

C. S.

BOARD OF TRADE.
(Cape Pembroke Lighthouse).

SHI/CAP/1 # 27

1946.

No. 69 / 46.

Colonial Secretary.

SUBJECT.

1946.

30th April.

Previous Paper.

APPOINTMENT OF MR. W. SPENCER AS PRINCIPAL KEEPER,
CAPE PEMBROKE LIGHTHOUSE.

385/29.

90/37 (app. of W. J. Lewis)

MINUTES.

1. Letter to Mr. W. Spencer of 30. 4. 46.
2. " " " " of W. Transport of 16. 5. 46
3. " from Mr. W. Spencer of 26. 5. 47
4. " to Ministry of Transport of 29. 5. 47.
(Copy filed on 70/48. App. of F. Bennett, Esq as first Asst. Keeper
C.P. Lighthouse).
5. Letter from Ministry of Transport of 21. 5. 48.
6. Letter to P.K Cape Pembroke Lighthouse
7. Letter from Ministry of Transport of 11/4/49.

8.
A.T. / L. G. on @ pt. I understand all
allowances are included from emoluments when
calculating c.b.!

[Signature]
11/9/49

Subsequent Paper.

Houcs.

9
Allowances are included when calculating
C.B. pt. It wa therefore appear that Mr Spencer
shd receive the extra 45 p.a. to bring his salary
up to £300.
[Signature]
10/6

HCS

10

7-9 You will approve pl?

HCS
19/6/49

11

Alfred K.H.

22/6

12

A.T.
to note approval pl
Angler

H.J. Jones
22/6/49

13

Hones
noted mark you

Jan
22/6/49

14

H.C.S. Noted, t.g.

H.C.S.
22/6/49

Letter from Ministry of Transport of 29/6/49

15

H.J. Jones
30/6

Memo from Col. Dentist of 26.9.49

16

H.J. Jones
21/9/49

Letter from Mr Spencer of 21. 10. 49.

17

H.J. Jones
21/10/49

Letter to M. of Transport of 29. 10. 49.

18

" from " " " " 13. 1. 50.

19

" to Mr. Spencer, C.P. Lighthouse of 21/2/50.

20

H.J. Jones
23/2/50

21 . letter to Mr W. E. Spence of March, 1951

19/5/51
2/3/51

22. letter to Sec. Ministry of Transport & Civil Aviation
of 4. 5. 54.

BU to name of
reply 31/7/54

23 Letter from Ministry of Transport of 13/7/54.

We spoke copies to
Mr. G. R. P. Auden

24 Letter to Principal Keeper, C.P.L. of 7/8/54.

BU 22/8

25

hbs.

As m.o.t. raise the point of leave - their 23 -
(i.e. local as opposed to time "ashore") I suggest
we reply in lines of attached draft, pse. In
this connection pt. see last para of their 5.

Actually local earnings were decreased under
New Conds. prior to which an officer earned
48+10 (58) days annually. ^{to 25/8.}
25/8

26. Letter to Sec. Ministry of Transport etc of 26/8/54

27/8

CLOSED

See 0313/G

69/46.

30th April, 46.

Sir,

Red 33 of 385/29. With reference to your letter of the 2nd of January, 1946, addressed to the Ministry of War Transport, I have the honour to inform you that the Minister of War Transport has directed that you should be promoted to the post of Principal Keeper, Cape Pembroke Lighthouse, on probation for a period of one year, with effect from the 29th of March, 1946, the date on which Mr. W. J. Lewis left the Colony.

2. You will receive salary at the rate of £295 per annum and, in addition, you will be paid the customary victualling allowance of 2/6 per diem whilst on duty at the Lighthouse.

3. As your salary, plus victualling allowance, will exceed £500 per annum, you will not be entitled to draw a Living Bonus.

4. You will be responsible for the preparation of monthly salary vouchers which should be submitted to the Treasury at least three clear working days before the end of each month.

I have the honour

Sir,

Your obedient

(Sgd.) E. W. A.

for Colonial

W. Spencer, Esq.,
Cape Pembroke Lighthouse.

s. 69/, 70/, 71/46.

16th May, 46.

Sir,

Red 91
" 92
in
90/37

With reference to your letters PT/H. 1118/45 of the 2nd of January and the 14th of February, 1946, both of which arrived in this Colony on the 19th of April, 1946, I have the honour to inform you that in accordance with your instructions I have made the following promotions and appointment at Cape Pembroke Lighthouse, on probation, in the first instance, for a period of one year with effect from the 29th of March, 1946.

- (a) Mr. W. Spencer, First Assistant Keeper, to be Principal Keeper. (Before leaving the Colony Mr. Lewis recommended Mr. Spencer for this promotion, and his minute on Mr. Spencer's application for promotion, dated the 2nd of January, 1946, refers).
- (b) Mr. F. G. Berntsen, Second Assistant Keeper, to be First Assistant Keeper.
- (c) Mr. Henry Blyth to be Second Assistant Keeper.

2. I attach a copy of the letter, addressed to each Keeper, together with a certified copy of the Birth Certificate of Mr. H. Blyth and a copy of his Medical Report.

I have the honour to be,

Sir,

Your obedient servant,

for Colonial Secretary.

Director of War Transport,
North Gate,
Prince Albert Road,
St. John's Wood,
London, N. W. 8.

DUPLICATE.

27
3

SUBJECT ~~Status of Keepers, Cape Pembroke,~~
(one only)

~~Station Cape Pembroke, Lt., HO.~~

~~District Port Stanley.~~

~~Date 26 TH May 1917.~~

Sir,

~~I beg to submit the following report:—~~

I have the honour to respectfully request that you will kindly consider the conditions of employment & privileges attached to appointments at this station.

2 / A. K. Berntsen will have served 16 years in October & I will have served 18 years in August next & the points I would like you to consider are as under: _

(A) Position regarding pension.

(B) Possibility of the grant of leave to the United Kingdom.

With regards to (A) I was informed verbally by one of the late P.K.s (Mr Sully) that all appointments at this station were pensionable but I have had no official confirmation of this & regarding (B) if favourable consideration is given to the grant of leave overseas both Berntsen & myself, during the period of our stay in the U. K. would like to take a course of instruction at Trinity House.

3/ I trust you will give these points your closest attention & consideration & inform me of your decision at your convenience.

I am, Sir,

Your Obedient Servant.

See 6

W. E. Spencer, P.K.
Officer in charge.

To the Superintendent,

COLONIAL SECRETARY District.

Sent at 4.

N.B.—The original and duplicate of this report are to be submitted to the Superintendent who will retain the Duplicate and forward the Original together with his own observations thereon to the Secretary, Trinity House, Tower Hill, London, E.C.3.

69/46

Copy filed in 70/46 - Appt. of F. Bernstein ~~XXXXXXXXXXXXXXXXXX~~
as First Assistant Keeper, C.P. Lighthouse.

25th May, 1947.

Sir,

3
I am directed by the Governor to attach herewith
a letter received from the Principal Keeper, Cape
Broke Lighthouse, regarding appointments at the
Lighthouse.

I am,
Sir,

Your obedient servant,

(Sgd.) A. B. MATHEWS

Colonial Secy to

Assistant Secretary
Ministry of Transport,
1, North Gate,
Prince Albert Road,

Reply at 5

St. John's Road, ... 1948

Copy sent to P.K. Copy filed in 0313 - Cape Pembroke Light

5

grams: (Shipping) SHIPMINDER, TELEX, LONDON"
(Inland Transport) TRANSMINRY, TELEX, LONDON"

Telephone No.: ABBEY 7711
Ext.

69/46



MINISTRY OF TRANSPORT,
BERKELEY SQUARE HOUSE,
LONDON, W.1.

0313

Any reply to this communication
should quote the following reference

PT/H. 718/47

Your Ref. No. 39/43

2nd May, 1948.

BY AIR MAIL



Sir,

With reference to your letter of the 29th May, 1947, forwarding a communication from the Principal Keeper, Cape Pembroke Lighthouse, concerning the status of the Keepers, I am directed to state that the personnel may be given an assurance that their appointments are regarded as permanent in character and that they will be entitled to superannuation rights as for the Home Civil Service. This will also apply to all future entrants subject to satisfactory medical examination on entry in accordance with (c) of the letter from this Department of the 14th February, 1946, (PT/H 1118/45), and the satisfactory completion of one year's service on probation.

2 in
90/37

Appt. of Mr. Lewis
as P.K. C.P.L.

The superannuation benefits referred to above comprise the following:-

1. On retirement age 60 or earlier on grounds of ill-health, subject to minimum established service of 10 years:-

An annual allowance of 1/30th of the average salary during the preceding 3 years for each completed year's service to a maximum of 40/30th; and an additional (lump sum) allowance of 3/30th of average salary for each year's service.

2. On death before retirement (subject to 5 years' pensionable service):-

A gratuity to the legal representatives of an amount equal to 1 year's salary or, if greater, an amount equal to the additional (lump sum) allowance which would have been granted to the deceased, if he had retired on the ground of ill-health at the date of his death.

As regards overseas leave, it is regretted that the Keepers cannot be granted leave in the United Kingdom; this privilege only applies in the case of the personnel recruited in, and sent out from, this country.

see 6

/It

The Colonial Secretary,
Stanley,
Falkland Islands.

Copy filed on 70/46 - Appt. of Mr. F. Barnham as Asst. Keeper C.P.L.

5A



ROYAL AIR FORCE

It is understood, however, that Messrs. Spencer and Berntsen have not taken any annual leave in the past. If this information is correct, I am to state that all the Keepers should in future be granted two weeks' annual leave, and this concession should apply with effect from 1st April, 1945. Not more than one Keeper should be allowed leave at one time; the leave year should be calculated from 1st April to 31st March, any leave not taken during the year being forfeited. A statement should be furnished annually on the 1st April of the dates from and to which the annual leave was taken by each Keeper and of all absences from duty on sick leave during the previous year.

I am, Sir,
Your obedient Servant,

A. G. Williams

Copy held in office of Mr. [unclear] [unclear] [unclear]

69/46.

29th July, 48.

Sir,

3 With reference to your letter of the 26th May, 1947, concerning the status of Keepers at Cape Pembroke Lighthouse, I am directed by the Governor to enclose herewith for your information and for that of the Assistant
5 Keepers, a copy of a letter which has been received from the Ministry of Transport on the subject.

2. I am to add that as you will appreciate the question of the grant of annual local leave referred to in paragraph 3 of the Ministry's letter must await the Ministry's approval of a suggestion which has been made to them that another Keeper should be partially trained who would be available, during the absence on local leave or in the event of illness of one of the permanent Keepers, to undertake the duties of the absent Keeper.

I am,

Sir,

Your obedient servant,

W. W. ALDRIDGE
for Colonial Secretary.

Principal Keeper,
Pembroke Lighthouse.

7

MINISTRY OF WAR TRANSPORT,
BERKELEY SQUARE HOUSE,
LONDON, W.1.

F1. 15144/48

11th April, 1949.

Sir,

I am directed by the Minister of Transport to refer to your letter of 15th September, 1948. No earlier reply was sent to this letter as your course of action in the case of Mr. Blyth was fully approved. However on further consideration of the case of P.K., W.E. Spencer it is understood that a bonus of £2 per month is payable on salaries between £200 and £300 per annum, with the proviso that salary and bonus shall not exceed £300. Since Mr. Spencer's salary is ~295 per annum is there any reason why he should not be entitled to the Extra £5 to bring him up to the limit. If, in similar circumstances, another Colonial official would be entitled to the balance, you are authorised to adjust the payment to Mr. Spencer with retrospective effect if you feel it is justified.

I am, Sir,

Your obedient servant,

(Sgd) C.A. BRIGGS.

Assistant Finance Officer, F. 13

The Colonial Secretary,
Port Stanley,
Falkland Islands.

Reply at 15

To be pd. w. e. f. Apr. 1946.

See 00.611

1946	1/4/46 - 31/12/46 - 9 mths	£ 3 15
1947	1/1/47 - 31/12/47	5
1948	1/1/48 - 31/12/48	5
1949	1/1/49 - 30/6/49	6
		22 10
		£ 16 5

69/46

15

29th June, 49.


Sir,

7
With reference to your letter Fi. 15144/48 of the 11th of April, 1949, I am directed to inform you that in accordance with a decision taken when cost of living bonus was introduced in this Colony, allowances such as the victualling allowance paid to Keepers at Cape Pembroke Lighthouse were taken into consideration in assessing the total emoluments of an officer. However it was subsequently decided that all allowances should be excluded from such assessment but this decision was inadvertently not made known to the Principal Keeper. I have now caused Mr. Spencer to be informed that he may draw cost of living bonus at the rate of £5 per annum with retrospective effect from the date he assumed the duties of Principal Keeper.

I am,

Sir,

Your obedient servant,


Acting Colonial Secretary.

Assistant Finance Officer, F. 13.
Ministry of Transport,
Berkeley Square House,
LONDON, W.1.

22. C. 5

For litho, please

▲ Off 26 Sept 49.

16

pp. (Byrona Kepp)



Dental Surgery,
Port Stanley,
Falkland Islands.
24. 9. 49.

Mr W.E. Spencer.

This is to certify that the above patient
should remain away from work during the next
two days.

G.N. Pither D.D.S. B.C.D.
Colonial Dentist.

17 18
DUPLICATE.

SUBJECT Increase of salary.
(one only)

Station Cape Pembroke, I.L.H.O.,
District Port Stanley, Falklands.
Date 21st, October, 1949.

Sir,

I beg to submit the following report:—

I have the honour to request your consideration of my application for an increase of salary in view of the following.

(1) A cost of living bonus is paid locally, £39 per annum, but I do not receive this as it does not apply to salaries of £300 or over. The two assistant keepers receive this bonus

(2) recently an increase of £20 per annum in the basic wage was awarded locally and again I do not receive this though the other members of the staff do.

(3) the total emoluments of the 1st assistant keeper amount to £264 per annum against the £300 received by myself which appears rather out of proportion to the respective responsibilities.

I trust that my request will receive your favourable consideration.

See 18

I am,

Sir,
your obedient servant.

W. E. Spencer, P. K.
Officer in charge.

To the Superintendent,
Colonial Secretary, District.

69/46

18

29th October, 49.

17
Sir,

I am directed to forward herewith a letter in original received from Mr. W. Spencer, Principal Keeper, Cape Pembroke Lighthouse, in which he applies for an increase in salary.

2. As you are no doubt aware, cost of living bonus is only paid where salary is less than £300 per annum; therefore Mr. Spencer did not benefit by the increased cost of living bonus and basic wage approved during the current year.

3. In the circumstances I would strongly recommend for your favourable consideration that the emoluments of the Principal Keeper be placed on a par with those of Grade I Technical posts under this administration, i.e. £300 x £20 - £360, and that he should enter the Grade at £320 with retrospective effect from the 1st of January, 1949.

I am,

Sir,

Your obedient servant,

R. Hunter

Secretary,
Ministry of Transport,
Berkeley Square House,
LONDON, E.C. 1

Acting Colonial Secretary.

Telegrams : (SHIPPING
(Inland

Telephone : ABBEY 77

New Telephone Number
as from 14th January, 1950
MAYfair 9494

19
MINISTRY OF TRANSPORT,
BERKELEY SQUARE HOUSE,
LONDON, W.1.

Any further communication should be
addressed to—

THE SECRETARY,
(address as opposite)

and the following reference quoted—

M. 7200/49.

Your Reference.

69/46.



13th January, 1950.

18
Sir,

With reference to your letter of the 29th October last, I am directed by the Minister of Transport to convey his approval to Mr. Spencer, the Principal Keeper, Cape Pembroke Lighthouse, being placed on the salary scale of £300 x 20 - £360 and entering the scale at £320 p.a. with retrospective effect to the 1st March, 1949, the date from which cost of living bonus was partially merged with basic salaries.

I am, Sir,
Your obedient Servant,

Phillips

The Colonial Secretary,
Colonial Secretary's Office,
Stanley,
Falkland Islands.

69/46

Copies to: Treasury, Audit

20

21st February,

50.

Sir,

With reference to your letter of the 21st of October, 1949, I am directed to inform you that the Minister of Transport has approved your being placed on the salary scale of £500 x 20 - £560 and entering the scale at £520 per annum with retrospective effect from the 1st of March, 1949, the date from which cost of living bonus was partially merged with basic salaries.

I am,

Sir,

Your obedient servant,

(Sgd.) Michael R. Sawyer

COLONIAL SECRETARY

W.E. Spencer,
Principal Keeper,
CAPN PEMBROKE LIGHTHOUSE.

69/26

5th March

51

Sir,

I am directed to inform you that this Government has decided that as from the 1st January, 1951, the upper limit of £500 per annum beyond which Government servants were not previously paid cost of living bonus should be raised to £550, and that in accordance with the authorization contained in the Ministry of Transport's letter M.3728/49 of the 8th August, 1949, you are hereby authorised to draw cost of living bonus at the rate of £39 per annum with effect from the 1st January, 1951.

I am,

Sir,

Your obedient servant,

(Sgd.) MICHAEL R RAYMER

COLONIAL SECRETARY.

Mr. W. E. Spencer,
Principal Keeper,
Cape Teahroke Lighthouse.

22

Copies to: 70/46 - Appt. of Mr. F.G. Bernhisen
0313/E - Appt. of 2nd Asst. Keeper, C.P.L.
Principal Keeper, Cape Pembroke Lighthouse.

69/46

4th May,

54.

Sir,

26 on 70/46
I am directed to refer to your letter M.7200/49 of the 5th of December, 1950, from which it is inferred that you endeavour to treat your locally recruited staff in the Colonies in accordance with local Government practice.

2. Following a revision of salaries for the local Government Service, effective from the 1st of October, 1953, the Principal Keeper, Cape Pembroke Lighthouse has made enquiries regarding a like revision of salaries in respect of the Lighthouse Staff.

3. Briefly the local revision (applicable to locally recruited officers) amounts to:-

- (a) cost of living bonus has been abolished and merged into basic salaries with small increases in basic rates,
- (b) all posts are to be pensionable,
- (c) one leave with free passages (up to $3\frac{1}{2}$ full passages) to the United Kingdom and return is granted on completion of 15 years service up to and including Grade II, maximum leave granted is 180 days from date to sailing to return,
- (d) a further leave to the United Kingdom is granted on promotion to Grade I - after having served four years therein.

A table shewing the present salaries of the Cape Pembroke Lighthouse staff as compared with the recent local Government revision is given below:-

- (1) Principal Keeper - Mr. W.E. Spencer (equivalent Grade I)
Present salary - £360 (plus c.o.l.b. £107. 5.) in scale £300 x £20 - £360 - pensionable.
Local Revision - £500 (no c.o.l.b.) in scale £420 x £20 - £500 - pensionable.

The Secretary,
Ministry of Transport & Civil Aviation,
Berkeley Square House,
Berkeley Square,
LONDON, W. 1.

- (ii) First Assistant Keeper - Mr. F.G. Berntsen (Grade II)
 Present salary - £270 (plus c.o.l.b.) in scale
 £225 x £15 - £270.- pensionable.
 Local revision - £400 (no c.o.l.b.) in scale
 £290 x £10 - £300 x £15 - £390 x £10 - £400 -
 pensionable.
- (iii) Second Assistant Keeper - Mr. J. Curran (Grade III).
 Present salary - £200 (plus c.o.l.b.) in scale
 £195 x £5 - £200 x £10 - £220 - non-pensionable.
 Local revision - £315 x £15 - £345 (similar scale
 to First Assistant but with maximum of £345 -
 pensionable.

4. I am to enquire therefore if you will approve these officers being paid at the revised rates with effect from the 1st of October, 1953, and whether pensionability may be extended to the Second Assistant Keeper.

5. As regards the question of overseas leave I have to enquire whether you would consider altering the decision conveyed in your letter PT/H. 716/47 of the 21st of May, 1948. Under Colony regulations leave is earned at the rates 2½ days per month in Grade I and 2 days per month in Grade II.

I am,
 Sir,
 Your obedient servant,
 (Sgd) C. Campbell

COLONIAL SECRETARY.

Copies filed in 70/46 & 0313/E - Titles as at 22.

Telegrams: (Shipping) "SHIPMINDER, TELEX, LONDON."
(Inland Transport) "TRANSMINRY, TELEX, LONDON."

Telephone No.: MAYFAIR 9494

EXT.....

Any reply to this communication
should quote the following reference

MNA 35/1/05

Your Ref. 69/46

MINISTRY OF TRANSPORT.
AND CIVIL AVIATION, (MNA)
BERKELEY SQUARE HOUSE.

LONDON, W.I.



13th July, 1954.

BY AIR MAIL

Sir,

22. With reference to your letter dated 4th May, 1954, I am directed by the Minister of Transport and Civil Aviation to state that the recommendations made in your letter have been carefully considered and that he has come to the following conclusions:-

Salary

It is agreed that the salaries of the Lightkeepers at Cape Pembroke Lighthouse should be placed on a consolidated basis with revised scales as follows:-

Principal Keeper	£420 x £20 - £500 p.a.
First Assistant Keeper	£290 x £10 - £300 x £15 - £390 x £10 - £400
Second Assistant Keeper	£290 x £10 - £300 x £15 - £345

Principal Keeper Spencer and First Assistant Keeper Berntsen should enter their new scales at their maxima of £500 and £400 p.a. respectively with effect from the 1st October, 1953.

A/K Curran should complete a full year's probation before being accorded an increase in pay: but to avoid a reduction in pay, he should then be accorded two increments in the new scale: i.e., with effect from 1st May, 1954, he should be placed on the rate of £315 p.a. the 1st May remaining his incremental date. This concession should, however, be regarded as personal to Curran and any future entrants as Second A/K, if it is necessary to replace Curran, should be at the minimum of the scale.

/Superannuation

The Colonial Secretary,
Stanley,
Falkland Islands.

Copies to: Principal Keeper.
Treasury.
Audit.

1 m 0313/F

Superannuation

In accordance with the Department's letter (M 4578/49) of the 23rd September, 1949, the U.K. Superannuation Act, 1949 continues to apply both to P/K Spencer and First A/K Berntsen and their revised consolidated salary will, count in full for pension purposes.

With regard to Second A/K Curran, the position is governed by the Minister's decision that all new entrants, if engaged on a pensionable basis, should be treated in accordance with the provisions of the Falkland Islands Superannuation Acts - the Department's letter (M 4578/49) dated 27th February, 1950, refers. If you are satisfied that the probation period of Curran which ended on 1st May, 1954, has satisfactorily been completed and that it is the Colonial Governments' practice to count pensionability as from the date of taking up duty, i.e., 1st May, 1953 in Curran's case, he may be advised accordingly. 6 0313/F

It is understood from the Colonial Office that the local pension rules are at present under review. It would be appreciated, therefore, if you would keep the Ministry advised of changes in local legislation and forward copies of relevant local ordinances.

Leave.

It is regretted that leave in the U.K. cannot be given to locally recruited personnel of the Cape Pembroke Light Station. As regards local leave it would appear that the Lighthouse Staff are free of duty during the periods they are "ashore" i.e. one month in every three months. They are apparently entitled to two weeks leave annually, which it is presumed is taken during their periods "ashore". The Minister would be glad to learn whether the foregoing is correct and whether in your opinion any increase in annual leave is desirable.

I am, Sir,
Your obedient Servant,

A. Roadley

7th August, 54.

Sir,

I am directed to enclose for your information a copy of a letter which has been received from the Ministry of Transport and Civil Aviation.

23

I am,

Sir,

Your obedient servant,

(338) W. Hirtle

for COLONIAL SECRETARY.

Mr. W.E. Spencer,
~~STANLEY~~ Principal Keeper,
Cape Pembroke Lighthouse,
Stanley.

DRM/VP

Copies to: Treasury, Audit.

26th August, 54.

Sir,

23
 I am directed to acknowledge your letter
 MNA 35/1/05 of the 13th of July, 1954, and with
 reference to your final paragraph to inform you
 that the Keepers enjoy two weeks' leave (your
 letter PT/H.716/47 of the 21st of May, 1948, refers),
 during the peat cutting season; this leave is
 taken over and above the two weeks "ashore"
 in every six weeks. In view of the foregoing I
 am to suggest that the local leave granted to
 your Keepers is considered adequate.

I am,

Sir,

Your obedient servant,

(390) C. Campbell

COLONIAL SECRETARY.

Copies filed in: 70/46 - Appt. of
 Mr. E. S. Geratzen - 1st Asst. Keeper.
 OB13/E - Appt. 2nd Asst. Keeper &
 Relief Keeper.

The Secretary,
 Ministry of Transport & Civil Aviation,
 Berkeley Square House,
 Berkeley Square,
 LONDON, W.1.