

CONFIDENTIAL.

C.S.

1926.
~~1924.~~

No.

21/26.

Magistrate, South Geo.

SUBJECT.

1926

17th June.

Previous Paper.

Basis on which bonuses are paid
to Gunners on whale catchers.

M.P. D/26/25.

MINUTES.

1. 14. Memo from Magistrate, South Georgia 17th June 1926.

28. Submitted with M.P. D/26/25.

G.P. 1/3

O.P. Secy.

17 Sept 1926.

O.P. Secy: I have referred tentatively to this question, in despatch forwarding South Georgia Whaling Report for 1925-26 (M.P. D/63/26)

2. Please send copy of Mr. Guinness' name to Director of Research for favour of his observations.

J.P.
23 Sept. 1926

Subsequent Paper.

5. Letter to Dr. Kemp dated 25.9.1926.

6. Letter from Dr. Kemp d. 14 Jan 1927

y. 2.

Submitted. Dr. Kemp's letter is most interesting
and the suggestion put forward simple and practical
if nothing untoward concerned can be brought to alight
it.

2. Shall I refer a copy to the Magistrate, with
proof, for his observation? At the same time you may
write me to ask the Hon. Treasurer at Collection of Customs
for any observations he may have to make in this connection.

Yours

3. 2. 27

H.C.

1. I should like a copy to go to Magistrate
for his obs'n. and accordingly return sub.
immediately in order that letter can go by
"Express" tonight.

2. Hereafter please let me have papers back for
further perusal and consideration.

J.
14 Feby. 1927

Memo. to Magistrate. S. Georgia - 4. 2. 1927. 9.

y. 2. H. P. submitted as directed.

Yours

H.C. Thank you. There is a deal of force
in Dr. Kemp's observations and suggestions.
I will now await reply to you.

J.
7 Feby. 1927. 4
3. 8. 4. 27.
2. 8. 2. 27.

Inside Minute Paper.

10-11

Memo from Magistrate, South Georgia 29th Mar 1927.

G.S. Submitted - I will take an opportunity of discussing this matter with Mr. Kemp on the occasion of the approaching visit to Stanley of Messrs. "Digby".

Yours

20.4.27

B.
20 April, 1927

Spoke Manager and Secretary S.S. "Southern Queen" re graded system of Whaley boxes, who did not appear to be unfavorably inclined towards the suggestion.

Remarks dropped by them tended to bear out Mr. Baines' statement in para 2 of vol 11 that the Companies are in the lurch of the summer in this regard.

This regard.

Yours

26.4.27

Off. Sec.

Please pass this N.P. under confidential
cover to W. Beudet, Adm. for Zetserich, for his
prompt consideration and observation.

W. Beudet

10. 5. 27

Mr. A. G. Zennett,

Accordingly,

W. Beudet

W. Beudet

10 May 1927.

Dir. C. C. Sec.

A graded rate for whales appears to be
the ideal system of payment for capture. I believe
Japan pays per 5 feet of length, & has done so for
many years.

I understand that a "war" will happen in Norway
this summer over the present excessive payments to gunners.
I am unable to say that all gunners at S Shetlands were
paid on the same rate this season, but on several
factories the rate was Blue 220 Kr. Fin 300 Kr
plus 6000 Kr for the trip & a bonus of 5,000 Kr on 25,000 oil
(35,000 Ronald) with considerably more for the Gunner-Manager.
As Norwegians are an imitative people, doubtless they
were all paid alike.

Dr S Kemp's suggestion is very sound, if it can
be pushed into operation.

W. Bennett
as not
11/5/27

W. Bennett
Submitted.

W. Bennett
O/S Sec.
17 May 1927.

Off. Sec.

I have discussed this matter at length with Dr. Kemp. It is difficult to see what direct action in the matter can be taken by God. and it is to be hoped that the Corporation will themselves be sufficiently sure and strong to take it up.

2. I feel sure that Dr. Kemp's suggestion is a sound line and I am glad to note Mr. Bennett's concurrence.

3. In the first place I should be glad if Mr. Bennett would work out tentative scales on this basis for

The payment of bonus to gunner or (A)

blue at (B) for whale.

Yours

30.5.27.

Mr A.G. Bennett.

Referred

G.M.B.

Director

30 May 1927

Dear Sir

I regret I have not the necessary data to work out S Georgia figures. They seem very complicated.

I have taken one whale-boat at random from this season at S Shetlands. = The Ross I A/S Detector. as an example.

I have applied DTS Kemp's lengths to the Finis + my own to blues. + to the known payments. It would seem that gunners at S Shetlands are paid much less than at S Georgia. apart from the catch possibilities

Blue whales	220 Kr = £ 12 at 18.20 = £ 1
over 90 feet	£ 17.17.
81 - 90 ft	13.18
71 - 80 "	10.0
under. 71 ft	6.4.0
	<hr/>
	47.19 for 4 whales.

£ in whales 200 lbs = £ 10.13 each
at 18.20 = £1

over 77 ft	15.16.0
69-76 "	12. 3.0
61-68 "	8.18.0
under 60ft	5.10.0
	<hr/>
	£42 .7. 0 for 4 whales

applying these prices to Ross I.s' catch he would have lost £251.5 due to small whales caught

His actual salary was about £1570 bonus. £290 wages & would have been £240 more if the oil on board had reached 35,000 bbls which it did not.

Sperms. Sei & hump-backs are a negative quantity

R. Bennett as per
21.5.27

47. Submitted.

G.R.H. 1/1
O/S Sec
1 June 1927

H.L. S.L.

Please bring forward together with the Weekly report of the Agent's Salt figure for the 1926-1927 season

When received.

jud

6. 6. 27.

W.C.S.

Pf. voucher forward with M.P. 0/8/27
as directed. to cc. 00/6/27.

y.p.

M.P. brought forward +

y.p. to see in connection more
particular with the Ag. Registrar's report
on the study term 1926-1927 at
Small farm. c. M.P. 0/8/27 submitted
scuttaneous.

H.M. C.S.
S.M. R.H.
13. 27
6

jud

13. 6. 27

4
14. 9. 27

14. 6. 27

H. E. considers that this is a purely private
matter as between employer and employee and does
not propose to interfere therein.

P. H. jud

14. 9. 27.

CONFIDENTIAL

FALKLAND ISLANDS.

C.S. No.....

MINUTE PAPER.



Departmental Number.

From.....Magistrate.....

.....S.G.No. 205/26.....

Date.....17th June, 1926.....

To Hon: Colonial Secretary.....

PAYMENTS TO GUNNERS ON WHALE-CATCHERS
IN THE DEPENDENCIES.

Reference
Numbers.

The question of payments to Gunners has been discussed at various times but so far as I am aware no actual steps have been taken in the matter of bringing to the notice of the Companies that the output of oil is, to a certain extent, governed by the method in which the Gunners are paid, although it is without doubt many of them are aware of this, but are subordinate to the Norwegian Whaling Association.

2. In my opinion if the Gunners and crews of whale-catchers received a larger bonus from the output of Oil and Guano and sufficient reduction made in the bonus per whale so that interest would only be ^{cut} in output; it would tend to decrease the number of immature specimens taken yearly. Some of the Companies have tried to do this, but as I understand the Association sets the figure so high for each whale caught that they are unable to pay them any bonus or little on output.

3 The matter I think might be brought before the Whaling Association with advantage.

I might quote a case here in South Georgia recently where the Manager remonstrated with a Gunner about taking small whales when there were larger whales in the vicinity and he told

/ the

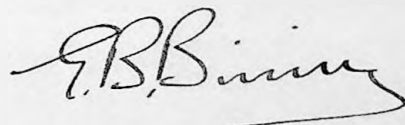
Send. 2.

the Manager " It took too long to tow them to the station".
If this man had been paid on the output of oil he would in
all probability have adopted a quite different policy.

4. I enclose herewith a contract from the Tonsberg Hvalfangeri
showing the manner in which the majority of the stations are
paying with exception of the Southern Whaling & Sealing Co.,
whose Gunners are paid only on the number of whales caught.
In this connection I would point out the result of this
Company's operations when compared with the South Georgia Co.,
using the same number of catchers, equally good station and
yet a difference of 8 barrels per whale, which is a matter of
some 10,000 barrels on the season's catch.

5. In the case of the Southern Whaling & Sealing Company who are
not associated with the Hvalfangers Forening arrangements would
need to be made with the Company in Liverpool, but in regard to
to the other Companies, I would like to recommend that Government
bring this to the notice of the Whaling Association and seek their
support in the matter.

6. It will be seen that from the Contract of the Tonsberg Whaling
Company ., the Gunner receives from the output 1 Kroner per barrel
the output being 58291, and this multiplied by 5, being the
greatest number of catchers employed by one Company and divided
by the number of catchers employed by the Tonsberg Company, 3.
The amount paid therefore to this Company's Gunners for the past
season in bonus of output of oil alone was roughly 100,000 Kroners
or £ 4545. The amount paid to the Gunner of the "Busen 1V" would
therefore be about £6700 for eight months service.



Magistrate.

COPY.

2

Prince Olaf Harbour,

South Georgia.

2nd December, 1925.

Confidential.

Edw B Binnie Esq.,
Magistrate,
KING EDWARD COVE.

Sir,

In accordance with your request through Captain Olsen we beg below to give you the conditions on which the Gunners of this Company are working:-

Monthly rate of pay.	Krs 400
Bonus of Blue whale	" 150
-do- Fin -do-	" 90
-do- Humpback -do-	" 50
-do- Sei & Sperm -do-	" 50

For a catch of 140 whales a gratuity of Krs 1000 is paid and thereafter Krs 1000 for each 10th whale in addition to the bonus mentioned above.

We shall appreciate very much if these informations are kept confidential.

Yours faithfully

THE SOUTHERN WHALING & SEALING Co Ltd.

(sgd) Einar Abrahamsen.

COPY OF WHALE GUNNERS CONTRACT (TRANSLATED)

①

The following contract is of today's date between the

.....Company ,Director.....

Works Manager..... on the one side &

Gunner..... on the other side.

.....engages as Captain and Gunner of

the above named Company's whalecatcher.....

for the coming season at South Georgia.

He shall receive as salary 600 Kroners permonth from the date of signing on until date of signing off, in addition to this, part of catch of whales, as follows:-

BLUE.....	150 Kroners.
SEI.....	50 ..
ALL OTHER WHALES.....	100 ..

Part of Production, from:-

18,000 to 24,000 Barrels.	25 Øre.
24,000 to 30,000 ..	50 ..
30,000 to 36,000 ..	75 ..
36,000 to 42,000 ..	80 ..
42,000 to 48,000 ..	90 ..
48,000 & over. ..	1 Kroner.

After the total oil part is arranged as above it shall be multiplied by 5 and divided by 3.

The Company guarantee a gratuity of 30,000 Kroners in case the transport ship of the Company is wrecked, or the Station is destroyed by fire, or loss of whale catcher.

According to British Government Law and Regulations Whales accompanied by young must not be taken.

21/26.

25th September,

26.

Sir,

I am directed by the Acting Governor to transmit herewith, for favour of your observations, a copy of a memo received from the Magistrate, South Georgia, relating to the basis on which bonuses are paid to Gunners on whale catchers.

I am,

Sir,

Your obedient servant,



for Colonial Secretary.

Dr. S. W. Kemp, D.Sc., F.R.G.S.,
Director of Research,
"DISCOVERY" EXPEDITION.



8

R.R.S. 'Discovery',
South Georgia.

14/1/1927.

Sir,

I have to acknowledge receipt of your letter No.21/26 dated the 25th September 1926, enclosing a memorandum from the Magistrate, South Georgia. This letter was only received by me on the 12th January 1927.

2. I am in agreement with the Magistrate, South Georgia, in his contention that the system now adopted in paying bonus to the gunners and crews of whale-catchers is capable of improvement. From an economic point of view it is evident that gunners should be given a substantial inducement to select the larger whales. To take only full-grown individuals, which have bred at least once, is one of the aims of all fishery conservation and in whaling it is of particular importance owing to the disproportionate increase in oil-yield with increased size.

3. The Magistrate considers that improvement can be effected by an increase in the amount of bonus paid on oil and guano production, balanced by a decrease in the amount paid per whale; by this means the gunners' interest would be centred more on output and less on the number of whales caught and he would consequently use greater effort to select the largest animals.

4. There are, in my opinion, certain objections to this line of argument. If I rightly understand the figures which the Magistrate has given in para.6, the gunner of the 'Busen IV' earned during the past season £6700, of which £4545 was bonus on oil and guano production. The difference between these figures, £2155, was his bonus for whales caught plus his salary - the latter a negligible amount. Thus, under present conditions, the bonus on production is more than twice as great as that on the number of whales

and the gunner should therefore already have double the interest in production. If the present system is ineffective, it is difficult to see how any great improvement can be made by increasing the disparity between the bonuses. One of the features of whale-hunting is the keen rivalry between individual gunners and it is to the interest of the companies that this rivalry should continue. It is, however, only in the bonus per whale that the more efficient gunner can obtain greater remuneration, for in bonus in production all share equally. An increase in production bonus and a decrease in bonus per whale will tend to place all the gunners on an equality, the companies will probably object to the proposal and the more skilful gunners may be expected to show strong resentment.

5, If it is possible to alter the basis on which gunners and their crews are paid there is, perhaps, a better way of affording protection to immature whales. This is by the reduction or complete abolition of the bonus on production and by the introduction of a whale bonus carefully graded according to the size of the whale.

6. In South Africa Messrs. Irvin and Johnson pay a graded bonus on Blue whales and a flat-rate bonus on Fin, Sei and other species. I do not possess the actual figures but believe that four grades of size are recognised in Blue whales with wide differences in bonus and I think also that no bonus on production is given. As a matter of fact the catch at Saldanha Bay during the last season consisted very largely of small immature Fin whales and it was clear that the graded system should be extended to this, and preferably to all species.

7. From a rough calculation which I have made it would seem that during last season in South Georgia each Fin whale brought on the average about £15 : 10 : 0 to the gunner (about £4 : 10 : 0 as whale bonus and about £11 as production

bonus) -- the figure is doubtless not very accurate but will serve for purpose of illustration. Now Fin whales at South Georgia are on an average about 68ft. in length, their maximum length is about 84ft. and below 60ft. they are mostly immature. With these facts it is easy to arrange a system of graded bonus which in actual expenditure will be roughly equivalent to that now in force. If bonus on production were entirely abolished it might be worked out as follows:-

Fin whales.	
Length.	
60ft. and under.....	Bonus, £8 : 0 : 0.
Between 61 and 68ft.....	do: £13 : 0 : 0.
Between 69 and 76ft.....	do: £18 : 0 : 0.
77ft. and over.....	do: £23 : 0 : 0.

The ratio between the lowest and the highest bonus is here about 3 to 1, the scale thus providing a strong inducement to select the larger whales. The poor remuneration for taking an undersized whale will always be present in the gunners' mind and this is ~~very~~ likely to have a much more potent effect than the prospect of a slightly lower bonus for production. Separate scales must of course be worked out for Blue whales and perhaps also for Sperm, Sei and Humpback (taken under licence).

8. If it is possible to take any action regarding the system of payment to gunners and their crews I feel that a graded scheme, such as is outlined above, should be considered. In my opinion it is likely to prove more beneficial than any other in protecting immature whales.

I am, Sir,

Your obedient servant,

Stanley Kemp

The Colonial Secretary,

Stanley.

9

~~Confidential.~~ 21/26.

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

MINUTE.

4th February, 1927.

From


THE COLONIAL SECRETARY,

Stanley, Falkland Islands.

To The Magistrate,

SOUTH GEORGIA.

I am directed by the Acting Governor to transmit, herewith, for your observations, a copy of a letter from Dr. S. W. Kemp, Director of Research, "Discovery" Expedition containing his comments on your memorandum, dated the 17th of June, 1926, on the subject of the basis on which bonuses are paid to Gunners on whale catchers.



Acting Colonial Secretary.

FALKLAND ISLANDS.



Confidential
C.S. No. 21/26

MEMO.

CONFIDENTIAL

Departmental Number.

From. Magistrate, South Georgia

S.G. No. 84/27

Date... 29th March, 1927....

To. Hon. Col. Secretary

Reference
Numbers.

With reference to your Confidential Memorandum of the 4th ultimo., I beg to inform you that it is anticipated that the question of re-arranging bonuses paid to gunners is being taken up by the Whaling Association of Norway and it is proposed, on account of the keen competition amongst gunners, which results in their remaining at sea after making a catch of 4 and 5 whales with the hope of increasing the haul, that a scale shall be made whereby a whale bonus will decrease according to the length of time the whale has been dead before being delivered to the station.

2. The Companies are most remonstrative against the abnormal payment to gunners and it is hoped that a modification will take place. The managers seem afraid to check the gunners and I had found it necessary to speak to them myself about keeping the whales too long at sea, as it often happens the station may be a whole day without whales although the catchers remain at sea with so many as 17 to 18 whales, consequently the catch is augmented in the meantime by several more before they are eventually towed to the station and about 50% of them are in such a bad state of decay that not only is considerable oil lost, but the output is of inferior quality.

FALKLAND ISLANDS.

C.S. No.....

MEMO.

Departmental Number.

From.....

.....

Date.....

To.....

Reference
Numbers.

I/

I concur with the suggestions advanced by the
Director of Research in the enclosure forwarded under cover
of your aforementioned Memorandum.

E. B. Binne
Magistrate.