusive evidence of his incapability. Apart from the inaccuracies, and the triviality of many of his complaints, the general style and composition of these letters is of a standard far below that which is required of an Officer filling the appointment of Assistant Postmaster General in this country.

THE OFFICIAL CHARGE IN REGARD TO MR. KILLINGBECK

14. I have shown in the foregoing paragraphs that Mr. Killingbeck's conduct was such as to justify the charge which I have submitted with this report. It is a charge of a serious nature and one which is of a personal nature on the part of the Assistant Postmaster General. I shall charge him with a criminal offence and one which is of a personal nature. The offence of a false telegram.

RAILWAY TELEGRAMS

MESSAGE BOOK

3

TO (NAME) *Ward*

FROM (NAME) *State*

Words: *30*

Time (in case of transmission)

Day	Hour	Min
<i>27</i>	<i>16</i>	<i>15</i>

OFFICIAL DESIGNATION *City Chief*

PERSON *Callington*

FROM (ADDRESS) *State*

Ward

You should return
to *Ward* in
order that you
are *even* to
stop you will
then *can* leave
by *next* mail

Ward

27

Ward

Ward

Ward

UGANDA RAILWAY

Message Delivery receipt

(NAME OF OFFICE AND DATE STAMPED)

TELEGRAM sent out at _____ hrs. _____ mts. M. by Form No. _____

No. _____ returned at _____ hrs. _____ mts. M.

ADDRESSED _____

RECEIVED at _____

and paid _____

(Signature) _____

N.B.—The recipient of the accompanying telegram is respectfully requested to enter time of receipt, and after making any necessary remarks (if any) on the Receipt, and return it to the sender, and not to make any demand or unauthorized demand made by the sender, and to return the Receipt to the sender.

Handwritten signature and scribbles at the bottom of the page.

15. Your telegram of the 27th of March recalling Mr. Killinbeck
for the matter on which himself suggested was addressed to him
at Harlowe. The telegram was addressed to me and referred to my
telegram of the 23rd of March. On the 29th of March he telegraphed to the
Postmaster General referring to "your telegram"; further
on the 30th of March he wired to the Acting Chief Secretary
in which it is understood that the telegram of the 27th was from
the Postmaster General. These telegrams were in plain language
and the implied charge was therefore made openly before the Cabinet
Telegraph Staff who would know that the message went to Mr.
Killinbeck. The telegraph of the 30th of March was from the Acting Chief Secretary. The
top (original) copy of your message as delivered to Mr.
Killinbeck at Harlowe is attached in the margin.

16. At the interview in your Office on the 3rd of April,
Mr. Killinbeck referred again to the Harlowe telegram mentioning
that he did not think it was really from you but was a "piece of
bluff on the part of the Postmaster General". He also called at
the Treasury and made a similar suggestion to the Deputy Treasurer,
Mr. Bayle. Mr. Bayle in mentioning the conversation to me stated
that Mr. Killinbeck said, in practical effect, that he thought
that his recall was a "put up job" between the Post Office and
the Treasury. Copies of the telegrams exchanged are submitted
herewith. I.

17. Mr. Killinbeck proceeded to England by the
"Gastrey" on the 22nd instant. During the concluding
few weeks of his tour of service in East Africa he seems to
have allied himself with certain subordinated
Members of the staff of this Department, and considering that

together

...the opinion that it is very undesirable that he should
return to his present appointment which, now that I have a
Secretary, Treasurer General, may be considered redundant

I have the honour to be,

Sir,

Your most obedient servant,

POSTMASTER: RETURN TO ...

Enclosure No. 1

of Mr. Gosling's despatch
of the 24th April 1912

Copies of confidential reports
regarding Mr. Kettingbeck
and particulars of typical
cases indicating his
incapacity.

copy
Annual Confidential Report.

127

This is filled in by Personnel Commission of Home Department upon submission of annual confidential report of the 1st January to 31st Dec. of previous year. The confidential report is submitted to the Home Department on 15th March, 1911. This is usually the only confidential report.

Name: J. COLLIER

Qualifications: Fairly good knowledge of Post and Telegraph work.

Rank: Assistant Postmaster General.

Professional ability: Moderate (considering his rank)

Administrative capacity: Moderate (considering his rank)

Habit of life: Good - Athletic subject to limitation mentioned in following paragraph.

Sound and moral Characteristic: Is straightforward and morally sound, but is very deaf and avoids society on that account.

(Sd) J. COLLIER

Date: 10th March, 1911.

PERSONNEL GENERAL

CONFIDENTIAL DOCUMENT WITH AURAL CONFIDENTIAL SOURCE

DE

Mr. J. J. Killingleck, Assistant Postmaster General

-----000000000000-----

Mr. Killingleck is a zealous and hardworking officer and is obviously trying very hard to give satisfaction in the post to which he has been appointed. At the same time I am afraid that his appointment was a mistake.

He had practically no previous experience of the sort of work required of him here, his opportunities in this respect being limited to those afforded during the few months he acted as junior assistant to the Postmaster General of Northern Nigeria, who also had a Deputy. The post which Mr. Killingleck has to fill in this Service is that of a Deputy P.M.G. in everything but name and he has no experience as such. Moreover our extensive relations with the Belgian, German and Italian Colonies near by, and the fact that we have to deal with a rather militant community of Colonists of mixed races, makes this Post Office a very different Department to conduct to that of Nigeria.

If Mr. Killingleck had sound hearing his deficiencies might be overcome by his obvious willingness to learn and his disposition to hard work, but his deafness makes matters very difficult and I am beginning to despair of his ever giving satisfaction in his present position - I will report further at a later date.

10th March, 1914.

(Sd) J. COOLING,
POSTMASTER GENERAL.

EXTRACT FROM POSTMASTER GENERAL'S MINUTE OF THE
18-4-11 IN RE: S.M.P. 2280/16 - CONFIDENTIAL

CIRCULAR 38.

-----cccccccccc-----

"..... I have for some time past felt the need of some more competent assistance than that rendered by the present Assistant Postmaster General:..... As regards Mr. Killingbeck I have already reported that he has not the experience necessary for his post. He is ^{the} junior in age and experience of both of the two First Class Postmasters, one of whom ^{is} his senior in Nyasaland and is distinctly the more capable Officer. Mr. Killingbeck was for a few months a junior assistant to the Postmaster General of Northern Nigeria and on being invalided from that country was sent here without, I am afraid, due regard to our local circumstances. He is here a Deputy Postmaster General in everything but title. But the most important point is his deafness. He is willing and energetic, and given good bearing his deficiencies might be overcome. As it is I am afraid this is impossible. "

Annual Confidential Report

129

To be filled in by Provincial Commissioners and Heads of Departments, and sent to the Secretary to the Government, and to the Director of the Post Office, before the 31st January, 1912. The form should be filled in by the Provincial Commissioner or Head of Department, and sent to the Secretary to the Government, and to the Director of the Post Office, before the 31st January, 1912.

J. W. Killinger

Qualifications **A moderate knowledge and ability in Post and Telegraph matters.**

Rank **Assistant Postmaster General.**

Professional ability **Moderate.**

Administrative capacity **Is energetic and hardworking, but has not the knowledge and experience necessary for the duties at present required of the holder of his post. Is trying hard to improve in this respect but is greatly hampered by his deafness.**

Home of life **Good.**

Social and moral Characteristics **Good.**

(Sd) J. GOSLING.

POSTMASTER GENERAL.

Date **10th January, 1912.**

TYPICAL CASES ILLUSTRATING MR. KILLINGBECK'S INEPTITUDE
AND CARELESSNESS FOR THE DAMAGE DONE BY HIM.

(1) The Postmaster General of Egypt wrote notifying that Port Taufiq would in future be the Egyptian Office of Exchange for Red Sea Ports, The Arabian Coast, and the Far East, and requesting that mails from Mombasa might be addressed accordingly. This simply meant that letters, &c. from Egypt for places "East of Suez", in which was included Mombasa, would be despatched in mails made up at the Port Taufiq Post Office and that mails containing correspondence passing in the reverse direction, i.e., from those places to Egypt, should be addressed to Port Taufiq. The only qualifications and intelligence necessary to understand the request of the Egyptian Post Office was an elementary knowledge of geography and the mental calibre of an average child of twelve years of age. Mr. Killingbeck entirely misunderstood what was required. He assumed that the Egyptian Post Office desired that mails despatched from Mombasa for places in the Far East (the Strait Settlements &c.) should be forwarded to Port Taufiq instead of being circulated via Aden as formerly. He wrote to the Egyptian Postmaster General in the name of the Postmaster General of this Country asking for further particulars, and his letter clearly disclosed the ridiculous blunder which he was making.

There is an international system by which Reply Coupons are sold to the public by the Post Office of one Country and are cashed on presentation by the Post Office

Office

Office of another country, the object being to allow the sender of a letter to transmit to the addressee the means of purchasing a stamp for reply. The value of each coupon is 21 cts. At the end of each year the coupons which have been bought from the public by each Postal Administration are transmitted to the International Bureau at Berne and a General settlement is so arrived at. In order to facilitate this each country submits a classified list of the coupons which have been cashed at its Post Offices giving the details of the countries of issue and the number encashed on behalf of each such country. The coupons are printed in French and also in the language of the country of issue. It fell to Mr. Killinsbeck to prepare the list mentioned above. He compiled a list showing the names of some countries in French and some in English, and described a number of the coupons as unclassifiable because he could not read the dated stamp impressions of the office of issue. This notwithstanding that the classification is merely according to the countries of origin and that every coupon bears the names of such country clearly upon it in the French language as well as in the language of the country of issue. A specimen coupon is attached in the margin.

3. In connection with the insurance of letters, &c., it was necessary to obtain certain forms which

have

have to be printed in French language. Mr. Killingbeck prepared the indent for printing and took as his model the forms used by the British Post Office. But he neglected to alter the name of the country of issue and so obtained a large supply of forms suitable for use by the British Post Office but unsuited to this Protectorate. Moreover forms such as he produced could have been obtained from the British Post Office at a small cost. On this being pointed out he had all the forms stamped "British East Africa and Uganda" which still fails to comply with the International requirement that the name of the country of issue be in French. Specimen forms are enclosed.

4. The Proprietor of a Bioscope Exhibition raised the question of the Customs Duty collected on three parcels of cinematograph films imported by post. He had been charged £.6 being 10 per cent of the value. He wrote to the Postmaster General and Mr. Killingbeck referred the case to the Chief of Customs who replied "the films must be verified and if printed they will be allowed exemption of duty". As a matter of fact the charge was irregular as photographs and negatives are not dutiable. In communicating the Custom's decision to the Applicant Mr. Killingbeck entirely failed to understand the point

of issue, although he was constantly dealing with applications for exemption from duty in connection with postal parcels. With the Chief of Customs's ruling before him he informed the Bioscope proprietor that the duty could only be repaid on re-exportation of the films.

5. Mr. Killingbeck was requested to submit papers to the Postmaster General before taking action. These instructions were ignored and the Postmaster General was therefore obliged to make frequent visits to the outer office to see what Mr. Killingbeck was doing. On one such occasion he found a draft in which Mr. Killingbeck was disputing with the management of the Eastern Telegraph Company a point regarding the interpretation of the International Telegraph Rules. He was challenging the decision of one of the first authorities in the World on the subject. He was entirely wrong and his contention was also absolutely at variance with the local Post Office Guide to which he had obviously neglected to refer. There is no doubt that had the draft letter not been intercepted, the Department would have been made to appear very ridiculous. The original draft and papers can be produced.

6. Mr. Killingbeck has been told that he must not sign letters as "Assistant Postmaster General" when writing to Heads of Departments on behalf of the Postmaster General. He has been told that he

prepared

prepared a cyclostyle form (equivalent to a printed form) to the extent of some 500 copies in which the Assistant Postmaster General consistently addressed the Honourable the Chief of Customs in regard to claims for the refundment of Customs Duty. A specimen of this form is submitted.

7. Mr. Killinsbeck had to deal with a case in which a local firm at Nairobi, desired the registration of an abbreviated telegraphic address. He accepted the word "Outfit" for this purpose but omitted to notify the Postmaster at Nairobi accordingly. In due course a cablegram addressed to "Outfit" arrived and the Telegraph Office, having no advice of the registration, caused the sender to be informed that the message could not be delivered, which procedure was quite in order and correct. In dealing with the case Mr. Killinsbeck ordered the expenses incurred, which had eventually to be refunded on account of his neglect, to be charged to "Contingencies". He also censured the Telegraph Staff for not referring to the Postmaster General's Office before notifying non-delivery in order to ascertain whether there had been any omission to notify registration. This action was particularly objectionable as subversive to discipline. His original omission was doubtless an accident, but the lowering of the position of the Postmaster General's office before the staff was a deliberate act.

8. In 1910 there was a burglary at the Male Post Office. The Postmaster General reported this to the Secretariat on the 23-3-1910 reproducing the statement contained in the Police telegram that the amount stolen was Rs.369.54. Some months later it fell to Mr. Killinsbeck to address the Secretariat in regard to the writing-off the loss. He neglected to obtain a statement of the amount from the Post Office Accountant but sent a correspondence clerk into the Account's branch to ascertain what it was, and was told that it was Rs.343.83 cts. He notified the Secretariat accordingly without further verification although a facsimile copy of the Postmaster General's original despatch to the Secretariat, mentioning Rs.369.54, was in the file on which he was working. It subsequently transpired that the full amount was Rs.371.08. On the matter coming to the Postmaster General's notice he declined to allow the Secretary of State to be again approached on the subject and ordered the deficiency to be supplied by the Officers concerned. It is understood that the greater part of the loss was made good by an Indian typist drawing a salary of £.88 per annum.

9. In regard to other items of carelessness by Mr. Killinsbeck involving financial loss reference is invited to the case in which he was ordered by the Secretary of State to cause a search in respect of a

(e). Bad drafting and a bad general style of English composition.

(f). Addressing the public in a contentious and recriminative strain in cases where the very opposite is desirable.

and (g). An objectionable & general attitude in his official correspondence with the public. For example a complaint of loss of a letter would be met by a reply referring to "the alleged missing letter". This attitude of avowed distrust of statements made by the public appears largely in his correspondence and is an exceedingly undesirable one to adopt in dealing with East African Settlers.

15. His Excellency Sir Percy Girouard was on tour on the Uasin-Gishu Plateau and his correspondence should have met him at Nandi. The itinerary of the Governor's journey, as supplied by the Secretariat, fell into Mr. Killingbeck's hands and he attempted to deal with the requirements without reference to the Postmaster General who was also then at Headquarters. There was a failure to meet the Governor's wishes for which Mr. Killingbeck blamed the Postmaster at Nairobi - the latter claimed that he had no instructions.

In a case of this sort, where Mr. Killingbeck had taken upon himself to attend to a matter to which the Postmaster General would ordinarily have given personal attention no excuse for failure could be accepted.

Mr. Killingbeck was working in the same building as the Nairobi Postmaster and should have satisfied himself

himself by enquiry that the instructions were fully understood.

16. Mr. Killingbeck was very fond of ordering new fittings, and the printing of new forms, books, &c., too frequently without reference to the Head of the Department. His lack of capacity and common sense was reflected in the results. For example he revised the forms for the annual count of letters, &c., (specimen form enclosed) and made provision for the multiplication of the total of each column by 13, instead of adhering to the previous practice of multiplying the totals of the summaries. He provided for 2,360 multiplications as against 80 required under the former arrangements.

General Post Office,
Nairobi.
24th April, 1912.

Postmaster General's Office,

London,

19

Parcel No.
request for refund of Customs Duties.

The Honourable

The Chief of Customs,

Referred to you please. Certificate of
payment is attached.

Asst. POSTMASTER GENERAL.

Enclosure No. 11

of Mr. Gosting's despatch of
the 24th April 1912.

Copies of letters, notes of
interviews etc regarding
Mr. Hellingbeck's objection to
being stationed in Uganda
or at any place with a
malarial climate.

The Postmaster General:

Rumours are being circulated in Uganda to the effect that an Assistant Postmaster General is to be permanently stationed at Entebbe and that I am the Officer concerned. I also gather from reliable sources that I am to relieve Mr. [Name] Postmaster who will proceed to Nairobi to take up part of the duties I have been performing.

For many reasons I should be most pleased to proceed to Uganda for a lengthened stay but I fear that the same grounds which prohibited my return to the West Coast of Africa (from whence I was invalided in 1909) preclude me also from proceeding to Uganda for an indefinite period.

In June last I informed you that Sir Patrick Manson had stated my hearing was likely to be adversely affected by frequent doses of quinine and also by continued sojourn in an enervating climate and you will therefore understand my present anxiety to obtain some definite assurance that my stay in Uganda will not under any circumstances be prolonged particularly as I am under the impression that my transfer to Entebbe last year affected my hearing although of course this may have been partially due to other causes.

For the above and other reasons I shall be glad to ascertain your plans regarding my movements and whether there is any truth in the rumours above mentioned.

(Sd.) S. KILLINGBECK.

Assistant Postmaster General.

Mr. Killingbeck - Assistant Postmaster General.

10.50 a.m. 4-12-11.

(Note - The following has been prepared from the original notes of interview, which are available if desired, but which really reproduce practically only one side of the conversation, i.e. the Postmaster General's remarks which, owing to Mr. Killingbeck's deafness, were written down and shown to him so as to avoid any misunderstanding).

(1). Mr. Killingbeck addressed an undated memo to the Postmaster General in which he objected to proceed to Entebbe for any length of time as he feared that residence in a malarial climate might affect his health and, as a result of his having to take quinine, injure his already impaired hearing - this interview followed as detailed below.

(2). It was made clear to Mr. Killingbeck that he could not rely on being permanently stationed at Nairobi - there must shortly, whatever re-organisation might or might not be arranged, be an Assistant Postmaster General stationed at Entebbe. But there was nothing in the present proposals which contemplated Mr. Killingbeck being permanently stationed at Entebbe or in Uganda.

(3). Mr. Killingbeck alluded upon the special danger to his hearing which would result from his having to reside in a place where it was necessary for him to take quinine; he feared this might lead to his being again invalided from the service as had happened in Northern Nigeria. The Postmaster General reminded him of a conversation which occurred some months previously, following on Mr. Killingbeck being made aware of a confidential report regarding his deafness, deficiencies of vision and general incompetency. He had been told that his being invalided from the service or otherwise deprived of

the advantage of this point.

was unchanged. But if he objected to the transfer, it was his
took the line that he must be transferred, or else he
permanently. It would, in fact, add to the difficulties
of the situation.

(4). Mr. Killingbeck repeated that he feared the effects of
service in Uganda. He had no objection to serving there if he
found that he could do so without injurious results, but if he
had to take quinine he might become stone deaf and in such case
life would hardly be worth living. He suggested asking for an
interview with His Excellency, and Mr. Read, and explaining the
circumstances. The Postmaster General advised him not to. He
was aware of the Departmental practice by which frequent changes
were given to keep the staff in health and he surely did not
suppose that the P.M.G. desired to squeeze him out of the service
by unreasonably refusing similar changes of station in his case.
Moreover any reference to the Colonial Office, which Mr. Read
represented, was bound to bring up the whole question and incidentally
lead towards eventual invaliding.

(5). Mr. Killingbeck replied that he did not think so. The
Postmaster General then informed him that he had not welcomed
the appointment of so junior an Officer as his Assistant, and
that his deafness was, although one sympathised with him, an
additional embarrassment. If to this was to be added, or
sought to be added, the further disadvantage of restrictions as
to where he was to be stationed it must lead to re-consideration
of the whole situation which the P.M.G. was otherwise prepared to
accept. The P.M.G. repeated that the policy of the Department
was to give frequent changes of station, and the question would
only arise again, so far as he was concerned, if Mr. Killingbeck
should be permanently stationed at Nairobi.

... what she meant by being
... was informed that it
... the only absence from

it was that normally arising from tours of inspection, or absences for a month or so to examine the working and conditions of particular Post Offices. Continuing, the Postmaster General said that the position was that whilst he could not write Mr. Killingsbeck terms permanently stationed at Entebbe as at present no intention of requiring him to be permanently stationed anywhere. He was certainly required to go to Uganda shortly for a few months, but there was at present no intention of keeping him permanently. It was of course impossible to say what the future might require and, as an extreme view, it was of course not actually impossible that Mr. Killingsbeck might be required to be normally stationed at Entebbe. But the Postmaster General had no such intention at present and he strongly advised Mr. Killingsbeck not to deal in "possibilities" but to take the situation as he found it. On the one hand if it was found necessary for Mr. Killingsbeck's health to remove him from Uganda then such removal would probably be arranged, but if, on the other hand, Mr. Killingsbeck took the line that his health would not permit him to serve in Uganda, and required his being permanently or even normally stationed at Nairobi then a situation would arise which it was desirable to avoid.

Mr. Killingsbeck stated that he was simply expressing his fears in regard to Uganda. Given good health he had no objection to being stationed there permanently. By health he meant also hearing.

At the conclusion of the interview the Postmaster General asked Mr. Killingsbeck if he would like to have a copy of the notes he had made. They could have been given to a clerk to copy but he (the P.M.G.) could not do so as he had no leisure if Mr. Killingsbeck would like to have a copy. Mr. Killingsbeck said that he would like to have a copy. The Postmaster General said that he would try to get a copy for him.

Mr. Killingsbeck

following on your undated enquiry regarding your transfer to Uganda, this is to confirm the intimation then conveyed to you as follows:-

(a). There is no present intention to transfer you permanently to Entebbe, nor do I think this likely in the future.

(b). At the same time it is impossible to fore-tell what disposition of staff may or may not be necessary in future, and in any case you are liable for service in both Protectorates, and a claim to be permanently stationed at Nairobi could not be admitted.

(c). You have expressed a fear that residence in a malarial district, involving the taking of quinine, may accentuate your deafness. In this regard you understand the practice of the Department in giving such changes as may be necessitated for reasons of health. I am afraid, however, that you cannot be permanently stationed in non-malarial districts, and, as I pointed out to you, any representations as suggested by you to be made to Government to that end must have the unfortunate effect of bringing up the question of your suitability for service here. I certainly do not desire to raise the question and although I can give no promise in regard to your future stations I do not think your health will be unduly affected, or any question regarding your medical fitness need arise, except in the unfortunate contingency of your objecting to be sent to malarial places for reasonable periods.

(Sd.) J. Gosling

Nairobi, 6th January 1912.

Postmaster General.

TELEGRAM.

Entebbe, 9th January 1912.

To P.M.G., Nairobi..... Reference your letter of the 6th kindly retain original notes of my interview of 4th ult. stop. Desire discuss certain points with you on my return.

Assistant P.M.G., Entebbe.

TELEGRAM.

Entebbe, 27th January 1912.

To P.M.G., Nairobi..... Reference last paragraph your letter 6th kindly permit me to add the words after "reasonable period" the words "not exceeding two months" which limit was assured in your interview of the fourth ultimo.

193
NO. BY P.M.G.
No such assurance given. The Postmaster General's attitude at the interview referred to (which is reproduced in the foregoing report) was to decline to make any definite pronouncement in regard to the future. The only definite thing about it was that Mr. Killingsbeck could not be permanently stationed at Nairobi.

Extract from letter from P.M.G. to Mr. Killingsbeck
Dated 2 - 3 - 12.

In reply to your telegram I am writing to say that I cannot add to my letter of the 6th ultimo, or give any definite promise as to your period of duty at Entebbe. I am considering the possibility of transferring Captain Wallace to Headquarters for a month in order that before taking over the local supervision of the Uganda Post Offices he may gain some experience of our system of working.

Letter from Mr. Killingsbeck.

Entebbe, Feb. 2nd, 1912.

The Postmaster General, Nairobi.

With reference to your letter of the 6th ultimo received from you personally on the Railway platform Nairobi 5 minutes prior to the train's departure I shall esteem it a favour if you will be so good as to forward me your original notes of the interview I had with you on December 4th last.

2. You will remember that on two occasions you promised me a copy of the notes. Your verbal promises during this interview were, I understand, more or less embodied in the notes above mentioned but they have been inadvertently omitted from your letter of the 6th ultimo.

3. There are furthermore, I believe, other certain points recorded which it will be to my advantage to bear in mind should circumstances eventually necessitate representations to higher quarters of the matter under discussion.

COPY.

189

CONFIDENTIAL.

Mr. Killingbeck,

With reference to the question of your special leave on urgent private affairs Mr. Pearson has arrived and the transfer, to him, of charge of the Nairobi Post Office is now in progress. Mr. Dench will arrive at Entebbe on the 4th of March and the transfer can doubtless be arranged in time to permit of your sailing by the direct steamer leaving Entebbe on the 9th of March and arriving at Kisumu on the 12th idem.

As you have already been informed a passage has been provisionally booked for you per the s.s. "Guelph" which is advertised to sail on the 18th of March, but in view of the situation arising from your recent communications, and possible action in this connection, I am afraid that it may be found necessary to delay your departure for about a month.

General Post Office,

Nairobi.

20th February, 1918.

(Sd) J. V. COLLING.

POSTMASTER GENERAL.

Enclosure No. III

of Mr. Goring's despatch of
the 24th April 1912

Mr. Killingbeck's objectionable
telegrams and correspondence
thereon.

1.... Entebbe 23rd January 1912.

To P.M.G., Nairobi.----- Reference amalgamation an entirely
in dark on many points stop Beg to be informed whether or here
as Assistant Deputy P.M.G. has been suggested, or whether
present rank and maximum salary remain unaltered stop Reply
desired early please to enable me to forward despatches today's
mail if possible.----- Killingbeck.

2.... Nairobi 23rd January 1912.

To Killingbeck, Entebbe.----- Title and salary unchanged. P.M.G.

3.... Entebbe 23rd January 12 noon.

To Crichton- Nairobi----- Re recommendation in Estimates increase
Wallace's maximum salary understand similar recommendation in your
interest gone forward stop Is this so please and has it been approved.
Reply today in code and oblige. Killingbeck.

4.... Nairobi 23rd January 1912 - 2.14 p.m.

To Killingbeck- Entebbe... So far as I am concerned I understand
recommendation. A.P.S. Nairobi.

5.... Entebbe 23rd January 1912-- 4.25 p.m.

To P.M.G., Nairobi... Uganda Estimates provide for increase of
Captain Wallace's maximum. Kindly inform me if similar maximum for
Assistant Telegraph Superintendent, Nairobi has been submitted for
recommendation stop Information desired to facilitate
representations before H.E. leaves for England stop An early reply
will be most in connect with mail by cycle messenger. Assistant

6.... Entebbe 24th January 1912

Assistant P.M.G. Entebbe.----- Please forward information dated

2
Extract from confidential letter addressed to the Postmaster General on the 2nd February 1912.

Several of the telegrams you have recently sent are open to objection. They should not have been sent as "State" messages. I intended to send a daily service message timed 1.25 p.m. on the 3rd of January in plain language about the salaries projected for certain Senior Officers. I regard that message as most serious. It will have unpleasantness for you if you communicate with the Accountant and arrange to pay for several of the telegrams which you have recently forwarded.

Copy of Mr. Killinebeck's reply to foregoing.

Post Office, Entebbe, 6th, February 1912.

To The Postmaster General— Nairobi.

Adverting to the second paragraph of your letter of the 2nd instant, no one in the two Protectorates is better acquainted than myself with the regulations governing the transmission of telegrams on official business or on business which is likely to affect the departmental interests.

As you are probably aware the information asked for was in connection with a request to see His Excellency the Governor of East Africa whom I understood was leaving Nairobi for England early in February. The time at my disposal left little margin for departmental arrangements for my relief had I been recalled by the next or subsequent steamer; the same reason precluded me from dealing with the matter by correspondence.

As regards the transmission of the alleged injudicious plain language service message forwarded by me on the 23rd ultimo at 1.25 p.m. I certainly did not anticipate that the reply would have been transmitted other than in plain language. Such a message would have justified me in requesting the assistance of the Accountant in decoding it.

(Sd.) J. Killinebeck

Assistant Postmaster General

153
Enclosure No. IV

of M^r Gostling's despatch of
the 24th April 1912.

M^r Kellingbeck's charges
and the Postmaster General's
replies.

Madras,

14th January 1913.

I have the honour to confirm my telegram of today, dated
12th inst., as to the date of His departure for England and to
express my thanks for the information supplied.

I desire the information with a view to asking your permission
to be retained from Madras as I particularly wish for an interview
with the Honourable Chief Secretary before His Excellency leaves
Madras.

The subjects of the proposed interview are generally connected
with matters which very closely affect my private career and
the outcome of the interview may necessitate personal representations
to His Excellency and the Colonial Secretary.

I shall be glad to see you in Madras as soon as possible
as to embody the above in a covering letter. I am sure
Honourable the Chief Secretary will be glad to see you
of desired interview will be arranged.

I can assure you that with the present staff arrangements the
postal and telegraph duties will not be adversely affected by
the temporary absence of a senior officer.

I have the honour to be,

Sir,

Your most obedient servant,

(sd.) W. H. H. H. H.

Asst. Postmaster General.

Postmaster General.

~~CONFIDENTIAL~~

Mr. Killingleck,

The following copy of Secretariat letter No. 216 of the 6th of February (received on the 9th) is forwarded for your information.

General Post Office,
Nairobi,

(Sd.) A. J. Gosling

10th Feb. 1952

Postmaster General,
Nairobi,

Your Confidential Letter of the 6th of February.

H.E. does not consider it necessary for Mr. Killingleck to come to Nairobi, and desires you to inform him that any representations he may wish to make must be forwarded through you.

(Sd.) W. J. Monson.
Secretary.

CONFIDENTIAL

Postmaster General's Office,

Nairobi.

27th March 1912.

Sir,

With reference to the attached copies of correspondence exchanged between the Postmaster General and myself in connection with my desire to see the Chief Secretary the Honourable C. C. Bowring I have the honor to inform you that my reasons for seeking the interview were principally connected with the following points:

- (1). To explain that I had received the reverse of satisfactory treatment at the hands of the Postmaster General since my appointment as Assistant Postmaster General of this Colony and to ascertain if the Honourable the Chief Secretary would kindly act as an intermediary with a view of amicably arranging a better understanding between the Postmaster General and myself and also to secure consideration of my case.
- (2). In the event of the above arrangement failing through I desired to refer the Honourable the Chief Secretary's advice as to the expediency of obtaining a Board of Enquiry.
- (3). As an alternative to a Board of Enquiry I desired to ascertain what prospects I had of obtaining a transfer to another Department in Nairobi of equivalent salary value to that mentioned in my agreement.

I have but recently received information which leads me to think that the Postmaster General has learned of my intentions and has taken the initiative by making representations to His Excellency the Acting Governor which are detrimental to my interests. I have approached the Postmaster General for a copy of these representations which he reports he is unable to give me.

My object was not to have the case withdrawn for His
Excellency's personal consideration. I shall be glad if
in favour if the authorities will be so good as to finally grant me
permission to submit my case to the Colonial Office Authorities.
I would be as an especial favour that His Excellency's reply to
my request may be cabled to me and I enclose a paid telegram form
in anticipation of this request being granted.

I have the honour to be,

Sir,

Your obedient servant,

(Sd.) J. Killingbeck,

Assistant Postmaster General.

EXTRACT OF LETTER FROM COMMISSIONER GENERAL TO
THE ASSISTANT COMMISSIONER GENERAL, DATED 2-2-12.

"Several of the telegrams you have recently sent are open to objection, and should not have been sent as State Messages. Instances particularly the S.O. time 4:30 p.m. on the 23rd of January '12 which you wire in plain language about the salaries projected for certain senior Officers. I regard the message as most unseemly. It will save unnecessary expense for yourself if you communicate with the Accountant, and arrange to pay for several of the telegrams which you have recently forwarded".

Post Office, Entebbe,

6th January, 1912.

The Postmaster General,

Nairobi.

Referring to the second paragraph of your letter dated the 3rd instant, no one in the two Protectorates is better acquainted than myself with the regulations governing the transmission of telegrams on official business or on business which is likely to affect departmental interests.

As you are probably aware of the information asked for was in connection with a request to see His Excellency the Governor of East Africa who I understood was leaving Nairobi for England early in February. The time at my disposal left little margin for departmental arrangements for my relief had I been recalled by the next or subsequent steamer; the same reason precluded me from dealing with the matter by correspondence.

As regards the transmission of the alleged injudicious plain language message forwarded by me on the 23rd ultimo at 4.25 p.m. I certainly did not anticipate that the reply would have been transmitted other than in code. The receipt of such a message would have justified me requesting the assistance of the Secretariat in decoding it.

(Sd) J. KILLICK

ASSISTANT POSTMASTER GENERAL

Postmaster General's Office of Montreal

Miss Mortimer - European Female Correspondence Clerk - 28-3-12.

- (1) Showed the cover of the letter from Mr Killingsbeck and asked how it came to be posted - the address was in her handwriting.
- (2) Stated Mr Killingsbeck asked her to post it after he had gone, and to give the receipt to Mr Nelson (an Indian correspondence clerk) to send to him.
- (3) Mr Long (Accountant G.P.O.) came to her this morning and told her she had done something wrong she should not have posted Mr Killingsbeck's letter until he was on the water. Mr Long came later and asked her not to mention the remarks he had made.

Correct -

Initialed JAG
28-3-12

(Signed) Ida L. Mortimer.

8
HARROGATE, April 7th 1911.

Mr. Hillingdell's No 1
of 11 April

With reference to the enclosed copies of correspondence exchanged between the Postmaster General and myself, and intimate knowledge of the Postmaster General's methods led me to assume that the unpleasantness with which on the whole he would take the form of representations to His Excellency the Acting Governor detrimental to my interests.

2. I now learn that this has been the case and I therefore have the honour to request that I may be supplied with copies of all unfavourable representations which have emanated from the Postmaster General of late so that I may, no longer in terms of Confidential Secretariat Circular No.4 of January 1910, be in a position to know where I have fallen short of the standard expected. I have excellent reasons for assuming that the charges against me can, in most instances, be satisfactorily met and common justice demands that I should be acquainted as soon as possible with the exact nature of these charges.

3. I most keenly resent the Postmaster General's attempt to intimidate me. On the one hand I have been instructed under threat of dire unpleasantness to pay for certain telegrams without first being offered an opportunity of furnishing the customary explanation in defence such as is invariably accorded to all officials. On the other hand, as a result of not complying with the Postmaster General's prepotent demand he has, I learn, perused all the Office files dealt with by me since my arrival in the Colony in March, 1910, with a view of finding proof of my incapacity. I believe also that he has quoted cases which occurred in 1910-11 to try and

substantiate

substantiate his charges of inefficiency despite the fact that in the Spring of 1911 he certified that I had performed my duties satisfactorily.

4. The cost of the telegram in question amounts to a few pence only; is the unpleasantness he threatens me with to be appraised at the same value? I believe my replies to his representations to His Excellency will justify you in assuming so.

5. During my stay in Uganda a certain amount of friction arose between the Postmaster General and myself and to this alone I attribute the present impasse. Many telegrams of a less official nature than those under consideration have remained unchallenged by the Postmaster General when brought to his notice. It is well known that the Postmaster General is very arbitrary and strongly resents any opposition to his views or schemes and that he resorts to intimidation to suppress opposition has been instanced on other occasions thus this; the following is a recent case in point:

6. Early in the year a memorial, petitioning for higher rates of overtime pay and other matters was signed by nearly all the Postal Clerks and Telegraphist in East Africa and Uganda who had been service in the Imperial Post Office and forwarded to His Excellency the Governor. Mr. Martin Shoo's signature appears on the attached Treasury Voucher, was one of the petitioners and when accepting the Rupees 35.00 accumulated overtime pay which was based on the rates under dispute he entered his signature the words "WITHOUT PREJUDICE". The voucher was shown to the Postmaster General who instructed the Accountant to add in lead pencil the words "EXCEPT TO HIS FUTURE PROSPECTS". I need not dwell on the nature of this intimidation. In the Home Service it would be regarded as a most serious abuse of official authority. Suffice to say the threat must have far reaching and depressing effects upon this painstaking and intelligent Officers and indirectly too on the other Officers who

signed the memorial. It must, at least, lead to discontentment and to indifferent performance of their duties for which the public must eventually suffer. I am still wondering why the Postmaster General ~~should~~ ^{the} remarks to be inserted in lead pencil.

7. That an officer should not put forward what he feels to be and that the highest authorities should ultimately decide as being reasonable claims, without jeopardizing his past and future career appears to me to be the crowning point of injustice and contrary to the principles of fair-mindedness so inseparably associated with Colonial Office Administration.

8. A similar and equally serious charge of intimidation has just occurred to me, but I prefer to postpone giving details for the present.

I have the honour to be,

Sir,

Your most obedient Servant,

(Sd). J. KILLINGBECK.

ASSISTANT POSTMASTER GENERAL.

Hon. The Chief Secretary to the Government.

N a i r o b i .

Cover to the Postmaster General.

COPY

PAYMENT VOUCHER

EAST AFRICA AND UGANDA PROTECTORATES.

Post Office and Telegraphs.

PERSONAL EMPLOYMENTS.

161

Hours
Extra Duty allowance Rs. 33.50.

December 1911 to February 1912.

Nairobi.

Post Office.

NAME	Nature of Employment	Number of Hours	Rate	DEBITORS		Net Amount Payable	Signature of payee
				Amount	Particulars		
	P.O. & T.	33 1/2	1/-	33. 50		33. 50	(Sd) G.R.F. MARTIN Without prejudice Except to his future prospects.
Passed for payment							
				(Sd) G.A. JAMES			
				FOR TREASURER.			
TOTAL						33. 50	

I hereby certify that the above persons are entitled to be paid the sums set opposite their respective names.

(Sd) L.A. CAINE

(Ind) R.H.L.

For Postmaster-General

I hereby certify that I have paid the above persons the sums set opposite their respective names.

4th March 1912. 190

(Sd) R.H. LONG

Passed to payment (Sd) G.A. JAMES

ACCOUNTANT, G.P.O.

Note: The amount to be paid is not to exceed the amount of the bill.

PUBLIC RECORD OFFICE, LONDON

COPY.
Total enclosures.

Mr. Kell...
No. 2...

N A I R O B I

7th April 1912

Sir

In accordance with your verbal instructions received by me at the above mentioned interview I have the honour to submit the following points in partial support of the charges referred to in my letter dated the 27th ultimo addressed to the Secretary to the Administration, points which I had intended, with H. E. the Acting Governor's permission, laying before the Colonial Office Authorities with the request that I might amplify the evidence upon my return to East Africa when full access to the official archives, in the absence of the Postmaster General then on leave, would be assured.

enclosure 1

Prearranged and continued inconsiderate treatment at the Postmaster General's hands.

(1). (A). From the commencement of my appointment, and before my arrival in this country, the Postmaster General had made arrangements relegating me to a position subordinate to my rank as Assistant Postmaster General. By so doing the Postmaster General has abused the authority and intention of the Secretary of State for the Colonies who had conferred upon me the appointment of second officer in charge of the Postal and Telegraph Service of East Africa and Uganda.

(B). The Postmaster General's continued policy of relegating me to subordinate positions had not only tended to undermine my control of

the Hon. Chief Secretary,
to the Government,

the

N A I R O B I

the Staff by creating false impressions as to my powers of authority (the Indian Staff are particularly quick to notice and take advantage of this type of repression) but my prolonged and unnecessary absence from headquarters has considerably retarded my knowledge of central administrative methods which vary considerably in different Colonies.

(C). Inadequate provision for my relief during my absence from headquarters (nearly five months in all) has thrown additional work on the Postmaster General's hands and has necessitated one of the two administrative senior officers frequently working until midnight. As an indirect result this officer became seriously ill and requires my recall by telegraph from Batavia and although his leave was, I believe, overdue, the Medical Officer urged his return home on grounds of ill health. Naturally this state of affairs resulted in additional work falling on my shoulders when at Nairobi and as a result I worked, and not unwillingly either, on frequent occasions until midnight both at home and at the office. For this I have received somewhat tardy recognition from the Postmaster General in his first Annual Confidential report on my services.

(D). The above conditions has occasionally affected my health and consequently my hearing, although this in no wise impaired, to any serious extent, my usefulness. I desire to take this opportunity of mentioning what I have previously told the Postmaster General viz:- that the Postmaster General of Southern Nigeria is more deaf than myself from a different cause, however, yet

without

without detriment to the Postal Service of that Colony. An Officer who has been accustomed to outdoor pastimes must, particularly in the Tropics with its early night-falls, feel, sooner or later, the effects of working until 5-30 or 6-0 p.m. when it is too late for tennis &c. I admit that for some time past I have been surfeited with discouragement and condition of things and have left the office regularly at 4.0 p.m. or 4.30 p.m. Likewise in 1910 during his two months' absence on safari, I left the office at those times but I then invariably attended an hour or so earlier in the morning and also worked until late in the evening.

(B). The Officer who partially relieved me during my recent absence in Uganda could not, owing to pressure of work, be spared the fortnight's local leave he so much desired, which leave is somewhat customary in many other Departments. The above reason led me to ask for a week's leave during coronation time on the grounds of feeling somewhat run down as I then was.

Conditions of working and shortness of Staff.

2. (A). Despite the fact that the services of my predecessor, Mr. S. B. Gosling the brother of the Postmaster General, had extended to a period of five years in this Colony, the Postmaster General has compelled me to work under adverse conditions not borne by my predecessor, conditions moreover, which have not only been extremely derogatory to my rank and harmful to my proper duties but which are exceptional in this and other Colonies I have visited and resided in hitherto.

(B).

(b). The various duties of the Postmaster General (but not by the late Assistant Postmaster General) have been allotted to me thereby considerably interfering with my ordinary work.

(c). The transfer of Mr. Lewis Chief Clerk who acted as a kind of Office Superintendent and who dealt with the greater part of minor departmental and public correspondences created a vacancy which has only been filled during spasmodic intervals, not exceeding three months in all. I have for about a year performed these duties in addition to my own. The Postmaster General's attention has, on more than one occasion, been drawn to the need of an Office Superintendent, many Departments considerably smaller than the Postal and Telegraph Department possess an Office Superintendent. The Postmaster General, whilst candidly recognising the need, as far as his Department is concerned, has taken no action.

(D). During my absence from headquarters, the Postmaster General has, I believe, invariably had the services of the Accountant, the Money Order Accountant and also the Acting Correspondent Clerk at his back and call. On the other hand when the Postmaster General has been on safari - six months all told - I have been without the service of a correspondence clerk for at least half that period. In addition to this I have to quote an extract from a minute by the Postmaster General in a Secretariat M.P. "acted as Deputy P.M.G. in all but name" and under conditions too which neither he nor his brother has experienced.

I instance the period during the Postmaster General's absence in Uganda in which I had to cope with

with the duties, my own and also those of the Correspondent Clerk and the Postmaster's respectively. These duties were rendered the more arduous by a phenomenal shortness of the sorting and telegraph staff, particularly at Nairobi. I have in front of me a copy of a claim for overtime performed, I believe, just prior to the above period and showing that the Officer concerned worked 236 hours in one month excluding Sundays. This Officer was at death's door only three months previous from a serious attack of blackwater fever and is at the present time looking far from well.

(E). In addition to the foregoing drawbacks, I was considerably handicapped by very inconvenient -
cang shortage of staff in the correspondence section, all the typewriting and shorthand clerks having in turn taken leave since my tenure of office. Their present leave took place some three years before and two years after my predecessor's appointment who by the time had accustomed himself to the office routine and had furthermore, considerably less work to cope with as a glance at the accompanying Annual Report Chart for 1910-11 will verify.

(F). The Postmaster General admits in writing that "the work has vastly increased and his laudatory comments upon the opening of additional offices, increase of telegraph staff, and the expansion and commencement of the Telephone and Savings Bank business respectively only serve to accentuate the difficulties I have experienced. To put it briefly I have, within a few months acquaintancehip

acquaintanceship with local conditions undertaken, in addition to my own duties; extraneous and subordinate services with a reduced headquarter staff.

Wilful concealment of attenuating circumstances.

3. (A). The Postmaster General's personal attitude added to his confidential damaging reports to their Excellencies the Governor and Acting Governor wherein he has apparently wilfully concealed the conditions of working, arouses my intense indignation particularly when I think of his misplaced sympathetic reference to my deafness.

(B). In my letter of today's date, a copy of which is attached, under the heading "Intimidation" I have expressed the opinion that the Postmaster General dislikes being thwarted and it is my honest belief that when last on leave, he recommended some other candidate for the appointment as Assistant Postmaster General and the thwarting of his plans by my appointment over the head of his nominee has resulted in his continued inconsiderate attitude towards me.

(C). If the above expressions are incorrect I can only conclude

(d). That he would have preferred one of the two 1st Class Postmasters to fill my place. To both of these Officers he has evinced a partiality so pronounced as to be generally recognised by the staff.

I have something further to say about these officers should comparison with them be drawn to my detriment.

that my dislike to some of his interdepartmental dealings has occasionally and unwittingly recalled itself and to a man of the Postmaster General's type temperament such a contingency is likely to have disastrous results for the officer concerned.

I base this opinion upon remarks which I have heard the Postmaster General make, for instance

"Send him to Nimule and he will be less troublesome". Nimule is a notoriously unhealthy Nile Station.

"Give a man enough rope and he will hang himself". This latter expression is embodied at the Postmaster General's instigation in an official letter of mine.

(D). It is natural to assume when an Officer proves distasteful that his transfer (upon promotion) will be the reverse of disagreeable to both parties and if, later, the exigencies of the service place that officer in positions less comfortable than he had anticipated his desire for a transfer will be accentuated and by mutual arrangement become un fait accompli.

The above reasoning is not based on theory.

ENCLOSURE 4.

INTIMIDATION.

4. See attached copy of letter from my superior the Honourable the Chief Secretary dated April 7th 1912.
5. Wilful misrepresentation of facts by the Postmaster General.

These charges I will deal with later preferably at a Board of Enquiry.

General Remarks.

In conclusion I desire to say that I have a genuine admiration for the Postmaster General's many sterling qualities. My employment has necessitated me serving in many of the principal Post Offices in the City of London including the Chief Office, in Nyasaland and to a lesser extent in Uganda. However,

have I served under greater ability than the Postmaster General of this Protectorate possesses. His astuteness and general technical knowledge are by-words among the staff and I know of no other person who, in the face of the innumerable difficulties associated with new Colonies, could have so rapidly extended the Postal and Telegraph Service as Mr. Gosling has done.

I have fully realised the difficulties of my position in feeling an appointment previously held by a brother of the Head of a Department and have realised too, with the help of the Postmaster General's insinuations, that it is possible for him to resent the action of the Colonial Office Authorities in appointing an Officer junior in years, handicapped somewhat by deafness, and in the Postmaster General's opinion, with lesser general experience (a point which I challenge).

Nairobi suits my hearing better than any place I know of. I like the country and Secretariat Minute Paper records will show that I desire to settle down in it, and I have invested money towards this end. The foregoing have been excellent incentives to work hard and to give satisfaction to the Head of my Department and to view broadly any reasonable inconveniences.

I detest troubling His Excellency or the Secretariat staff with my personal matters and only on two exceptional occasions have I been compelled to seek an interview with His Excellency.

I deplore the present situation extremely but the Postmaster General's injustice and selfish manipulation of my position for another's personal advancement has led me to reluctantly mistrust him in every way.

I have the honour to be,
Your obedient servant,

(Sd.) J. Killinbank,
Assistant Postmaster General

CHARGES.

The Honourable

The Acting Chief Secretary.

I beg to submit my remarks as follows in regard to Mr. Killingbeck's charges. I will first deal with the questions upon which you have intimated that you consider I have really nothing to answer.

Paragraphs 5 to 5 of Mr. Killingbeck's letter
No. 1 of the 7-4-12 - Intimidation.

Mr. Killingbeck refers to certain telegrams as Ser enclosure number 3 which he sent in plain language. Not desired information for personal reasons and he would have paid for the transmission of the messages. The telegrams were further objectionable in that they addressed the activities of Senior Post and Telegraph Officials before the operative staff. I personally typed the letter to Mr. Killingbeck and so far from this being of an intimidating nature I consider that it shows great consideration. I gave him the opportunity of settling the matter privately with the Accountant (and apparently at his own initiative) instead of referring the case to the local auditor and subjecting him to the humiliation of being ordered to pay for the telegrams before his subordinates.

Paragraphs 6 and 7 of the same letter - the voucher incident.

The Officer concerned has during the previous four months been twice brought before me by the Accountant for irregular conduct. He had been repeatedly told that if he was dissatisfied with the rate of crossing the proper course was an appeal to the

governor in conjunction with his fellow clerks and I had in fact supported this appeal which was then under consideration. I object to clerks emsraing "without prejudice" on vouchers for monies received by them from Government, and the added remark in pencil "except to his future prospects" was to re-iterate the point previously impressed that he must confine his agitation to constitutional methods. It was intended to be rubbed out before the document was sent to the Treasury - I desire Departmental dirty linen to be washed within the Department.

Mr. Killingleck's letter No.2 of the 7th of April.

His paragraph 1 (a), (b) and (c).

4. I am dealing with this ⁱⁿ paragraphs 15 to 17 following. The prolonged and unnecessary absence from headquarters amounted to less than one fifth of his tour of service. The Officer referred was overdue for leave and suffered from a nervous breakdown.
5. His paragraph 1 - (d). It is obvious from this paragraph that his long hours were simply induced by example. I work long hours myself and when I was at Nairobi he did likewise - when I was away he left at 4 p.m. It is doubtful if I ever asked Mr. Killingleck to stay late and in any case he stayed at his own initiative on the vast majority of occasions. I was generally the last to leave the Office. The clerks stay late in turn and the ~~one~~ who remains late at night is given relief in the morning.
6. His paragraph 2 (a) to (c) - I am dealing with this in my paragraphs to
7. His paragraph 2 (d) para 2. There was a lot of sickness at that time and these clerks who were well were undoubtedly hard worked. But the young man to whom Mr. Killingleck refers gave me the impression that he desired extra attendance in order to make it a source of income in the form of overtime payment - I frequently challenged his being in the office after hours.

8. His paragraph 2 (c). There are clerks enough if they are used and not abused. The clerks consist of unnecessary work given to them by Mr. Killingsbeck and I have already shown an example ^{of this} to His Excellency.

His paragraph 2 (c). The Staff of the Postmaster General's office has increased more rapidly than the operative staff of the Department.

His paragraph 3 (a). I have never concealed the fact that the Department is undermanned - but I regret to say that this difficulty is more pronounced in the operative branches than in the Postmaster General's Office.

11. His paragraph (b) and (c). The suggestion that I had a personal nominee for the post of Assistant Postmaster General is best met by the following extract from a letter which I wrote from Paris, or Marseilles, to Mr. T.C. Macnaghten of the Colonial Office; original draft was on the note-paper of the Hotel du Louvre, Paris and dated 7-10-09.

Extract from letter addressed to Mr. T. C. Macnaghten of the Colonial Office by the I.M.S., East Africa.
~~Extract~~

"In the event of my Assistant deciding to accept transfer to West Africa I think that the most suitable type of man to fill his post in East-Africa would be one of about thirty-five years of age, who was originally in the Imperial Post Office and has since been in some fairly important Crown Colony. A Senior Officer of the Post Office of British Guiana, Jamaica or Mauritius might be suitable provided he came originally from the Imperial Post Office or had been a long time in the Colonial Postal Service. If this were done it might be useful to fill the vacancy arising from the transfer by promotion of either Flack or Lewis. This would avoid stagnation in East Africa."

12. ... of page 16 ... the argument ... ordinary person ... It has sometimes been suggested as a station for aborigines clerks but as a matter of fact no one has ever been sent there on what account.

13. His paragraph (d). I cannot understand what is meant.

14. His paragraph 6. The third paragraph contains the explanation of the whole complaint - Mr. Killingsbeck wants to remain at Nairobi but I consider him unsuitable for Headquarters work.

The charges I am desired to answer, viz:- that Mr. Killingsbeck has been given duties derogatory to his position.

15. Dealing first with his absence from Nairobi I would point out that no Senior Postal Officer can perform really useful service at Headquarters unless he knows something of the conditions of working of, at least, the more important District Offices. Therefore shortly after Mr. Killingsbeck's arrival steps were taken to enable him to obtain this knowledge. The First Class Postmaster at Mombasa, who is a gazetted Officer and the next junior in the Department to Mr. Killingsbeck, was proceeding on leave. It was an excellent opportunity for Mr. Killingsbeck to take over the Mombasa Post Office temporarily and overhaul its arrangements. He did so and was absent from Nairobi for eighteen days. He had a capable Deputy Postmaster, Mr. ... Second Class Postmaster, who shortly afterwards became Postmaster at Nairobi. Mr. Killingsbeck was perfectly well aware of the purpose of his visit to Mombasa and had no objection. It is absurd to suggest that his standing in the Department was thereby impaired, particularly as throughout his absence he remained in charge of the Headquarters office during my two months' tour to Uganda.

16. I returned from Uganda in July 1916 and a fortnight later Mr. Killingsbeck was similarly sent to Entebbe to obtain local knowledge, also because it was desirable that a Senior Officer should occasionally be stationed in Uganda in view of the growing importance of that Protectorate. He spent eight weeks in Uganda three of which were occupied in inspecting the Post Offices at Kampala and Jinja. I should have liked him to remain longer, but the failing health of a senior member of the Headquarters staff, whose leave was long overdue, necessitated Mr. Killingsbeck's recall.

17. After an interval of fourteen months, spent at Nairobi, Mr. Killingsbeck again visited Uganda in January and February of this year. For some time previously I had desired to have an Assistant Postmaster General at Entebbe for the satisfaction of the Uganda Administration, but as already explained the real reason I sent Mr. Killingsbeck to Entebbe at that particular time was the trouble he was giving at Headquarters. Amongst many other things he attempted, whilst I was at Nairobi, to enter into an acrimonious correspondence with a member of the public in defiance of my written instructions that no contentious matters should be dealt with except with my knowledge and consent. However the actual reason was not disclosed and Mr. Killingsbeck was given a letter of introduction to the Chief Secretary at Entebbe (copy enclosed) stating that his visit was due to the necessity for the occasional presence of a senior officer. At Entebbe Mr. Killingsbeck relieved his next junior in the Department - a gazetted officer whose salary is only £2.10 less than his own. He had a staff of four Europeans the senior of whom acted as Deputy Postmaster and was in fact in sole charge of the office for about a fortnight when Mr. Killingsbeck was in hospital. Mr. Killingsbeck's functions were not limited to the Entebbe Post Office; he had general authority over the whole staff in Uganda.

18. Mr. Killingsbeck's complaint of reduction of the Headquarters staff, and that subordinate duties thereby fall to him which were not performed by his predecessor, is based merely on erroneous supposition.

25

For the past four years or so the Departmental Administration has consisted of four Officers, viz:- the Postmaster General, the Assistant, a Money Order Accountant and an Accountant. When one of these has been away on leave the Headquarters staff has been re-inforced, pro-tem, by another European, but there has never been an Office Superintendent. Mr. Lewis, to whom Mr. Killingbeck refers, was acting practically as Assistant Postmaster General during my last leave and in the interval between the departure of my former Assistant and Mr. Killingbeck's arrival. As a matter of fact my former Assistant, when acting as Postmaster General for six months shortly before Mr. Killingbeck's arrival, had for most of the time a Headquarters staff of two only - three including himself. Mr. Killingbeck has never been placed in such a position.

19. Similarly in regard to correspondence clerks in the Postmaster General's Office. Even when he had only two I usually took one with me when travelling in Uganda. Until after Mr. Killingbeck's arrival we had only three, but one was added in July 1910 and another in May 1911 making five in all. There has never been more than one clerk at a time absent on leave. Mr. Killingbeck in his complaints on this head is merely drawing on his imagination. He supposes things and will not take the trouble to verify his "facts". For example, he ignores altogether the point that whilst the operative staff of the Department has barely doubled during the past seven years the Headquarters clerical force has actually quadrupled during the same period.

20. Another of Mr. Killingbeck's complaints, which is entirely without foundation, is that he has been given district duties subordinate to those performed by my former Assistant. This is based mainly on his having occasionally to perform the duties of a Postmaster in addition to his own. But for nearly two years of Mr. S. B. Gosling's service there was no Postmaster at Mombasa, and for one year not even a European clerk. He had to act as Postmaster at that period. Also on at least two occasions he was sent to Nairobi when no Postmaster was available. Not only my former Assistant but I

personally

personally, when holding the appointment of Postmaster General, have performed duties of a far more public nature than anything I have ever asked of Mr. Killingsbeck. Moreover, from the point of view of personal dignity Mr. Killingsbeck, who has been left in charge at Headquarters for an aggregate of six months during his first twenty months service, has received a consideration which was certainly not enjoyed by my former assistant.

21. Undoubtedly we work under trying conditions. Funds for additional staff are hard to obtain, and even when available there are long delays in recruiting suitable officers. The Secretariat files will show my constant efforts in this connection. But these very conditions demand that every Officer of the Department should be ready to perform any duty which may be required of him. With work increasing more rapidly than we can recruit staff to meet it I have got to "play the game" with my District Postmasters. I have already pointed out that my personal staff has increased more rapidly than the district staff. If I were to further increase it at the expense of the operative branch, as Mr. Killingsbeck apparently desires, I should lose the loyalty and cordial co-operation of the men upon whom the heavy work of the Department falls. As things are they know that the Postmaster General and his personal staff are working as hard as they are.

22. As Head of the Department, and the Officer responsible for its efficiency, I claim the right to require every member of my staff to perform any duty I may direct without cavil or question. An Assistant who is constantly considering his dignity and is unwilling to "take off his coat" is merely an embarrassment. I have never asked him to do anything which I have not done myself, and I have absolutely no use for any officer - and least of all an incapable officer - who objects to undertake any work which the exigencies of the service may require.

Registered No. 44/10

Postmaster General's Office,

Nairobi,

26th January 1921.

The Chief Secretary,

Entebbe.

This is to introduce Mr. J.J. Killingbeck, Assistant Postmaster General, who is coming to Uganda by to-day's train. I consider it desirable that an Officer of the rank of Assistant Postmaster General should be permanently stationed in Uganda and proposals have been put forward accordingly. For the present, however, it is only possible to provide for an Assistant Postmaster General to be in Uganda at intervals. Mr. Killingbeck was formerly at Entebbe for some months, and, as was then the case, the 1st Class Postmaster will be withdrawn during his stay.

(Sd.) J. GOSLING.

POSTMASTER GENERAL.

Enclosure No V

of Mr Gosling's despatch of
the 24th of April 1912.

Copies of Telegrams in
re Mr Kiblingbeck's recall

Copies of telegrams referring to Mr. Killingbeck's re-consideration
and his criminal charges against the Postmaster
General.

-----00000000-----

Nairobi 4.15 p.m. 27th March 1912.

To Killingbeck, Makindu or on line.

You should return to Nairobi in order that your case can
be enquired into stop You can then leave by next mail.

Ag. Chief Secretary.

(Reply to above).

Moaengoleni 8.31 a.m. 28th March 1912.

To P.M.S., Nairobi.

Your Makindu wire received and will return.

Killingbeck.

Nairobi 7.15 a.m. 29th March 1912.

Strictly confidential

To P.M.S., Copy Chief Secretary and Treasurer, Nairobi.

After careful re-consideration your Makindu telegram and
my hurried reply the undermentioned circumstances leave me no
option but to proceed by Quelp as sanctioned by H.E. stop
Further delay will cause continued anxious anxiety and
inconvenience to my people and self particularly in view of
cabled accepted arrangements stop Altho' leave was requested
and sanctioned ~~on Urgent~~ private Affairs your suggestion to
wait until next steamer will involve a period of nearly three
months since date of application stop The B/E is a secondary matter
for the moment being at my disposal I reasonably expect
some consideration stop Am willing discuss the matter with
presence with C.O. Authorities and H.E. Governor with H.E. Acting
Governor's permission and shall appreciate your recommendation
accordingly subject B/E on return to substantiate statements

stop

step absence of witnesses precludes any question as to this
matters stop I sincerely trust you are not utilizing books used
to influence deferment passage if so inform me and I will deal
with latter satisfaction Treasurer stop I am, is explained
I assure his attention invited to fact that my letter of 27th
to Secretary was posted in good faith that I would not interfere
with any departure stop I wished it to influence any representative
one of etc. which may be under consideration and letter
was typed under great pressure to prevent misstatements
stop This telegram has been forwarded without detriment other
traffic.

Killingbeck.

Note to Mr. Hart (Postmaster Mombasa)

Please forward this personally as soon as business
permits and if possible clear line for Miss Williamson (Miss
Supervisor) to receive, no copies should be filed with
messages - forward under cover P.M.S.

(Sd.) J. Killingbeck.

4. Nairobi 11 a.m. 30th March 1912.

To Killingbeck, Mombasa.

My telegram of 27th instant if you do not obey orders and
return to Mombasa it will be considered that you have vacated
your office vide Colonial regulations No. 72

Ag. Chief Secretary.

5. Mombasa 12.35 p.m. 30th March 1912.

Confidential

To Chief Secretary, Nairobi.

Your telegram today's date understood telegram 27th from
P.M.S. stay regarding Nairobi Mombasa

Killingbeck

NOTE - GP INTERVIEW 12-30 P.M. 3-4-42.

PRESENT - Hon. Mr. A. C. Hollis, C.M.G., Acting Chief Secretary

" Mr. J. Sealing, Postmaster General.

" Mr. J. Killingbeck, Assistant Postmaster General.

Mr. Killingbeck explained to Mr. Hollis that his failure to return in compliance with the Hon. Ag. Chief Secretary's original letter was because he thought it was not from the Ag. C.S. but merely a slip of bluff by the Postmaster General.

NOTE. Mr. Hollis had suggested that the Postmaster General had sent a false telegram - criminal offence punishable with three years' imprisonment and fine - Section 4, Indian Penal Code 1860 of 1965.

C-0.
17102

Y.E.,

The Honourable Crown Advocate and I have carefully perused the statements made by Mr Killingbeck in support of the charges against the Head of his Department. The following are the charges made:

- (1) Prearranged and continued inconsiderate treatment at the hands of the P.M.G.
- (2) Conditions of working and shortness of staff.
- (3) Wilful concealment of extenuating circumstances.
- (4) Intimidation.
- (5) Wilful misrepresentation of facts.

With regard to (1) Mr Gosling's letter of April 15th gives full details of the duties which Mr Killingbeck was required to perform. We are satisfied that the P.M.G. has not in any way been unreasonable in allotting to Mr Killingbeck the work which he was called upon to undertake and that in detailing him for work at Mombasa and in Uganda he was not influenced by personal feelings, though the opinion which he had formed of Mr Killingbeck's capabilities no doubt induced the P.M.G. not to entrust to his assistant important work at headquarters.

(2) Mr Gosling has dealt with this matter in his letter of April 15th. We do not consider that there are any grounds for complaint under this head. Mr Gosling has no concern from the Governor that the staff is often over-taxed.

(3) With reference to the statements made in the third charge we are satisfied that had Mr Gosling had the opinion that Mr Killingbeck was a capable officer, his letter would have had no cause for complaint regarding the

the P.M.G.'s attitude towards him. We do not wish it to be understood that we are satisfied that the attitude adopted by the P.M.G. towards Mr Killingbeck was inconsiderate, and it would be impossible for us to form any opinion on this matter without hearing both Mr Gosling and Mr Killingbeck. We have refrained from calling upon these two officers to appear before us for this purpose as we do not consider that it would serve any useful purpose.

(4) We consider Mr Gosling is not called upon to meet any case made out by Mr Killingbeck under this head. In our opinion there is nothing improper in the extract of the letter from the P.M.G. dated Feb. 2nd 1912 on which Mr Killingbeck bases his charge of intimidation.

(5) As Mr Killingbeck has not thought fit to make any specific charges under the head of willful misrepresentation of facts there is nothing which Mr Gosling can be called upon to explain.

With regard to the concluding paragraph of Mr Killingbeck's letter of April 7th we consider that there is nothing in the statements made by Mr Killingbeck in support of the charges to justify the remark that Mr Gosling has been guilty of injustice and selfish manipulation to forward his own personal advancement. Both this statement and the remark made by Mr Killingbeck to us in Mr Gosling's presence, viz: that he thought my telegram to him of March 27th to be a piece of bluff on the part of the P.M.G. and to have been dispatched by him most improper, and that they do not give him any guide as to the persons on whom the blame, if any, rests for the strained relations between the P.M.G. and Mr Killingbeck.

Mr Gosling has never concealed the fact that he had considered

considered Mr. Killingsworth incapable of performing the duties which he desires should be performed by his assistant, and he is prepared and has asked permission to produce evidence from the files of his office to satisfy us that his opinion is well founded. We do not however understand that Y.M. has directed that we should inquire into this matter, which seems to be one about which Mr. Killingsworth must be the best judge.

A. J. H.

April 17th 1912.

EAST AFRICA PROTECTORATE

C.O.
17124

Proceedings of Medical Board.

A Medical Board composed of Under, assembled at *European Hospital Nairobi*
on *25th* of *February* 1917 for the purpose of reporting on

the present condition and fitness for service of *Mr J J Kellingbeck* and of necessary *advisatory recommendations*

President *Dr J W C Johnson*

Members *Dr A D O'Leary*

Dr A Robertson

The Board having assembled proceeded to *examine Mr Kellingbeck*.
They find he is suffering from a slight urethral discharge
due to the consequence of the gonorrhoea from which he suffered
in Entebbe in February 1914 and for which he is at present under
treatment.

They also find that he suffers from the impairment of vision due
to chronic catarrh of the cornea and conjunctiva and that he has
suffered in the last three years with that therefore he was suffering
from this same complaint when he was posted on for
service two years ago to the Colonial *Office in Nairobi*.

The Board is of opinion that he is *physically fit for service*
in all respects *with the exception of slight and unimportant*
of work he can do much work to do after office hours which
is unimpaired and his general well being *(although admittedly*
he feels particularly well in Nairobi) he recommends that he
the case if he is to be retained.

A D O'Leary

Members

Handwritten signature

Remarks by P. M. O.

Handwritten notes

Handwritten notes

Handwritten notes

Handwritten notes

... further service...

... 23rd ...

... out of 1909 ...

... examined by ...

... more than ...

... to his ...

... from whether ...

... hearing ...

... 1909 ...

... signs of ...

... man from ...

... P. M. ...

... the ...

... camp ...

... somewhat ...

... also to explain ...

... the Postal & Telegraph ...

... Uganda ...

... labels ...

... so that ...

at ~~London~~ in the 25th
of March to report
on the present condition
of affairs for service
~~at Killingbeck~~
enclosed for you

DRAFT

J. O. Killingbeck, Esq.

MINUTE.

- Mr. Acland 76
- Mr. Fisher
- Mr. Fiddes
- Mr. H. Just.
- Mr. J. Anderson.
- Lord E. Russell.
- Mr. Harcourt.

17a
Killingbeck

to be attended
Mr. Killingbeck
for use

Copy for Mr. Acland
17a
Killingbeck

11 June 1834
I am to inform you that
~~the~~ ~~business~~ ~~of~~ ~~the~~ ~~Board~~
of the Board ^{of} ~~that~~ for some
time past there has been
considerable friction between
yourself & the Board
of S.A. against whom
you have ^{various} ~~different~~ charges
of various ~~sorts~~
of which a full statement
of the facts ~~is~~ ~~on~~ ~~is~~
submitted by the Board
together with copies of
the letters ~~relating~~
to ~~the~~ ~~same~~ ~~and~~
connected with

after
carefully
considering the
above
points
concerning
the
conclusion that the

changes made by you
are unsatisfactory
that the general
attitude which you
have taken up
the head of the dept
in which you are serving
is most reprehensible

3. It is only with
great hesitation that
I have decided to allow
you to return to S. A.
at the end of your leave,
in the event of being kept
away further
to be disappointed with
you

you conduct ^{or service} he will have
no alternative but to
terminate your ~~employment~~
forthwith.

will be necessary
you to be ~~reassigned~~
to the M.A. in his dept
to your physical
condition. Further
notice in East Africa.
The extent of his
post being ~~permissible~~
at all the ~~time~~

~~It has been stated that~~
~~you will be allowed to~~
return to S. A.
only on the clear understanding
of the conditions ~~of the conditions~~

that you will ~~serve~~
at any station in ~~the East~~
or Uganda Pro ~~vince~~ all
at such times and
for such periods as
the ~~Post~~ of Post
Telegraph ~~office~~ may
require ~~direct~~ and

that you are ~~physically~~
physically fit ~~to~~
for the ~~service~~ in S. A.
and ~~to~~ ~~be~~ ~~first~~
of ~~the~~ ~~conditions~~

yourself - to the M.A.
~~the report~~ saying
with you the enclosed
letter, which is to be
left with him. His
fee of recognition will
be paid by the Govt.
& his report will be
sent direct to the
dept.

[Handwritten signature]