

SECRETARIAT

(Formerly)

SUBJECT:

Employment of ~~ties~~ Personnel
By ~~ties~~

CONNECTED FILES.

NUMBER

COPY

ORIGINAL FILED IN FIDS/60/II FOLIO 188

Secfids,

Last year I gave instructions to the F.I.D.S. Office that under no circumstances should either of the F.I.D.S. vessels advertise locally any vacancies for crew members without my prior authority.

2. Captain Brown should certainly have been aware of this and yet I heard just such an advertisement while the "Shackleton" was in.

3. I want to know why my instructions were not obeyed and I should be glad if you would ensure that the matter is once more brought home to both Captains under confidential cover.

(Intld) A.G.D.T.
20.11.57.

AGDT/SJA

H.C.S.

A copy of the letter issued to the Masters of F.I.D.S. ships on your instructions is at 187. ⁴

2. I understand that the only applicant for the job was a farm hand in which case the instruction did not apply.

3. If, however, the Master has in fact employed a Government servant I shall seek his explanation in writing upon his return to Stanley.

(Intld) J.R.G.
21.11.57.

P.A.

²
~~189~~ above. Have discussed with Captain Brown who understands clearly that the ruling applies in the case of Government Servants.

(Intld) F.K.E.
24.12.58.

COPY

FIDS 60/187.

1st May, 1957.

CONFIDENTIAL.

Secretary, F.I.D.S.

Master, R.R.S. "John Biscoe".

Master, R.R.S. "Shackleton".

Local Recruitment.

I am directed to inform you that in view of the local manpower situation it will in future be necessary for you when taking on crew in the Falklands to advise this office of any applicants who are employed in Government service. Such applications will be placed before the Colonial Secretary whose approval must be obtained before the men in certain key posts can be released.

(Intld) J.R.G.

Copy to 117/160.

5.
Sec. R. I. D. S.

The instructions in 14 have already been disregarded once this season and I have reason to believe that the employment of someone who in Government service is being contemplated. I hope that it is quite clearly understood that further violation of these instructions by Master will lead to disciplinary action. I am very ready to help - but things being what they are there are some people who cannot understand serious regulations.

8
H.C.S.

14/1/58.
13/12/58.
I have been into this with the Master. He points out that Anderson applied to him for a job because he wants a move from his present job and not because Johnston coerced him away. Anderson advised the head of his Dept. accordingly who took the view that he can't hang on to a man who wants to leave and would leave in any case. The vessel has hardly a seaman on board and since the H.C.S. also depend on their employees leaving the Master is contemplating A.K. crew in future. J.H. 24/12/58

Sec. F.I.D.S.

F.I.D.S. action in Anderson's case was entirely correct. I have no desire to stand in anyone's way and provided there is no deliberate detriment people will always be released unless the maintenance of essential services in the Falkland Islands is seriously threatened. Then, and only then, would Government contemplate saying that employment on a F.I.D.S. vessel should not be offered.

The object of my minute was to ensure that Anderson fully understood the position. I have no objection to Anderson joining the Birse though I am sorry to lose him. I should take a different view if three winter operators joined a F.I.D.S. ship.

b.f.f.

30/12/58

HCS.

I think Capt Johnston does appreciate the situation and I will continue to keep an eye on it.

W.S.
31/12/58

C. A.
W.S.
31/12/58

MEMORANDUM.

It is requested that, in any reference to this memorandum the above number and date should be quoted.

13th January 1959

The Honourable the Colonial Secretary

Secretary, F.I.D.S.

Stanley, Falkland Islands.

SUBJECT :-

Darwin and F.I.D.S. Ships - Crew

Stanley Short, an A.B. who left the "Darwin" on the 8th January after serving on her for 5 years, came to see me today about getting a job on the "Shackleton". He told me Captain Johnston had turned him down for the "John Biscoe" which means that Johnston is keeping his word since he took on an untrained man instead. I asked Short why he had left the "Darwin" and his answer was that he felt like a change after 5 years. In answer to my question about what he would do if he did not get a job on the "Shackleton", he said he aimed to go home to the United Kingdom.

I note from the recent broadcast advertisement that the F.I.C. pay what must be minimum N.M.B. rates. We pay higher rates in common with most shipping companies which, by comparison with the F.I.C., amount to £40 p.a. more for A.B., £24 p.a. for O.S., and £34 for J.O.S., approximately. We do not pay overtime but a bonus of £50 per season in lieu.

I have written this information down so that it will be on record, and in case you feel that Johnston's playing the game might be worth passing on to Mr. Barton.

To test the case I intend to advise the Master of the "Shackleton" not to take on Short. Then if the "Darwin" gets him back we shall have something to go on. If, on the other hand, he gets a job elsewhere, I don't see why we should not consider him for employment later - at least the F.I.C. will not be able to say we have enticed him away from them.

J. Short

10

*Noted. H.F.A. per him**15/1/59**pg*

Y.E.

The question of BAS ships taking labour from the Colony was mentioned at the Executive Council meeting.

Today Mr. Jim Clement rang me up and said that two of his men had applied for and been given jobs on the 'Biscoe' and another was hoping to get one when the ship comes in. He strongly disapproved. When I said I would find out the facts from Sec. BAS and mention it to Y.E. he said that he would himself ring up Sec. BAS.

I later rang up Sec. BAS myself and he explained the position namely that we recruit in the Falklands and that it is at this time the end of the season - that they sign on for a year, that 'Biscoe' is now discharging three Falkland Islanders at the end of their tour and has to recruit three more, that at present the crew of the 'Biscoe' consists largely of Falkland Islanders so recruited - he guessed it was about 10 - but that 'Shackleton' recruited more men at home and only had about 4 Falkland Islanders.

There would, I suppose be the possibility of changing the system and recruiting in England but Sec. BAS thought the Labour Federation would frown on such a proposal.

He also said that only very occasionally did men so recruited go and settle in England.

I think it might be well now that this question has been raised in Executive Council and by a member of Legislative Council if Sec. BAS could be asked to embody these points in a report having verified figures and that I should give a copy of the report to unofficial members and give a chance for discussion.

It appears that in the past the F.I.Ds were prohibited from recruiting Government servants
3rd April, 1962. *for their ships without L.C. sanction*
RHDW/FH

8/4/63.

position referred to members L.C.

For 2/4/62

f.d.

It is requested that, in any reference to this memorandum, the above number and date should be quoted.



MEMORANDUM.

5th April, 19 62.

The Honourable Colonial Secretary,

Stanley.

The Secretary, British Antarctic Survey,
Stanley.

Stanley, Falkland Islands.

SUBJECT :-

Employment of Falkland Islanders on B.A.S. ships.

1. The number of Falkland Islanders so employed at present is 18, of whom one had settled in the United Kingdom and was signed on originally in Southampton.
2. The number so employed in 1948 was approximately 12. Therefore, in 14 years there has been an increase of five, but this increase dates back at least five years.
3. In respect of Falkland Islanders, the ships change articles here in Stanley which means that if any men are signed on an equivalent number are released for employment in the Falkland Islands.
4. The Masters will not employ anyone already in employment without reference to the employer and will refrain from considering any who may be regarded as key workers.
5. In recent years, the majority of crew signed on in Stanley have been young, inexperienced boys between the age of 16 and 18.
6. These boys, after two or three Seasons, have become trained seamen and, in some cases, have obtained certain certificates which are of value if they are eventually appointed to the crew of the "Darwin" e.g. lifeboat ticket, efficient deckhand ticket, etc. Whether or not they are eventually appointed to the "Darwin", there is no doubt that the experience stands them in good stead for employment at the Falkland Islands Camp stations where small boat work, rope work, the handling of tackle etc., is involved.
7. There have been very few instances of men jumping ship in the United Kingdom and these have probably been counter balanced by an equivalent number of Falkland Islanders brought back to the Falklands.
8. Should our ships be barred from employing Falkland Islanders there would, no doubt, be some form of public protest.
9. With regard to the recent case of three employees leaving Fitzroy Station, there is no evidence that definite offers of employment had been made to the men concerned. Peck has now applied for a job on the "Shackleton" and if he is accepted he will replace an ex-patriate donkeyman who proposes to settle for a time in the Falklands.

14
HE has written him
to return L.C

JRG/SC

File
8 19/4/62.

See 19.4.62
(for main file)
RA

18.5.62.