

C.S.

PUBLIC WORKS.

(Misc.)

19 39.

No. *44/39.*

O.i.C. Public Works.

SUBJECT.

19 39.

22nd March.

WAGES OF MEN EMPLOYED BY THE PUBLIC WORKS
DEPARTMENT.

Previous Paper.

MINUTES.

1-2

Minute from O.i.C. P. W. D. of 22/3/39.

Agre. Dep.
Please state the scale of
wages paid by your Dep. to
gangers and foremen.
WCH
27.3.39.

Hon. Col. Sec.

The scale of wages paid by the Agricultural
Department to gangers and foremen are as follows:-

J. B. Browning.....	Foreman.....	2/-	per hour
C. W. Jennings.....	Asst. Foreman & Blacksmith....	1/9	" "
S. Barnes.....	Ganger.....	1/3	" "
Geo. Halliday.....	"	1/3	" "
Albert Summers...	"	1/3	" "

Subsequent Paper.

[Signature]
for Agricultural Adviser.
27/3/39.

Agric. Adviser.

Thank you.

2. Please state: -

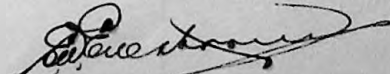
- (1) The total number of persons now employed.
- (2) The total weekly wages paid.
- (3) The hourly rate paid to Carters.
- (4) Whether full time is being paid to any persons receiving a pension.
- (5) Presumably the weekly wage paid to J. B. Browning is £4-10-0 and to C. Jennings £3-18-9 or at the rate of £234 and £204-15-0 per annum respectively?

WCH
27.3.39.

Hon. Col. Sec.

I have the honour to submit the following statements:

- (1) The total number of persons employed by the Agricultural Department at the week ending Thursday, 24th March, 1939 numbered 49.
- (2) The total weekly wages paid for the week ending Thursday, 2nd March was £90.-10s.0d., W/E 9th March £105.-18s.-5d, W/E 16th March £109.-14s.-5d and W/E 23rd March £110.-4s.-5d. This included full time for married men and part time for single men.
- (3) The hourly rate paid to carters is, Head Carter 1/3, who has to feed horses etc. during week-ends, the other at 1/2.
- (4) There is only one person working for this Department who is receiving a pension, namely, L. Middleton who stated that his pension is £30 per annum and too small to live on, and is working three days per week at the rate of 1/2 per hour.
- (5) The weekly wage paid to J. B. Browning is £4.-10s.-0d and to C. W. Jennings £3.-18s.-9d or at the rate of £234 and £204.-15s.-0d per annum respectively.


for Agricultural Adviser.
28/3/39.

DP Wks

To see. Does Mr Barnes mean $1/6^d$ per hour plus the $1/6^d$ per day? If so this would be £3-13-6 per week. He appears adequately paid as it is as a gang foreman since he receives $13/6$ more than the other men.

WCH

CS

29.5.59.

How to see.

Noted, Mr Barnes's application is for a standing wage of $1/6$ per hour, with no extras, with the experience of all classes of work he received during the Stanley improvements I consider his request reasonable, but at no time should a labourer leading-hand or charge-hand's salary exceed that of the indentured tradesman.

H. Williams.

Dir Public Works

29/5/59

Submitted. The wages of Mr John Barnes as a ganger P.Wks Dept. work out at £3-6-0 per week. If instead of receiving $1/6^d$ per day as ganger he is paid $1/6^d$ per hour his weekly wage will be £3-7-6 instead of £3-6-0, as

increase of $\frac{1}{6}$ ^s a week. I see
no objection - it is not in the nature
of a permanent but only while
actually employed.

MCH.
C.S.
30.5.39.

Such an application might well
lead to others with equal claims.
I wd. like to see the rates of pay
now granted in the P.W.D. to other
workers of comparable standing and also
to know whether there is any
difference between a "ganjer" and a
"charge hand."

~~11/11/39~~ 31/3/39

D.P. Wks

Please furnish the information
required by H.E. the Governor.

MCH.
C.S.
31.5.39.

Hon Col Sec,

Submitted, Workmen employed @ $\frac{1}{2}$ d per hour,
with 10 years and more continuous service who are put
on as "ganjer" or "leading hand" @ 1d per hour extra
as required.

H. Duffin.	13 years.
J. Harries.	10 $\frac{1}{2}$:
E. Buckley.	11 :
F. Gleadell.	14 $\frac{1}{2}$:
F. Allen.	10 :

By ganjer or leading hand is meant a trust-
worthy and capable workman put in charge of a number
of men at a spot where it is not possible for the fore-
man to visit more than once a day.

The Charge-Hand must have a good knowledge of
all works in general and be capable of carrying out works
at distances such as camp tracks, with a large working party
on his own responsibility for periods of at least three days
and must be considered suitable to carry out the duties of
Assistant Foreman and Timekeeper at any time.

[Signature]
O.i.c Public Works Dept.
12/11/39

Jh.

Submitted
MESH
CS.
14. 4. 59.

Will you please consider in consultation with A. A. and O. C. P. W. whether concession asked for will not give rise to claims by other employees with equally responsible duties

14/4/59

Agrie. Adviser,
Director Pub. Wks.

Please consider - we can discuss the matter on the 17th inst.

MESH
CS.
14. 4. 59.

Kagan
17/4/59

[Signature]
17/4/59

Jh. The officers mentioned ~~are~~ have discussed this matter. The Agrie. Adviser states the matter would not affect anyone employed by his Dept. and since Mr. Barnes is the only charge hand employed by Govt. both the Agrie. Adviser and the O. I. C. P. Ws. recommend

he should be paid if he has
hours in future, as he is
worth that way. I agree
with that recommendation.

MCH
17. 4. 39.

Approved

~~MCH~~ 17/4

D.P. Wks.

To note approval of
Mr. Barnes' application.

MCH
18. 4. 39.

How low see.

Notice, this will come into
effect on the 20th inst, the commencement
of the P. to. work.

D.P.
18/4/39.

YES

Letter to Mr. J. Barnes of 20. 4. 39. 3.

D.P. Wks.

To note.

MCH
21. 4. 39.

How low see.

Notice.

D.P.
21/4/39

PA
21/4/39

(4) Minute from O/C, R.A.S.C., of 5. 10. 39.

(5)

Executive Engineer,
 Mr. Barnes who has
 served with the P. Works for a
 long time will no doubt
 be taken on again when
 he finishes military duties?
 MCH
 C.S.
 9. x. 39.

Hon. Col. Secretary. (6)

All other things being equal I
 should say yes.
 J.W. 10. x. 39.
 EE

O.C.
 R.A.S.C. (7)
 To note.

MCH
 C.S.
 10. x. 39.
 (8)

Hon. Col. Sec.

noted

Davy
 H.A. 12/10/39

9-11. Minute from Executive Engineer of 12/1/43.

Innumerable Colonial Secretary.

The problems of para. may now R.I.P. I
 hope. J.W. EE. 15. 1. 43.

p.a.

Minute to Executive Engineer of 12. 11. 44.

12.

Letter from Secretary, F.I.L.F., of 12. 5. 44.

13.

" to " " " 19. 5. 44.

14.

" from " " " 12. 5. 44.

15.

" to " " " 19. 5. 44.

16.

44/42.

56/39.

ACS

(17)

(15) & (16) shd be put on C.O.L.B. file.

& copy in file dealing with paid & unpaid holidays

& (13) & (14) h.a.w. at present.

RB
29/5/44

(18)

RAg.

(13) & (14) f.y.i. RB

15/6/44

ACS

(19)

Minute attached

File
27/6/44

20

Minute to Director of Agriculture of 24. 6. 44. 21.

Letter from Chairman, L.A.B., of 10. 7. 44.

22.

Minute to Chairman, L.B.B., of 11. 7. 44.

23.

Minute to Executive Engineer & Director of Agriculture 11.7.44. 24.

C L O S E D

Port Stanley
21st March 1939
— " —

Sir

I have made a request to the officer in charge of the Public Works concerning the possibility of having my hourly rate of pay fixed at 1/6. at present I receive 1/4 per hour and 1/- per day for being ganger. Although I receive £3-6-0 per week I only enjoy contributing at the rate of £3-0-0 per week to the Provident fund. Although he concurred with me he felt it was beyond his power to alter it and suggested that I should refer the question to you sir. I feel it would be most satisfactory if you could grant my request—

I am, Sir,
Your obedient servant,
J S Barnes
— " —

~~The~~
The Col Secretary
Port Stanley
— " —

(2)

No. _____

MINUTE.

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

22nd March. 19 39.

From _____

To The Honourable, _____

O.i.c. Public Works Dept.

Colonial Secretary.

Stanley, Falkland Islands.

Submitted, the attached application for increased wages from Mr J. Barnes.

2. As a charge-hand Mr Barnes's services are worth 1/6d per hour, and he has always given every satisfaction as such when employed on outside roads and camp tracks, works which he has been engaged on for the last eight years or more, but owing to this class of work likely to be diverted from this Department and the likelihood of labourers being discharged in the near future, I could not consider myself in a position to grant his request at the present time.

T. J. Curran

O.i.c. Public Works Dept.

44/39.

20th April,

39.

Sir,

With reference to your letter of the 21st of March last, I am directed to inform you that your application has been granted and in future you will be paid at the rate of 1s/6d per hour with effect from the 20th April, the commencement of the Public Works week.

Redd

I am,

Sir,

Your obedient servant,

W. H.

Colonial Secretary.

Mr. John Barnes,
STANLEY.

No. 44/39

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

MINUTE.

5th October, 1939.

From Officer Commanding,
Royal Army Service Corps,
Stanley, Falkland Islands.

To The Honourable,
The Colonial Secretary,
STANLEY.

Confirming our telephone conversation of yesterday, I am to enquire if Mr. J. Barnes will be given an opportunity to return to his former position as a ganger in the Public Works Department when his services are no longer required for military purposes.

He is a volunteer and is at present engaged as head cook for the Argentine Contingent.

Suitable cooks are difficult to obtain here and quite naturally Barnes does not wish his position in civil life to be prejudiced, while he is employed temporarily as a cook.

I understood you to agree that this would not happen.

J. Barnes
O. C. Royal Army Service Corps.



MINUTE.

No. _____

12th January, 19 43.

Written To

From _____

THE COLONIAL SECRETARY,

The Executive Engineer,

Stanley, Falkland Islands.

Stanley.

I enclose for your records a copy of a schedule covering rates of pay and allowances in this department. This document was the result of an informal conference between representatives of the workmen selected by me and my foreman and they agree that it represents a fair basis all round.

You will recall that I raised the question of the additional payment for the men who carry out blasting operations. Following your reply I notified the two men concerned that as from 1.1.43 (altered afterwards to 7.1.43) they would receive basic rate of 1/2d as they were no longer employed on blasting. They asked to see me and they submit that they were told definitely that their rate was to be 1/4 whether they were blasting or not and quote their Provident Fund contribution which is on 1/4d rate in support of this. I agreed to bring this point to your notice but in the meanwhile have stopped the additional money in the case of one man and the second understands that his will cease when he is returned from employment by the R.E's. May I have your instructions please, or alternatively perhaps you would kindly see these two men.

See Mr. 136/432

Clusku Woodgate
Executive Engineer.

(10)

PUBLIC WORKS DEPARTMENT.

The following rates of pay and allowances, where not already in force will apply to all men employed in the Department as from 1.1.43, and men accepting employment with the Department do so on these terms.

BASIC RATES. (excluding any cost of living bonus)

Carpenters and Joiners.	1/7 per hour.
Masons, Smiths and Plumbers and handymen carpenters if supplying own tools.	1/8 " "
Lorry Drivers and Painters.	1/4 " "
Plumbers Mates, handymen without tools.	1/3 " "
Labourers.	1/2 " "

Masons basic rate includes payment for taking charge of small gaugs. Carpenters when in charge of three or more carpenters to receive 1d per extra.

Labourers when engaged on painting to receive additional 1d per hour while so employed.

Men employed temporarily as lorry drivers to receive 2d per hour above labourers rates.

OVERTIME.

From midnight to 7.30 a.m. on any day and continuing after if no break in work at 7.30 a.m. and all day Sunday } twice ordinary rates & allowances.

From 4.30 p.m. to midnight all week days except Saturday & from 12.30 to midnight on Saturdays. } One & half times ordinary rates & allowances.

Overtime will not be paid for the first half hour after cessation of normal working hours.

HOLIDAY PAY. Men on hourly rates to receive the normal days pay for all holidays notified in the Gazette as Public Holidays. Christmas Day & Good Friday excepted. In cases of men temporarily employed at more than their basic rates then they shall receive holiday pay at the same rate as for which they were working on the day preceding the holiday.

Men called to work on a holiday shall receive their holiday pay plus their normal basic rate of pay per hour while working - i.e. a total of double time for ordinary working hours, any other hours at ordinary overtime rates.

Men cutting or rickling peat on Government Contract shall be entitled to Holiday Pay on Public Holidays providing they do not cut or rickle peat on those days.

SUBSISTENCE ALLOWANCE. Men working outside Stanley may receive 1/- per day subsistence allowance from Monday to Friday inclusive.

DIRT MONEY. The following rates to be paid extra per hour for dirt money.

Working in wet clay or moving oil in barrels.) 1d per hour.
Loading or unloading cement or lime in paper bags or sacks, tarring roads.) 2d per hour.
Handling Coal in bags or bulk, if more than 5 ton lots.) 4d per hour.

SUPERVISION.

Labourers or handymen when definitely ordered to take charge of other men to receive an additional 1d per hour.

DANGER MONEY.

Men engaged in placing or tamping blasting charges in place, detonating and fixing the charge 2d per hour, limited to the man so engaged and one assistant.

While working 30' or above the ground on isolated structure such as Wireless Masts etc. 8. per hour.

GENERALLY.

Special cases and cases not included on the above schedule shall be decided by the Executive Engineer, on the relative merits of each case.

No. 27/44.

Copy filed on 44/39.
MINUTE.

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

12th April, 1944. (12)

From The Colonial Secretary,

To The Executive Engineer,

STANLEY.

Stanley, Falkland Islands.

I have to inform you that the representations of the Falkland Islands Labour Federation regarding the case of H. Nunn have been accepted by Government. The Federation maintain rightly that strict adherence is essential to the principle of overtime rates being based on hourly rates. A workman is entitled to know exactly what he is going to earn on any given job. The fact that this man was in fact overpaid is irrelevant to this principle. He should therefore be paid the sum outstanding.

2. Failing evidence to the contrary it is assumed that the rates of wages set out in the enclosure to your minute of 12th January, 1943, are acceptable to the Federation and, in order to avoid misunderstandings like this, these should in future be strictly adhered to. Should the Federation suggest any alterations they should only be made after reference to Government and should you wish to make alterations yourself I suggest that you should consult the Federation before submitting the proposals for approval.

K. G. BRADLEY

Colonial Secretary.

Red 11

13

FALKLAND IS. LABOUR FEDERATION,
STANLEY.
12th MAY, 1944.

Dear Sir,

In reply to letter of the 11th April 1944, in connection with the employment of boy labour, I am instructed to inform you that the Committee of the Labour Federation has made a careful study of the question and the following rates plus cost of living bonus have been agreed upon.

- | | | | |
|----|------|-------------------------------------|------------|
| 1. | Boys | 14 years to ¹⁵ 16 years. | 9d. p.h. |
| 2. | " | 16 " " 18 " " | 1/- " |
| 3. | " | 18 years and over, | Full Rate. |

I am,

Sir,
Yours faithfully.

(Sgd) M.E. Evans
Secretary

The Executive Engineer,
P.W.D.
Stanley.

Rug says this does not represent any increase.

MB

copy. to Hon, Colonial Secretary
for information.

Public Works Department,
Stanley, Falkland Islands.
19th May, 1944.

14

~~14~~

Dear Sir,

I thank you for your letter of the 12th inst. referring to rates of pay for boys. I am adopting this as the basis for this Department in these cases; but can only do so provisionally as there are other employers who are concerned. I assume your Federation will in due course place the proposal before the Labour Advisory Board, or similar body where the employers are represented, for final confirmation by all concerned. Perhaps you will be good enough to let me know when this has been done.

You do not mention overtime and special rates but I am adopting the same rules and rates as are at present in force, which I feel is what you had in mind.

Yours faithfully,



Executive Engineer.

The Secretary,
F.I. Labour Federation,
Stanley.

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

19th June, 1944.

From Director of Agriculture.

Stanley.

Stanley, Falkland Islands.

To The Honourable,

The Colonial Secretary,

Stanley.

2-11-45.

This brings up a most unfortunate incident. The Agricultural Department has been employing Boys since January 1941 at 6d. per hour for the first year, 9d. per hour for the second year, 1/- per hour for the third year and 1/2d. per hour after 18 years of age, or the fourth year if the youth appears to warrant it. A cost of living bonus of £1. per month is also paid these youths.

Payment at the rates suggested by the Labour Federation is a distinct increase on those previously paid by the Government and the Executive Engineer's statement that it is not, is inaccurate.

I am told that my office was consulted some time ago by the Public Works Department clerk as to the rates we paid boy labour, but no reason for the inquiry was given.

I take strong exceptions to the action of the Executive Engineer in this matter on three counts.

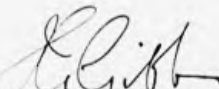
1. His failure to consult the Director of Agriculture before agreeing to pay increased rates has placed the Department in a most difficult position and if persisted in, will necessitate our granting back pay to four youths we have taken on during this year. They/

They are certainly not worth 9d. per hour at the age of 14, and are often a liability on the employer during their first few weeks.

2. I am not aware that His Excellency has cancelled his instructions to other employing departments, that all labour taken on by Government employers must first be O.Ked ^{by me} as being unsuitable for the camp. These boys had all applied to me for work and I offered them work in the camp

3. I was also under the impression that owing to the labour shortage in the camp, the Government was not employing more labour in town, and had refused for that reason, to employ several who had applied for work during the past two months. You confirmed this belief during the past month. The Executive Engineer's action therefore must be contrary to these instructions and has made my statements to the applicants appear as lies.

I cannot accept such responsibilities ^{involved in 2 + 3 above} if I am not to be supported by other officers in the service.


Director of Agriculture.

Cannot trace & it is not our policy now.

NO NO
KB

No. 44/39.

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

MINUTE.

24th June, 19 44. (21)

From The Colonial Secretary,

To The Director of Agriculture

STANLEY.

Stanley, Falkland Islands.

Red 20
With reference to your minute of the 19th June, I have spoken to the Executive Engineer and emphasised the necessity for close consultation and co-operation between you, particularly on all matters affecting labour.

2. In the present instance I agree that you may feel compelled to pay the P.W.D. rates as from the 1st May, but I was relieved to hear from you yesterday morning that you only employ two boys (other than Apprentices whose wages are fixed by their Articles) of whom the wage of probably one only is affected. A comparison between the two scales seems to indicate that over the four-year period the financial effect of adopting the new rates would be very small.

K. G BRADLEY

Colonial Secretary.

Legal Adviser's Chambers,
Stanley, Falkland Islands,
10th July, 1944.

Your Excellency,

At a meeting of the Labour Advisory Board held on the 8th of July, 1944, the following resolutions were unanimously adopted.

- (1) That this Board recommends to His Excellency that the cost of living bonus should be paid for Good Friday and Christmas Day (if not falling on a Sunday) as if these were working days.
- (2) That this Board recommends to His Excellency that the minimum rates of pay for boys should be

15 yrs. to 16 yrs.	-	8d. an hour.
16 " " 17 "	-	9d. " "
17 " " 18 "	-	1/- " "
18 onwards	-	full rates.

Overtime, special rates and cost of living bonus as at present in force.

I have the honour to be,
Your Excellency's
obedient servant,

Excellency
Governor,
Government House,
STANLEY

(Sgd.) Austin Cathie
Chairman,
Labour Advisory Board.

No.

MINUTE.

23

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

14th July, 1944.

From The Colonial Secretary,

Stanley, Falkland Islands.

To The Chairman,
Labour Advisory Board,
Stanley.

I am directed by the Secretary to acknowledge your letter of 10th July, and to inform you that so far as Government is concerned the Board's recommendations in regard to the payment of Cost of Living Bonus on Good Friday and Christmas Day and to the minimum rates of pay for boys are accepted.

K. G. BRADLEY
Colonial Secretary.

No.

Copy to Manager,

F. I. C.

MINUTE.

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

Chairman, L. A. B.

11th July, 19 44. (24)

From The Colonial Secretary.

To The Executive Engineer &
Director of Agriculture,
STANLEY.

Stanley, Falkland Islands.

In accordance with advice given to His Excellency by the Labour Advisory Board

- (1) Cost of Living Bonus should in future be paid for Good Friday and Christmas Day, when the latter does not fall on a Sunday.
- (2) As from tomorrow the 12th July the minimum rates of pay for boys doing manual labour for Government Departments, will be as follows :-

15 years to 16 years	-	8d.	an hour.
16 " " 17 "	-	9d.	" "
17 " " 18 "	-	1/-	" "
18 onwards	-	full rates.	

Overtime, special rates and cost of living bonus as at present in force.

These rates do not, of course, apply to Apprentices or Messenger Boys.

K. G BRADLEY
Colonial Secretary.