

C. S.

POLICE AND PRISONS
(Police)
OFFICERS AND OFFICIALS
(Appointments)

19 4 6.

No. 16/46.

Chief Constable

SUBJECT.

19 46.

4th February.

POLICE DEPARTMENT.

I N

F.

Staff and Establishment.

Previous Paper.

MINUTES.

Minute from Chief Constable of 4. 2. 46.

(2)

y/c. I have already discussed this matter with you.
As Constable Brownell is due to proceed on leave towards the end of this month may I advertise the post immediately, pl. ?

W. J. Jones
5/2/46

(3)

Yes *AD*
8/2/46

(4)

Ch. Constable To note approval. Will you please furnish draft advertisement.

W. J. Jones
7/2/46

Hon. Col. Sec.

(5)

The attached draft advertisement, is submitted, please *CDH/pes*
8/2/46

Police Dept Staff
No 0784

Subsequent Paper.

0784

(6)
 appointments Board -
 O/c Secretariat
 Hon. S.M.O.
 Ch. Constable.

y/c. The Appts. Board met this afternoon &
 of the five applications, recommended that
 the post be offered to D. Williams, as from 1/3/46.
 Will y/c approve, pl.

[Signature]
 18/2/46
[Signature] 19/2/46

Letter from	Mr. D. H. McMillan	of 12. 2. 46	7.
"	A. P. Shankel	" 14. 2. 46	8.
"	E. G. Biggs	" 18. 2. 46	9.
"	J. E. Whitney	(undated)	10.
" to	D. H. McMillan	of 19. 2. 46	11.
"	A. P. Shankel	" "	12.
"	E. G. Biggs	" "	13.
"	J. E. Whitney	" "	14. pa.

(15)

Minute from
 Extract from Chief Constable of 17/6/46 filed in (L/219 C.F. Sheppard).

2. Appoint temporary one Special Constable in
 order to allow the Senior Constable (Constable J. Norris) to act as Senior
 Constable and Gaoler during my absence.

3.

(SGD.) C. F. SHEPPARD.
 Chief Constable.

(16)

Extract from Minute to Chief Constable of 2/7/46 filed in (L/219 C.F. Sheppard)

2. His Excellency has approved the recommendations made by you in the
 second paragraph of your Minute.

3. The question of the appointment of a temporary Special Constable will
 be dealt with separately.

(SGD.) A. B. MATHEWS,
 Colonial Secretary.

(17)

[Signature]
 C.C. submits draft notice at (17) for your approval, pl.

(18)

Apprs. *[Signature]*
 17.7.46

[Signature]
 16/7/46

19. Public Notice of 18. 7. 46

by
5.3.46
197

(20)

appts. Board
A.C.S. (Chairman)
Ch. Constable
Ag. C. of Customs } (Members)

[Signature]
8/8/46

(21)

y.c. The Appts. Board met this afternoon
and recommends that the post of Temporary
Special Constable be offered to Mr. R. V. Goss.
Will y.c. approve, pl.? W.E.F. 12/8/46.

[Signature]
8/8/46

22

Appa.

[Signature]
5.8.46

23.	Letter from R. V. Goss, Esq.	of	2. 8.46
24.	" " A. P. Shackel, Esq.	"	2. 4.46
25.	" " G. Harrison, Esq.	"	29. 7.46
26.	" " T. G. Lee, Esq.	"	30. 7.46
27.	" to A.P. Shackel, G. Harrison, T.G. Lee, Esqs. of		10. 8.46
28.	" " R. V. Goss, Esq.	of	10. 8.46
	(Copies to Treasury and Chief Constable)		

29. Gazette Notice of 1.9.46.

30. *[Signature]*
31/10/46
30/9/46

memo. from Ch. Constable of 21. 8. 47

31

for a. as to uniform : : to A.T.
for his river as to salary. The

Sp. to issue when
total expenditure
known.

establishment is 4? Any change
must await appt. of new Chief
Constable.

32.

ABH
21.8

Q.M.

~~Ref.~~ Ref. para. 2. of 30 pt. can you supply?

33

V.P.
C.S.
21/8/47.

~~ABH~~

This can be arranged, pl.

J. O.M.
25.8.

34

A.I.

As at (31) p.
J.P.C.S.

35

Notes.

Mulhoss receives £5 per week +
ChB pension would be one @ £15. 2. 2 for
the month of mulhoss and therefore receive
Salary £156 + ChB £27 - a total of £183. I
recommend therefore that the present rate should
stand pending the appt. of a new C.C. If
mulhoss was appointed a permanent constable
commenced at the bottom of Grade IV as
other no doubt have done his emoluments
would be as follows pt. Salary £100 ChB £27 House
£50 = £177.

J.P.
27/8

36

Ag. Ch. Constable

(30)

As to battle dress,

see 33.

2. As to his status, this must await decision when Ch. Constable arrives.

ABL
20.5

37

Hon. Col. Sec.

Noted. Thanking you for information. Battle dress supplied by G.M.

11/28/47

38 Memo. from Chief Constable of 11.3.48

39

Ch. Constable

Re see his file & speak.

ABL
15.3

40

Hon. Sec.

We spoke. Notice to Gross terminating his services on 28/4/48 is at 41.

ABL
20/3/48

41. Letter to Temp. Const. R. G. G. of 3.4.48

Gazette

42. Gazette Notice of 1.5.48.

43. Memo. from Chief Constable of 19.6.48.

B.H. 29/3/48
1.4
1.4
1.4

Ch. Constable.

He spoke about his Remarks
 that XVIII 1 iii - v provides for 1 Sergeant
 . 5 (not 3) Constables.

2. You may recruit 2 more
 constables whenever you wish. R. sph.
 to Chancery, Opposite. Cta.

3. Ten. Prisoner Estab.

Expenditure is :-

+ £24 (w £27 then a £200) CO. L.B.	Sergeant	Gr. II	200 x 10 - 250	+ £12 etc.
+ £27 CO. L.B.	P.C.'s	3 Gr. III	£150 x 10 - 200	
" "		2 Gr. IV	100 x 10 - 150	

w. all cases plus better fuel :-
 £50.

4. R. consider planning funds
 proposed for New Conditions :-

Sergeant 265 x 15 - 280

Constables Gr. A 175 x 15 - 250

B ¹³⁰~~120~~ x 10 - 160

w. all cases with free house - fuel
 (or allowance in lieu) except for
 Gr. B for wh. merit night

can promotion to Gr. A without
waiting for a vacancy.

45

by
22/6

Hon. C. S.

Your paras 1 and 2 noted. I suggest I go into this as soon as the New Conditions have been settled provided this occurs within a reasonable time - reasonable time without the aid we require, I mean.

2. Your para. 4. While I suggest an upgrading of the figures proposed, the increase is not considerable. ~~xxx~~ I am setting out my views on the matter though as there are one or two points which I think are rather important.

(a) My figures are based on the assumption that the Sergeant will be in Grade I, Class A constables in Grade II and Class B Constables in Grade III.

(b) I think the New Conditions proposed for the Police should be considered on the principle that it is necessary to raise the standard of the police by attracting the best men and retaining them in the Service. For a police force to render its full quota of service to the public, it must have the confidence of the public and this can only be achieved if the standard set and maintained by the Police is a high one in every respect. Unless the police officer is to be simply a uniform carrier, the recruit needs to be intelligent and well-disciplined, of exemplary character, physically fit, smart in appearance, calm and discreet. He is then capable of being trained in an exacting profession. The days when a recruit tossed up a labourer's job or a policeman's lot should be long over. As I consider no one over the age of 25 years should be recruited (except in very special cases) - habits die hard - I think a commencing salary of £140 should be sufficiently attractive to provide a selection of young candidates. Increments of £10 annually, for good progress, to £170 at the end of three years, would render him eligible to sit an examination for promotion to Class A Constable on completion of 4 years service. If he is successful and is recommended by the Chief Constable, he should then receive a salary of £180 rising by annual increments of £15 to £255. After completing 10 years

service, a constable should be permitted to sit a qualifying examination for promotion to Sergeant and, if successful, may be given an increment of £10. A constable promoted to Sergeant should receive £275 x £5 to £290. There would thus be an incentive to efficiency for a minimum of 13 years

(c) A statement of (b) above is, then, as follows:-
Class B Constables £140 x 10 - £170 in 3 years. - Grade III.

(Written examination before promotion to
Class A with 4 years service.)

Class A Constables £180 x 15 - £255 in 5 years - Grade II.

(With additional increment of £10 after 10 years service if Class A Constable passes examination for promotion to Sergeant.)

Sergeant - £275 x £5 - £290 in 3 years. - Grade I.

Constables failing in written examinations to be allowed to resit the examination after interval of 12 months.

3. If serving officers accept the New Conditions, I think they might enter these scales at the following figures:-

Norris £275; Fleuret £255; O'Sullivan £245 (next increment would then be of £10) and Williams at £195.

P.S. House and Fuel should be free in all cases.

A. J. Williams
C.C. 23/6.

Y.E.

(43) - 45

| children comparison notes of :-

A. Present Salaries (from) B. Proposed - 45P. year ($\pounds 200 \times 10 - 250 + \pounds 2 + \pounds 27 - 24 =$) $\pounds 239 - 246 \times 10 - 286$ $275 \times 5 - 290$ P.C.'s (3) ($150 \times 10 - 200 + 27 =$) $\pounds 177 \times 10 - 227$ $180 \times 15 - 255$ - do. (2) ($\pounds 120 \times 10 - 150 + 27 =$) $\pounds 147 \times 10 - 177$ $140 \times 10 - 170$

Recalled for NRB memo below 28/6/68

47

16/6/66

C.S.

Consideration should be
 given to enrolling a police
 recruit (cadet - 18 yrs or so);
 the force will be very thin on
 the ground when present members
 take leave.

M.C. 27/6/68

48

Ch. Constable.

He discussed with H.E. yesterday.
 He proposed under the new Pension
 Consider a report on your views with
 including them in existing grades II -
 IV but making them pensionable after
 promotion to Gr. III.

by
 29.6

+9

Hon.C.S.

Yours above and our discussion of today. As I understand there is no question of inducing serving officers to accept the new Conditions, I submit amended proposals as to salary scales.

Grade IV. £120x10-150	Non-pensionable. Recruits appointed within the scale according to age and qualifications. I think an allowance of £25 pa. should be paid in lieu of free quarters and fuel to probationers who are the sole support of near relatives. Appointment to Grade III subject to passing Probationers Examn., which will be held not earlier than 2 years after appointment.
Grade III. £160x10-200	Pensionable with free fuel and quarters. Appointment to Grade II subject to passing Grading Examination after reaching £200.
Grade II. £200x10-250	Pensionable with free fuel and quarters. Promotion to Sergeant in Grade I will be subject to passing Sergrts Examination and existing vacancy.
Grade I £260x10-280 (1 Sgt only)	Pensionable with free fuel and quarters.

2. If new conditions are to be offered to serving members, further consideration will be necessary to decide point of entry into proposed scales. PC.Williams' contract for 3 years terminates in March next.

3. H.E.'s minute at 47 and our 43-44. Shall I proceed to recruit one or two please?

End of letter is 0784
 (Chas. Sept. 1948)

Ch. Constable.
 2nd July, 1948.

A.C.S.
A.T.

49 p. 40. 12.

6.7.48

51.

H.C.S.,

A.T., S.E.T. and myself discussed Police Grades yesterday and submit the following recommendations :-

At the present time certain of the Constables occupy free Government quarters and others occupy private quarters and are paid an allowance in lieu. It was felt that a much better arrangement would be to consolidate house and fuel allowances & C.O.L.B. in salary and where a Constable resides in a Government quarter he should pay rent. On this basis the following special Police grades are suggested :-

Police Sgt. Grade I.	£250 x £15 - £360	The present holder to enter the Grade at £290
(Pensionable)	(£200 + £50 + £12 + £27 = £289)	
5 Constables Grade II.	£200 x £10 - £200	The present Constables to enter the Grade as follows:
(Pensionable)	(£200 + £50 + £27 = £277)	Constable Fleuret £280
	(£190 + £40 + £50 + £27 = £267)	Constable O'Sullivan £270
	(£140 + £50 + £27 = £217)	Constable Williams £220
2 Constables Grade III.	£150 x £10 - £200	New entrants.
(Non-Pensionable)		

A.C.S.

A. C. S.
23/7/48.

52

A.C.S.

But ① the rates in 51 are more generous than those in 49; - moreover house & fuel allowances being consolidated become pensionable?

② Grade II overlaps with Gr. I.

2. Re. consider further, with Chief Constable. I have no objection in principle to x in 51 if he has none.

by
24.7

H.C.S.,

I have further considered the question of new conditions of service for the Police with the Chief Constable, and now submit the following suggestions with which he concurs :-

Police Sgt. £260-£320. The present holder is now Grade I. Drawing salary at £200 p.a. plus Charge Allowance £12 plus C.O.L.B. £27 p.a., or a total of £239. It is suggested he enter the new grade at £260.
Pensionable.

(Plus house and fuel or an allowance of £50 p.a. in lieu)

Two Constables. £200-£260. The present holders are now drawing salary as follows :-

(Plus house and fuel or an allowance of £50 p.a. in lieu)

Constable Fleuret £200 p.a. plus C.O.L.B. £27. It is suggested he enter the new grade at £250.
Constable O'Sullivan £190 p.a. plus C.O.L.B. £27. It is suggested he enter the new grade at £230.

Three Constables. £150-£170. One of these posts is held by Constable Williams who receives salary at the rate of £140 p.a. plus C.O.L.B. £27. He also receives an allowance at the rate of £50 p.a. in lieu of house and fuel. It is suggested that he enter the new grade at £170 and retains the house and fuel allowances.

New entrants to Grade III will receive salary at the rate of £150, but no house or fuel allowance will be payable.

3. In regard to the above suggested Grades, the scales suggested for the present holders consolidate salary and C.O.L.B., and in the case of Sgt. Morris Charge Allowance is included. My suggestion at "X" in 51 has not been proceeded with as it was thought that the inclusion of house and fuel allowances in a consolidated salary might well create a precedent difficult to refuse to other officers similarly placed.

Agree.

5. It is suggested that appointments to Grade III, be probationary for a period of four years, after which subject to their services being satisfactory and to their passing a qualifying examination the Constables may be promoted to Grade II.

A. C. S.
26/8/48.

54.

AT

Agree with 43 - on p.p.m.

27.8

? After 10 years service in the Force; pension to be interpreted to date of appointment.

Provisional Fund
(Contributors sub-
scriptions only in
payable in
training pen-
sionable status)?

x(

Houcs

to wife in her
to 4 or 5
years to work
keeping in the house.

stated, by with ^{ref} to newendants I suggest
that the question of Poor Fund should not be
considered until the probationary period has
been served it is known whether or not the
officer is to enter Israel ^{II} pt.

2. Agree with the later part of para 2 of 45 53
regarding house & allowances.

J.D.
21/8

56

Ch. Constable

53 Do you agree with my mar.
qualia - with 55?

h
2/9

J.D.

59

Jagathat-pensanath servai should
be retrospective to date of 1st appointment (or ^{on attaining} 20 years of age
if later in case of younger recruits) but contributions
to Poor Fund should only be made during the probationary
period and on permanent appointment withdrawn by the
officer but if the officer is und. taken on permanently
he should then be entitled to the usual Poor Fund
benefits.

A.D.
29/4/48

58

H. (on return)

(43) - 57

After considerable thought I submit
53 for favourable consid. subject to the
following suggestions:-

(i) Leave sh. be that granted to equivalent grades in the Clerical & non Clerical Service.

(ii) Provident Fund as in margin of 53 — Gr. III only. If unconfined after 4 or 5 years — promoted to Gr. II the individual wd. scarcely be suitable for the P.F. ^{might} ~~would~~ to found the employment by Govt in sh. case he wd. carry on as a member of the P.F.

Yes!
by

(iii) Pension to be retroactive to date of appt. (as in N.C.'s Gr. I). — to age 20, which is the case.

2. Action ~ 47 when new conditions for P.F. have been settled.

59

by
3.8

To consolidate including COLB is wrong in principle — the Police are to have a special salary grade of their own and I would like to discuss 53 with you ^{with special reference to} ~~the new~~ the new Clerical & Technical scales.

the 4
— TX

Y.E.

discussed 53 with me I have seen
Ch. Constable. I now suggest:-

Gr. III (a training price) £150 x 10 - 190.
[promotion subject to qualifying exam.
X not necessarily ^{only} after attaining
£190] to

Gr. II £200 x 10 - 250 + fuel - house
allowance

Pensionable retrospectively after ¹⁰/₁₅ years
service from age of entry ¹⁰/₁₅ years
age 20 whichever is the later
(prior to that, Provident Fund, sub.
scriptions when able ret or the
concurrent pensionable).

Gr. I £260 x 20 - 320 (ch. as in 53).

2. Option?

by
19/5

61

Agree generally, as discussed, but X need
not be stated.

the 10 ix
y

CLOSED see 0784

14/5

No.

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

MINUTE.

4th February, 19 46.

From The Chief Constable,

To The Honourable,

The Colonial Secretary,

Stanley.

Stanley, Falkland Islands.

I have the honour to forward for your consideration the following proposal arising out of the consequence of, a temporary reduction of the staff in the Police Department, due to the absence on leave of one of my Constables, which with the exception of short periods will continue, possibly up to the end of 1949. By this time the sequence may be repeated

2. I would strongly suggest that, even with a full staff of four Constables, unavoidable circumstances such as sickness, reduces the collective efficiency, in addition to compelling a Constable to 56 duty hours a week as a minimum. Special duty hours are additional to this, as from time to time I have considered it to be essential.

3. May I therefore forward for your consideration that the Police Staff be increased by one Police Constable and in this connection, I would further beg leave to suggest that the successful applicant be a man of high physical standard.



E. Sheppard.
Chief Constable.

To:- Hon. Colonial Secretary, Stanley.

From:- Chief Constable.

Date:- 19th June, 1948.

Ref:- 10.

Increase in Police Establishment.

I respectfully submit this request for approval for an augmentation of the police establishment by one permanent constable.

2. The present strength of the Police Force is 1 Chief Constable; 1 Sergeant; 3 constables.

3. The normal tour of daily duty for a constable is 8 hours and as a 24 hour watch is maintained by the police, this means that there is only one constable on duty at any one time. Each constable has one day off a week and also the Sergeant who has to take over a constable's duty on three days a week. In any year when there is no sickness and annual leave is taken by each member of the Force at 7 days each, the Sergeant is consequently only available to act as an extra man in a supervisory capacity on 128 days out of the 365.

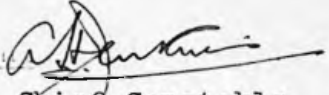
4. The constable's working week is one of 48 hours compared with 45 of the average working man but on any special occasions such as dances etc., one constable has to work overtime and for which, of course, no payment is made. Such overtime is performed too by one constable each day, when, though his tour of duty is theoretically over at 10 pm when relieved by the night duty man, he invariably does the rounds of the town and public houses either alone or with the night man before proceeding off duty.

5. In the event of any untoward incident at any time, and they happen frequently, the off duty men have to be called out because with station duties to perform as well (these include warder's duties, stokehole duties, collection of revenue etc) the duty constable cannot devote all the time necessary to any special enquiry to the exclusion of routine duties.

6. It will be seen from the foregoing that all present members of the Force do put in a tremendous amount of overtime for which they receive no pay and while they do not complain at any extra work in the case of need, it is unfair to expect them to do so continually. It is a fact that during recent years the members of the Force did not take their annual leave because it puts such an extra burden on their colleagues. In the interests of efficiency I can only suggest that too much should not be asked of the men and I strongly recommend that the Force should be increased by one regular member as soon as possible. In addition, of course, to giving much needed relief to the other constables, this man would be able to assist in providing a far more adequate and efficient town patrol. This I consider to be so necessary that I do not think it calls for explanation.

7. Another important point to consider is the matter of leave to the United Kingdom. Three members of the Force are overdue for this leave and if this is staggered it will mean that we shall in any case be one man short for the next two years. It may, therefore, even be necessary to ask for a further increase in the strength.

8. I am asking for this increase after giving every consideration to the need for economy.


Chief Constable.

(5th)

GOVERNMENT NOTICE.

VACANCY FOR POLICE CONSTABLE.

A vacancy exists in the Police Force for one Police Constable.

The salary offered is in Grade IV. commencing at £120 per annum plus the usual Cost of Living Bonus. The post carries with it free unfurnished quarters and fuel or an allowance in lieu thereof.

Applicants should state age and should furnish a medical certificate together with any references which they may hold.

Applications for the post should be addressed to "The Chairman, Appointments Board, Colonial Secretary's Office" and should be handed in by noon on Monday the 18th of February, 1946.