

**CONFIDENTIAL.**

C.S.

1924.

No.

18/1924

SUBJECT.

192

Previous Paper.

Enquiring meaning of  
walk off practice

MINUTES.

Minute to the Colonial Engineer 10<sup>th</sup> Nov 1924 (1)  
" " " " " 15 " " (2)

Y.S. Submitted

On Saturday 15 Nov. no reply  
having been received by the Labourers  
to their representations they informed the  
Foreman of Works S.I.S., that they  
would not work after that date unless they  
were allowed the "walk off"  
of ~~them~~ sent for the Ch. on <sup>Nov 15</sup> the foreman's  
report and he then brought up (2) herein  
which had been awaiting his signature.

Subsequent Paper.

After speaking to Y.S. and with  
Y.S.'s approval I went to Mapas in Valley

Shortly before noon and had the workmen assembled. I told them that the practice of "walk off" for laborers working in Italy was not recognized by the P.W.D. and gave them the C.E. limits outside of which there was some relaxation allowed. I said further that the Government wished to treat them fairly but that if they were dissatisfied they could all go at once, under no circumstances would they be given time for a walk off. I added that a suggestion made by the Foreman of Work. some time before for allowing them to heat up their meals at their work instead of going home could be approved and a stove supplied if they so wished. They all expressed full satisfaction. It is certainly better for Government that they should remain on their works throughout the day.

I arranged <sup>later</sup> with the C.E. to send up an old shoe from the Blacksmith's shop and to send down a dinner bucket from the boring side. This has now been done.

I also told the C.E. on the Sunday following with regard to the part marked X X in his minutes that under no circumstances should the foreman release any men at such a time as would enable them to get to the town before bell ring. He concurred.

26 Nov. 24

Confidential 18/24.

No.

(It is requested that, in any reference to this letter, the above Number and the date may be quoted.)

MINUTE.

10th November, 19 24.

From

THE COLONIAL SECRETARY,

Stanley, Falkland Islands.

To..... The Colonial Engineer,

Stanley.....

I am directed by the Governor to inform you that dissatisfaction has been expressed by the labourers engaged on the Stanley Improvement Works owing to the alleged fact that the labourers employed in the Public Works Department are allowed to leave their work before 8 a.m. and 12 noon daily while they themselves have no such privilege. It is stated that the custom in the Public Works Department is to allow what is known as a "Walk off", that is to say, that ten minutes before the breakfast and dinner hours the men leave work to go to their homes.

2. I am to enquire:-

(1) Whether the practice of allowing a "Walk off" as described above exists.

(2) What is the exact arrangement and how long has it been in force.

(3) Do any other employers of labour in Stanley allow a "Walk off."

H. Henniker-Heaton,  
Colonial Secretary.

MINUTE PAPER.

Departmental Number.

From The Colonial Engineer.....

Date 15th November 1924

To The Hon. Col. Secretary.....

Re allowance of a "Walk Off" to labourers in P.W.D.

Reference  
Numbers.

The Hon. Col. Secy.,

I beg to acknowledge your minute of the 10th inst. in reference to the question of the labourers employed in the P.W.D. being allowed to leave their work 10 minutes before 8 a.m. and 12 noon; this custom being known as a "Walk Off", to enable the men, presumably, to reach their homes by 8 a.m. or 12 noon, and in reply would state that:

- (1) The practice as described above does not exist.
- (2) The present arrangement is that:

(a) When men are employed on the Com on, further from the Township than Spring Padlock, Sullivan House or the Slaughter House they are allowed to leave work a few minutes previous to the ringing of the Dockyard bell. The Outdoor Foreman is usually with the men and arranges the time according to the distance. Should the distance be too great the men are told to bring their meals with them.

It sometimes occurs when the men take their meals that they have about 15 minutes off during the meal hour and work the remaining time, for which they are paid one hour at the ordinary rate. In the case of men afloat every endeavour is made to land them at the Government Dockyard Jetty by 8 a.m., 12 noon or 5-30 p.m. Should this not be possible they are allowed their meal hour from the time they have arrived at the Dockyard.

- (b) I think the usual practice with other employers of labour in Stanley is on very much the same lines as the above with the exception of the short meal hour when taking their meals with them: There is no such practice as a "Walk off" as far as I know.

I believe special arrangements were made with the men at the Naval Works in respect of food allowance due to meals having to be taken over each day by the men. Men working in Magazine Valley would at no time be allowed to leave work previous to the ringing of the Works Bell.

I should like to point out that there is a great deal of difference between men employed at a works and men employed for several days in the dockyard, then for a day on the Common and another day somewhere else, when it is not possible to fix a definite time for meals. Often the men do not have their midday meal until 1 or 2 o'clock in the afternoon: allowance should be made for this. These conditions would not occur if the work were in one place; the men then would know exactly how long it would take them to walk home, their meal should be ready and they could return to their work within the hour.

If a man lives too far from his work he must take his meals with him, but, in my opinion, this is his own arrangement and does not concern his employer.

*R. R. Massey*

Colonial Engineer.

15/11/24.