

<u>PUBLIC WORKS.</u>	
(Misc.)	
No.	56/39.

C.S.

19 39.

O.i.C. P. W. D.

SUBJECT.

19 39.  
8th April.

Application for holiday with pay by employees of the Public Works Department.

Previous Paper.

1-2.

MINUTES.

Minute from O.i.C. P.W.D. of 8/4/39.

*M.*  
Submitted. I think we should come into line and give the annual holiday of 7 days with pay. Eight paid public holidays are allowed as against five by the F.I.C. I do not know that military training can be regarded as a holiday.

M.H.  
es  
12.4.39.

Will you please ascertain definitely the F.I.C. practice. Is it 13 days for year or 12 days?  
~~M.H.~~ 12/4/39

Subsequent Paper.

Letter from Captain Roberts (3)

The F.S. Coy men receive the  
working week i.e., 5 1/2 days  
plus 6 public holidays  
Total 11 1/2 on wages.

M. Submitted on this basis  
Govt. employees would receive 13 1/2  
days in a year on wages:

One working week 5 1/2 days  
Public holidays 5  
Total 13 1/2

Govt. paid holidays are as follows:

New Year's Day,  
Easter Monday,  
Empire Day  
King's Birthday  
Bank Holiday,  
Battle Day  
Boxing " } For Shows  
Second " }

Unpaid - Good Friday and Xmas Day.  
The F.S. Coy do not give Bank Holiday  
or New Year's Day.

MCH  
E.  
14. 4. 39.

For the best Ex. Co. Meeting

Please ~~write~~ 14/4/39

Early

Hon. S. no. <sup>14.4.39</sup> ~~to~~  
" & Sawei <sup>AA. 14/4/39</sup>

For consideration in Ex. Co.  
on Tuesday 18th April.

J. Clerk  
C. Clerk  
14/4/39.

Extract from minutes of meeting of Executive Council held on the 18th of April, 1939.

After deliberation it was agreed that all employees of the Government with not less than 12 months service should be granted 6 days holiday on full pay annually in addition to the usual public holidays.

*C. J. Jervis*

Clerk of the Executive Council.

*Agree: Advise.*

*D.P. Wks.*

The holiday only applies to employees who have been in Gov. Service not less than 12 months.

2. The holiday may be granted as they require it at different periods so that only two or three would be off at the same time, and salary always to the convenience of the Dept. Employees may be informed.

*W.H.J.*

19. 4. 39.

*Hon. Col. Sec.*

*noted*

*AA*  
A.A. 19/4/39

*Hon. Col. Sec.*

*Holid.*

*W.H.J.*  
20/4/39.

*P.A.*  
W.H.J.

Memorandum from Executive Engineer of 3/2/40 (14)

Submitted. I doubt whether it will be good policy to suspend the annual holiday for workers. I do not know if the Lt. Col intend to suspend the holiday. Shall I ascertain?

MCH  
C.S.  
7. 2. 40

Please and discuss with C.S. what the anomalies may be

~~7/2/40~~

Executive Engineer.

Before I approach the Lt. Col, Ltd, will you please speak. A number of men who will require work will be returning from the whaling at the end of the season.

MCH  
C.S.

7. 2. 40

Honourable Colonial Secretary.

I regret the use of the word "anomaly". What I had in mind was dissatisfaction among the men in the D.F. who ~~are~~ <sup>being</sup> still paid as civilians ~~who~~ <sup>who</sup> might feel that they were entitled to this leave, forgetting that they get one day in four as soldiers. The further shortage of staff is the worst point but by can this could be overcome & I would like to do all I can to make necessary arrangements.

MCH F. 2. 40

Mr. Defence Force  
Ex. Enquiries.

I have spoken with manager  
H.S. Co. His Company will not  
suspend the holiday for workers  
but will only grant it if  
the man can be spared. If  
the man cannot get the  
holiday within the period he  
would be granted a few days  
extra when he can be  
spared. I do not think  
any difficulty will arise so  
far as your men are  
concerned.

M.H.  
E.  
10. 2. 40

Honourable Colonial Secretary.

Wd Thank You.

W.F. 12.2.40.

P.H.  
12/2/40.

- 5. Minute to the Executive Engineers of 28/1/40.
- " " The Senior Medical Officers of 28/1/40.
- " " The Director of Agriculture of 28/1/40.

P.A. 6. Minute from The Senior Medical Officers

P.A. 7. Minute from Director of Agriculture of 4/11/40.

8-9. Minute from Executive Engineers of 4/11/40.

10. Minute from Executive Engineers of 16/11/42. P.A.

HCS.

Ref: x of (10). I understand that G.S. Co. employees are not eligible to receive a week's holiday on pay unless they have completed a year's service.

Ref: para: 2 the Treasury has not yet raised the question as further details to be supplied by P.W.D. are awaited. I have extracted this para. to the Provident Fund file.

*R.A. Rajes.*  
14/11/42.

action n  
15739

(12)

R. D. Ramesh

I have discussed para 1. of (10) with W. Crane, Acting manager. F.I.C. The annual week's holiday of seconded men who report to your Dept. will be paid for by Govt. & F.I.C. in proportion to the <sup>respective</sup> periods within the past year during which the men worked for them. Holidays should be granted & paid for from your vote, subsequent recovery being made by you from F.I.C. Please confirm in writing to F.I.C. to obtain written agreement.

*KB.*  
17/11

(13)

Honourable Colonial Secretary.

Your instructions noted a copy of letter 14. added. F.I.C. attached hereto.

*W. H.*  
20.11.42

P. 2.

Office of Treasury

(15)

To note, pl.

*L. J. Jones.*  
23/11/42.

For file.

Noted. Thank you

*R.A.*  
Oct 23 11 42

*R.A.*

- 15. Letter from Secretary, F.I.L.F., of 12. 5. 44.
- 16. " to " " " 19. 5. 44.

n<sup>a</sup>.

STANLEY,

28th March, 1939.

To.  
The Officer-in-Charge,  
Public Works Dept.,  
STANLEY.

Sir,

we the undersigned employees of the Public Works Dept., do hereby request that you will submit to His Excellency the Governor for his kind consideration this our humble petition for an Annual holiday, similar to that which is given to employees throughout Great Britain, and which has recently been started in the Colony by Messrs Falkland Islands Company Limited.

We have the honour to be,

Sir,

Your obedient servants,

J. Petterson	A.R. Peck	B. Peck
J. McPhee	J. Halliday	B. Evans
J.P. Peck	J. Miller	T. Allan
A.W. Summers	M. Luxton	B. B. Beaggs
R. Campbell	J. Allan	E. Bennett
Desmond Peck	E. Whitney	<del>W. Wilson</del>
J. Sturman	E. Grant	E. Wilson
E. Glendell	W. J. Summers	M. Evans
E. Aldridge	J. Beadell	H. Duffin
J. R. Summers	James Goss	B. Peck
W. Stewart	M. Haydon	B. Peck
J.S. Barnes	E. G. Keenan	P. Siddleworth
G. Thompson	W. J. McAtamney	R. L. Bonner
	A. Blyth	G. Pearson



No.

MINUTE.

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

8th April 19 39.

From

To The Honourable,

C.i.c. Public Works Dept.

Colonial Secretary.

Stanley, Falkland Islands.

Submitted, the attached letter from Mr M. Evans on behalf of the P. W. D. employees whose names are subscribed thereon.

2. I understand the F. I. Co, are allowing their employees seven days holiday per year, on full pay, commencing from the first of the year, in addition to six paid public holidays.

3. The Government allows ten holidays in the year, eight of which are paid, and in this year two days extra in Stock Show week were granted on full pay, in addition to this twenty-two P. W. D. employees, members of the Defence Force, received full pay and board while on summer training for ten days, which can hardly be classed as labour.

4. Knowing well the conditions under which these men work, and the supervision they are subjected to, I consider there is no justification for this request.

X. Includes Good Friday and Xmas Day.

*D. Allman*  
O.i.c Public Works Dept.

Stanley (3)  
April 18 1939

Dear Mr Halkett,

With reference to your letter of to-day's date on the subject of holidays, our workmen are now given a week's holiday on full pay in addition to the six public holidays, also on full pay. This makes eleven and a half days with pay, in the case of men on hourly rate - not 13 days.

The scheme of course is applicable to those on monthly pay also, including crews of our vessels.

Subject to the convenience

of the Company's work on hand, the employees are permitted to make their own arrangements regarding dates. In practice it works out that not more than two in each department, store, petty gang, carpenter etc. are away during the same week.

But pay is stopped.

Regarding those of our men who belong to the defense force, their absence on leave for training purposes is not taken into account.

Such employees - will, naturally, take their holidays later in the year, although we have not found it necessary to make any

ending on the matter.

Yours sincerely,

J. R. Smith

P.S. I suppose you know  
that we take no account of  
New Year's Day & August Bank  
Holiday - as holidays.

J. R. S.

(4)

No.

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

MINUTE.

3rd February. 1940.

*From*

Executive Engineer.

Stanley, Falkland Islands.

*To* The Honourable,

Colonial Secretary.

Submitted please, that the ruling of the Executive Council at meeting held on the 18th April, 1939, ref M.P. 56/39, granting 6 days holiday on full pay to Government employees may be suspended for the duration of the war in order to avoid anomalies between serving soldiers and civilians and also prevent staff shortage becoming more acute.



Executive Engineer,

No.

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

MINUTE.

28th October, 1940.

From The Honourable,  
The Colonial Secretary,  
Stanley, Falkland Islands.

To The Executive Engineer,  
*The Hon. Senior Medical Officer,*  
*The Director of Agriculture.*  
Public Works Department,  
STANLEY.

I have the honour to draw your attention to the resolution of the Executive Council passed in April, 1939, allowing employees holidays with full pay for six days during the year and to ask for a report on the subject, giving name and dates of the men to whom this privilege has been or will be granted.

Colonial Secretary.

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No. 56/39.

MINUTE.

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

28th October, 1940.

*From* The Honourable,

*To* The Honourable,

The Colonial Secretary,

The Senior Medical Officer,

Stanley, Falkland Islands.

STANLEY.

I have the honour to draw your attention to the resolution of the Executive Council passed in April, 1939, allowing employees holidays with full pay for six days during the year and to ask for a report on the subject, giving name and dates of the men to whom this privilege has been or will be granted.

6.

*H.C. 55 This resolution refers I believe to men paid from general votes and not personal emoluments. We have no such men.*

Colonial Secretary.

*Local leave is granted to others, without reference, when possible*



No.  
(It is requested that, in any reference to this minute, the above Number and the date may be quoted).

MINUTE.

4th November, 1940.

*From* Director of Agriculture  
Agricultural Department,  
Stanley, Falkland Islands.

*To* The Honourable,  
The Colonial Secretary,  
STANLEY.

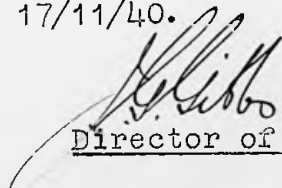
*With reference to your minute of 28th Oct.*

I have the the honour to report as follows :-

The following employees were on holiday with full pay :

S. Aldridge	8/3/40	-	14/3/40	inclusive.
G. Halliday	8/3/40	-	14/3/40	"
C. Jennings	26/4/40	-	2/5/40	"
J. Browning	2/5/40	-	8/5/40	"
A. Summers	30/9/40	-	5/10/40	"
E. Harvey	21/10/40	-	26/10/40	"
W. Watson	28/10/40	-	2/11/40	"

J. Cletheroe will be granted holiday as from 4/11/40 - 9/11/40, and T. Paice and A. Clarke from 12/11/40 - 17/11/40.

  
Director of Agriculture.



9

No.

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

MINUTE.

4th November. 1940.

From

Executive Engineer.

Stanley, Falkland Islands.

To

The Honourable,

Colonial Secretary.

I have the honour to refer to your minute dated 28th of October 1940, in connection with holidays with pay, and attach a list divided to show "A", men who already have had this leave and "B", men who <sup>are</sup> entitled but from whom no application has yet been received.

There are of course other men on the Department pay roll but these are not entitled owing to the short time they have been so employed.

Up to the present it has been possible to let a man go on the date for which he asked, and provided I do not receive a large number for any one period this should continue to be possible.

The men are appreciative of the leave and although legally entitled to it realise that in war time it can only be granted subject to the exigencies of the Service.

Executive Engineer.



"A"

H. Bonner.	Labourer.	8th April.
C. Paice.	: :	8th April.
H. Roberts.	: :	8th April.
F. White.	: :	9th April.
R. Davis.	: :	15th April.
L. Summers.	Apprentice.	15th April.
A. Blyth.	Skd Labr.	15th April.
B. C. Biggs.	: ::	15th April.
S. Bennett.	Carpenter.	29th April.
G. Thompson.	Labourer.	27th April.
R. L. Bonner.	: :	29th April.
P. S. Smith.	Lorry Driver.	6th May.
J. Peck.	Labourer.	25th May.
S. Newman.	: :	25th May.
C. Dettleff.	Lorry Driver.	25th May.
M. Luxton.	Labourer.	27th May.
W. McAtasney.	Carpenter.	6th May.
H. Allen.	Skd Labr.	1st July.
F. Allen.	: ::	11th July.
E. Summers.	Lorry Driver.	16th Sept.
G. Pearson.	: :	12th Sept.
B. Peck.	Labourer.	23rd Sept.
J. Goss.	: :	23rd Sept.
A. W. Summers.	: :	23rd Sept.
J. Barnes.	Charge Hand	16th October.
M. Evans.	Labourer.	28th October.
E. Kelway.	Skd Labr.	28th October.
F. Gleadell.	Labourer.	4th November.
E. Aldridge.	: :	4th November.

"B"

C. Evans.	Carpenter.
H. Aldridge.	Skd Labr.
<del>E. Biggs.</del>	<del>Painter.</del>
<del>D. Peck.</del>	<del>Skd Labr.</del>
E. J. Gleadell.	Quarryman.
E. Wilson.	Painter.
H. Waghorn.	Labourer.
D. Lehen.	: :
<del>E. Buckley.</del>	<del>: :</del>
L. Grant.	: :
W. Smith.	: :
C. Rowland.	: :
S. Aldridge.	: :
<del>F. Dixon.</del>	<del>: :</del>
J. Blyth.	: :
C. Skilling.	: :
S. Halliday.	: :
W. Goodwin.	: :
H. Nunn.	: :
L. Middleton.	: :
J. Clifton.	: :
J. McKay.	: :
H. Biggs.	: :
W. Stewart.	Skd Labr.
J. J. McKay.	Labourer.

(10)

MINUTE.

No. \_\_\_\_\_

16th November, 1942



To:-

From:-

THE COLONIAL SECRETARY.

The Executive Engineer,

Stanley, Falkland Islands.

Stanley.

With reference to the workmen from this Department seconded to the F.I.C. for work on Admiralty Oil Tanks, one of these men has just returned to the Department Pay Roll and has asked for his weeks holiday.

It occurs to me that when the remainder are released they will make a similar demand and this will have to be granted and I submit that the Government should not have to bear this cost. May the question be raised formally please. I would suggest when a man has been employed by them for over 9 months the cost of his holiday pay should be borne by them and they notify this department of any leave so granted.

The case is similar to the Government contribution to the Provident Fund which I asked the Treasury to raise and which I believe has already been settled.

*Quata Hoodak*  
Executive Engineer.

X  
Extracted  
M.P. 15/49.

Public Works Department,  
Stanley, Falkland Islands.

19th November, 1942.

Holidays with pay.

Dear Sir,


Referring to your conference with the Hon. Colonial Secretary on the above matter. I understand that it was then tentatively agreed that your Company were prepared to contribute towards the pay of men seconded from this department while on holiday, in proportion to the time they have been with you in the year. I would be glad of your confirmation of this arrangement.

In anticipation of your concurrence and in order to prevent any possible abuse of the privilege I suggest the following procedure be closely followed.

1. On application for holiday the case be referred here for check that holiday has not already been granted this year.
2. When holiday is granted subject to 1. that this office be notified commencing date.
3. For purposes of calculating proportion payable by your Company and Government year to be treated as 52 weeks.

Please accept my thanks for your co-operation in this matter.

Yours faithfully,

  
Executive Engineer.

Manager,  
The Falkland Is. Co. Ltd.,  
Stanley.

Falkland Islands Labour Federation,  
STANLEY.

12th May, 1944.

Sir,

I am instructed by the Committee of the Labour Federation to inform you, that after a careful discussion on the Cost of Living Bonus and finding that this has been reduced on unpaid holidays, was considered wrong.

The Committee feel that it cost as much to live on a holiday as not.

Further to the question of unpaid holidays was discussed, and the Committee are of the opinion there should be none, all holidays should be paid for.

Trusting these questions will be given your earnest consideration.

I am,

Sir,

Yours faithfully,

(Sgd.) M. E. Evans,

Secretary.

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

Copy to Hon. Colonial Secretary,  
for information.

Public Works Department, <sup>(16)</sup>  
Stanley, Falkland Islands,  
19th May, 1944.

Dear Sir,

With reference to your letter of the 12th inst. in connection with the payment by Government of Cost of Living Bonus on unpaid holidays, this is a matter entirely beyond my powers to settle. I suggest therefore that you address either the Colonial Secretary or the Labour Advisory Board on the matter.

Yours faithfully,  
(Sgd.) J. A. Woodgate,  
Executive Engineer.

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