

## 78 Villa Yuani Lapsi Street St Julians STJ08

9th September 1998

The Honourable Dr Louis Galea  
Minister of Education and Culture  
Floriana

Honourable Minister,

First of all please accept my sincere congratulations and good wishes on your electoral success and your cabinet appointment.

As you may be aware, my experience prior to December 1996 in the field of music, theatre and the arts, has more than familiarised me with the multifaceted problems which this aspect of your ministry is faced with.

From 1977 to 1990, I was official music critic for The Times and The Sunday Times, a post I relinquished for purely ethical reasons on being appointed to the Manoel Theatre Management Committee in 1990. During that period the enhancement of the theatre and its dependants went from strength to strength. I was subsequently dismissed by ex-Parliamentary Cilia in December 1996.

Since then various developments have taken place which have reduced both our national theatre and national orchestra to travesties of what they had been.

I would therefore request to be co-opted to your ministry with a view to finally redressing the present problems and addressing the co-ordination and organisation of cultural events in Malta with care, foresight and adequate planning, building, in the process, an ongoing and sound structure with which culture in Malta is to operate in the new millenium.

Admittedly we are a tiny country with sparse resources, however, Malta is indeed blessed with more than its logical fair share of gifted and accomplished individuals who if sympathetically organised can synergise Malta's cultural resources and produce a rewardingly rich and varied cultural calendar of events to the greater educational development of Malta.

With best wishes once again.

Yours faithfully



Kenneth Zammit Tabona

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9th September 1998

The Commissioner  
Commission for the Investigation of Injustices  
Superior Courts  
Republic Street  
Valletta

Dear Sir,

On Monday 7th September 1998, the Mid-Med promotions which were approved by the outgoing Board of Directors were circularised in Letter to All Offices no 363/98 dated 5th September 1998 following a board meeting held on the same date.

In August, I had "celebrated" my 25th anniversary of joining this institution and that, along with my unblemished record, my previous reports and my aptitude, had, in my opinion, clearly indicated that I was, and still am, an ideal candidate for promotion to Senior Manager.

My name was not on the list.

My career in the Bank is therefore in serious jeopardy.

In December 1996 I was removed from my official post of PRO in the Chairman's Office by the then incoming Chairman Mr Alfred Mifsud. I was, at the time, ostensibly asked to choose a branch posting which I had refused to do, as I maintained, and still maintain, that my 10 year marketing experience, overseas and local training and natural aptitude, would be wasted. In fact, I was sent to Business Development Department to head the then practically defunct Customer Service Unit with the injunction that I was not to have anything to do with PR and Advertising, a career path which I had undertaken most successfully since 1987. The post of Head of Customer Service was downgraded to accommodate me!

All this for the crime of working in the ex-Chairman's Office? All this for the unforgivable sin of setting up the Business Development Department practically single-handedly during Dr Riccardo Farrugia's tenure? All this for 25 years of loyal service? All this for being naive enough to seriously believe that my personal, totally fair and undiscriminating attitude towards my colleagues would be reciprocated? Never, in all my years of service did I ever imagine that I would succumb to being a political victim!

Since then I have been carrying out my duties conscientiously and to the best of my ability, despite all the pitfalls I was faced with, notably for being totally excluded by ex-colleagues and I have attempted, against all odds, to build up my tiny unit of three to be effectively pro-active.

I was also, with the notable exception of General Manager Mr Joseph C Caruana, totally ignored. Ironically, the official who compiled my report to decide whether or



not I merited a promotion, was Mr Joseph Cristina, Executive Manager of Marketing and Quality Department, who frankly was in no position to assess my merits as, apart from at the informal meetings for executives held by Mr Caruana to which I was always exceptionally invited to attend, there was very little contact between us, be it verbal or written.

This was carried to the point of absurdity when the Board decided to transform Customer Service Unit into a Quality Unit and on 24th August I attended an Executive Committee Meeting presided by the Chairman in which the set-up was approved. To date, the Board Minute, which had been given to Mr Cristina, has not reached me!

This also follows the interview of the 18th August with Chairman Alfred Mifsud, Director Frans Camilleri and General Manager Joseph Pace Ross, in which, I have since been informed, the Chairman and Mr Camilleri between them had 80% of the final determining verdict, overriding all other considerations of merit, seniority and past reports. The political slant of the 32 promotions to Senior Manager is therefore clear, especially in the light of public statements made prior to the election both by the ex-Chairman and the MUBE.

I was, therefore, shocked and disgusted at the recent promotion list and wish to lodge a formal complaint about the omission which could only have been caused by political prejudice and unfair discrimination.

Yours faithfully

Kenneth Zammit Tabona

cc The Honourable Prime Minister  
Auberge de Castille  
Castille Place  
Valletta

The Honourable Minister of Finance  
Maison Demandols  
South Street  
Valletta

The Chairman  
Mid Med Bank plc  
Head Office  
Centru Ruzar Briffa  
Mill Street  
Qormi