



Falkland Islands Government

Head of Courts and Tribunal Service

Candidate Information Pack

August 2019



Contents

Contents	2
Welcome Letter	3
About the Falkland Islands Government	4
Job Description	5
Information for Candidates	8
The Falkland Islands Constitution	8
The Laws & Legislation of the Falkland Islands	8
The Court System	9
Supreme Court	9
Magistrate's Court	9
Summary Court	10
Coroners Court	10
Court Facilities	10
Legal Library and other facilities at the Courts	11
The Law and Regulation Department	11
Lawyers in Private Practice	11
Office Hours	11
2017 Court Statistics	12
The Package	15
Duration of appointment	15
Salary package	15
Taxation	15
Relocation	15
Flights	15
Pension	15
Education allowance	15
Access to medical/dental services	16
Housing	16
Additional Questions	16
How to Apply	16
Standard Pre-Employment Checks	17
References	17
Professional Membership/Qualification Checks/Verification of Identity	17
Criminal Record Checks	17
Pre-Employment Health Assessment	17
Appendix 1 - Structure of the Government	19
Government Finances	19
Appendix 2 - General Facts About the Falkland Islands	20
The People	20
The Economy	20
Tourism	21
Geography, Climate & Conservation	21
Islands Living – Key Facts	23
Currency & Banking	23
Electricity	23
Fuel	23
Telecommunications	23
Shopping	23
Eating out	23



Welcome Letter

Dear Candidate,

Thank you for your interest in applying for the office of Head of Courts and Tribunals Service in the Falkland Islands. This truly is an exciting opportunity in an unparalleled location. We have made significant progress in terms of the administration of justice over the past three years and are looking for the new post holder to lead future improvements. The role has a broad remit and carries significant responsibility which means that there is opportunity to make a big impact.

The Islands themselves have a land mass of around two thirds the size of Wales and are set in an area of outstanding natural beauty in the South Atlantic. This is a small, but thriving society with a way of life very similar to that in the UK. There are also great local services, high employment and an ever growing economy. For those with a sense of adventure, the Islands provide opportunities which are hard to match elsewhere in the world. Similarly, the Islands are an excellent retreat, with unspoiled landscapes and a vibrant community lifestyle. By taking time to understand and appreciate the Islands' special culture and heritage, you can be assured of a once in a lifetime experience in this role.

The previous incumbent of the role, James Brooks, notes of his experience:

“My time in the Falkland Islands has been challenging, but also extremely rewarding. No two days are ever the same and the variety found in running a Courts and Tribunals Service covering all jurisdictions is unique. In no other place would you deal with crime in the morning and admiralty in the afternoon, with a short break for divorce and civil claims in between.

My time here has given me the opportunity to broaden my experiences both professionally and personally; from dealing with the “fall out” of a partially un-administered estate from the 1950s to trying my hand at assisting in a shearing shed. Neither were immediate successes. I have thoroughly enjoyed my time and will look back upon it fondly. It’s not all about work and being here gives you a slice of unspoilt nature and the opportunity to become part of a unique small community.

The changes that have been developed within the Court Service in recent years have been substantial. My successor will certainly face challenges, but will also have the ability to assist the community in maintaining a justice system that serves them; a unique and wonderful opportunity for someone passionate about the provision of justice.”

If you believe your drive and ambition matches our desire to deliver first class public services, then we certainly want to hear from you.

Iain Robertson

Director of Development & Commercial Services

About the Falkland Islands Government

The Falkland Islands are a UK Overseas Territory where executive authority remains vested in Her Majesty the Queen. This authority is exercised by HM's Governor on her behalf. The Governor is advised by an Executive Council, comprising three elected Members of the Legislature, the Chief Executive and the Financial Secretary. This forum



is also attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually monthly).

The passage of legislation, votes for expenditure and the annual budget (including taxation levels) are resolved by the Legislative Assembly. This comprises eight elected Members (three from Camp¹ and five from Stanley²), the Chief Executive and Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles. The Assembly itself is presided over by a 'Speaker', who is elected by the Members of the Assembly. It currently meets monthly and its proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation.

All eight elected Members are independent of political parties and each carry portfolios of services, which cover a wide array of diverse activities ranging from Treasury and Taxation, the Public Accounts Committee and Trade and Industry to Health and Medical Services and child protection.

There is a wider network of approximately 20 committees, each of which generally includes at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee, for example, considers and monitors the budget and includes all eight Members. Such committees now meet in public, under rules mirroring the UK's Local Government (Access to Information) Act. The intention is to speed up decision-making processes and strengthen transparency, accountability and scrutiny.

FIG operates against the background of 'The Islands Plan'. The Plan has been established to encapsulate the high-level strategic aspirations agreed as being key to progressing the sustainable, economic, social and political development of the Falkland Islands for the benefit of all its residents. Elected Members' top priorities under the newly adopted Plan for 2018 - 2022 are:

- Self-determination and good governance
- Public diplomacy and international relations
- Community and culture
- Population and workforce
- Economic development
- Education and training
- Public Safety and security
- Health and community wellbeing
- Infrastructure
- Transport and communications
- Environment

¹ Camp – the countryside is known as Camp

² Stanley – the capital of the Islands

Job Description

Job Title:	Head of Courts & Tribunals (Courts Administrator)		
Department:	Development & Commercial Services	Section:	Courts
Reports to:	Director of Development & Commercial Services		
Grade:	Falkland Islands Government Grade – B	Job Code:	453CA1

Job Purpose
To be responsible for the administration of the Courts and Tribunals of the Falkland Islands and other relevant territories (South Georgia and the South Sandwich Islands and the British Antarctic Territory).
Main Accountabilities:
<ul style="list-style-type: none"> • Provide support to both the professional Judiciary of the Falkland Islands (the Chief Justice (non-resident), the Senior Magistrate (resident) and the lay bench (Justices of the Peace)), to enable them to carry out their functions in the interests of justice. • Provide leadership for the administration of the Court, monitoring its efficiency, progress and quality. • Act as Registrar to the Supreme Court, and Clerk to the Magistrate's Court, the Coroner's Court and the Summary Court and to various Tribunals, Committees and Boards. • Act as legal adviser to the Justices of Peace when they sit as a lay bench. • Act in a judicial and quasi-judicial capacity in such matters as the law permits including undertaking appropriate case management and other judicial roles under the direction of the Senior Magistrate and the Chief Justice. • Improve the organisational performance and efficiency of the Courts; recognising achievements and championing success; monitoring customer service issues and ensuring the resolution of operational challenges and any complaints raised in relation to service provision. • Manage the budget allotted by the Falkland Islands Government in a way that best meets the need of the Judiciary and the Courts and Tribunals Service. • Responsible for the recruitment, supervision and professional development of other Court staff, (including pro-actively coaching and mentoring the Courts Assistant). • In conjunction with HM the Governor, recruit Justices of the Peace and ensure effective support is provided to them. • Develop and delivering training and mentoring programmes for members of the lay bench. • Arrange and organise training for the professional judiciary. <p><i>The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.</i></p>

Person Specification:	Head of Courts & Tribunals (Courts Administrator)		
Criteria	Essential	Desirable	Assessment Method
Qualifications and Experience/Evidence of:			
At least 5 years' postgraduate experience as a Barrister or Solicitor (or equivalent in any Commonwealth Country or the Republic of Ireland).	✓		A
Demonstrable experience in the Courts Service as a Legal Adviser to lay magistrates and/or as a legally qualified Clerk or Registrar to a higher court or other similar legal environment (or equivalent in any Commonwealth Country or the Republic of Ireland).	✓		A
Experience in developing and implementing efficient, Court administration systems.	✓		A
Experience of successfully dealing with difficult and sensitive situations in a diplomatic and professional manner.	✓		I/R
Experience of and ability to demonstrate highly efficient drafting skills.	✓		I/R
Experience in effective budget management and administration.		✓	A/R
Experience of providing effective supervision, staff and development opportunities to staff.		✓	A/I
Evidence of experience in policy development in a relevant field.		✓	A/I
Experience of providing complex technical/professional advice to non-specialists to a variety of audiences in a clear and concise manner.	✓		A/I
Knowledge and Skills:			
Excellent inter-personal skills and the ability to develop effective professional relationships with work colleagues, Elected Members, the public and all other service users	✓		I
Organisation skills with the ability to create and	✓		I/R
Excellent organisational skills with the ability to create, use and maintain efficient administrative and data gathering and retrieval systems.	✓		I/R
A clear ability to negotiate effectively and deliver constructive outcomes using effective influencing skills.	✓		I/R
Able to demonstrate 'active' listening skills.	✓		I/R
Discretion in handling and processing confidential information.	✓		I/R
Ability to work as an effective team member in a supportive and collaborative manner.	✓		I/R

Person Specification:	Head of Courts & Tribunals (Courts Administrator)		
Criteria	Essential	Desirable	Assessment Method
Knowledge and Skills: (continued)			
Ability to use clear, concise and logical language when communicating	✓		I/R
Excellent attention to detail.	✓		A/I/R
Proficient in the use of MS Office programmes, especially Excel and Word.	✓		A
Personal Attributes:			
Ability to inspire confidence and trust from all levels of service users.	✓		I/R
Ability to demonstrate and maintain professional credibility.	✓		I/R
Able to ensure that the highest standards of quality and customer care are achieved for the service.	✓		R
Able to work well under pressure with experience of managing competing demands and priorities	✓		I/R

Method of assessment:

A - Application Form

I - Selection Interview

R – Reference

P - Presentation

Information for Candidates

Administration of Justice in the Falkland Islands is undergoing substantial change in how it presently operates with a view to developing, implementing and maintaining procedures that will be suitable for current and future needs of the Islands. This is an exciting time for the courts and it is envisaged that the Head of the Falkland Islands Courts and Tribunals Service will continue to play a fundamental role in furthering this process.

The post-holder will be line-managed for administrative purposes through the Secretariat of the Falkland Islands Government by the Director of Development and Commercial Services. The role is managed under a framework agreement in partnership between the Governor, Chief Justice and the Executive in relation to the effective governance, financing and operation of the Court and Tribunal Service in the Falkland Islands.

In carrying out their role, the Head of the Falkland Islands Courts and Tribunals is ultimately responsible for matters relating to the administration of the Court business but works in conjunction with the Senior Magistrate and the Chief Justice, providing support and assistance to the Judiciary to enable them to carry out their functions.

The post-holder will also enjoy independence in relation to any actions taken in a judicial or quasi-judicial capacity or when advising the lay bench.

The Falkland Islands Constitution

Unlike the United Kingdom, the Falkland Islands has a written Constitution. This incorporates provisions as to "fundamental rights and freedoms of the individual" and any locally made law which is inconsistent with those provisions of the Constitution is, to the extent of the inconsistency, void. Constitutional questions, including alleged infringements of the fundamental rights and freedoms provisions of the Constitution are determined by the Supreme Court. Certain parts of the Constitution have similarities to the provisions of the Human Rights Act 1998, which does not apply in the Falkland Islands.

The Laws & Legislation of the Falkland Islands

The Falkland Islands are a common law jurisdiction and the common law and the rules and doctrines of equity for the time being applicable in England apply unless inconsistent with statute law in force in the Falkland Islands. Decisions of the English courts may be persuasive, and decisions of the House of Lords and Supreme Court are of great persuasive authority.

"Statute" above includes -

- a) United Kingdom Acts or subsidiary legislation which, by their own terms, or by Order in Council, apply to the Falkland Islands or which have been adopted by local legislation (Ordinances);
- b) United Kingdom Orders in Council applying to the Falkland Islands;
- c) Falkland Islands Ordinances; and
- d) Subsidiary legislation made under Falkland Islands Ordinances

In addition the Falklands Islands are bound by some international treaties and conventions directly through the United Kingdom.

The Falkland Islands Legislative Assembly has extensive legislative powers and the 'Ordinances' made by the legislature are our principal sources of law. There are a considerable number of Ordinances in force, together with subsidiary legislation made under such Ordinances. Such Ordinances are supplemented by local orders and regulations. Many Ordinances are based on equivalent English statutory provisions, but some, (including those relating to real property) are widely different from

those in force in England. English Acts can also apply to the law of the Falkland Islands either directly or indirectly.

Until recently, the laws of the Falkland Islands could be found only in the publication 'The Revised Laws of the Falkland Islands' (published in 1993). This had not been updated for some time and this fact, combined with a 'cut-off' to the automatic updating of English legislation applicable in the jurisdiction being enacted in 2004, led to the laws of the Falkland Islands being difficult to ascertain, even for those with legal training.

The situation is now much improved thanks to the successful completion of the Revised Laws Project, which has led to an online database of both local laws, and English Acts applicable in the Falkland Islands, being published online at www.legislation.gov.fk.

This, combined with recent consolidating and updating legislation in respect of both criminal procedure and offences, has made the practice and procedure of the courts of the Falkland Islands considerably more akin to that in England, and also has provided much needed clarity in terms of the applicability of the legislation both local and English.

The Court System

Chapter VIII of the Constitution of the Falkland Islands deals with the Administration of Justice including the appointment of judges, tenure of office, jurisdiction of the Supreme Court and the Court of Appeal.

Supreme Court

The Supreme Court of the Falkland Islands has original unlimited criminal and civil jurisdiction broadly comparable to that of the High Court of Justice in England, including admiralty and probate jurisdiction. It also has original divorce jurisdiction. The procedure is similar to that of the English High Court before the introduction of the Civil Procedures Rules in England and Wales in April 1999.

The Senior Magistrate may be appointed Acting Supreme Court Judge and exercises the interlocutory jurisdiction of the Supreme Court, as requested by the Chief Justice, including that relating to interim injunctions and final orders for divorce, in probate and other matters.

In criminal matters, the Supreme Court tries the few offences (such as treason, murder, rape and arson with intent to endanger life) which are locally designated as 'indictable' or are indictable by virtue of United Kingdom Orders in Council made in respect of the Falkland Islands. In the small society of the Falkland Islands it may be difficult to empanel a jury which can be regarded as unbiased, because of relationships with police officers, witnesses and parties; accordingly the defendant has the choice of trial by jury or trial by judge alone.

The Supreme Court also has appellate jurisdiction in respect of criminal and civil matters from the Magistrate's Court and Summary Court. An appeal or further appeal (as the case may be) lies to the Falkland Islands Court of Appeal which usually sits in London. From the Court of Appeal, an appeal lies, in certain circumstances, to the Privy Council.

The Supreme Court also has the power of its own motion to review certain proceedings before the Magistrate's Court or the Summary Courts.

The Supreme Court exercises jurisdiction with regard to alleged infringements of the written Constitution of the Falkland Islands and applications for judicial review.

Magistrate's Court

The Senior Magistrate is the only resident professional judicial officer in the Falkland Islands and presides in the Magistrate's Court, which has jurisdiction to try summarily all offences other than

those specifically reserved to the Supreme Court. The sentencing power of the Magistrate's Court is unlimited and the Senior Magistrate has jurisdiction to try some offences which carry life imprisonment. The Senior Magistrate sits alone. The Magistrate's Court and the Summary Court (described below) may sit as sending courts in respect of offences which are triable on indictment. There are no offences triable "either way" in the Falkland Islands and the Senior Magistrate does not sit with a jury.

There is not a great deal of 'serious' crime in the Falkland Islands, although in recent years there has been an increase in complaints of, and conviction for, sex offences, in particular with regard to child victims. The Senior Magistrate can expect to deal with a mixture of sexual offences, burglaries, and assaults, as well as offences contrary to the local legislation dealing with the Falklands Fisheries Zone. Minor defendants appear before a Youth Court.

The Magistrate's Court has civil jurisdiction broadly equivalent to that of a County Court in England and Wales. It exercises jurisdiction in family cases, including care and protection orders but does not, at present, have any divorce jurisdiction. The volume of civil business has tended to increase in recent years but remains modest. Apart from family cases (including public care cases) which can be highly charged in such a small community, the main civil business is small debt claims. Much of the work related to such small claims is dealt with by the Head of Courts Service as the 'proper officer' under the County Court Rules. Again the practice and procedure has not been altered by Civil Procedure Rules. Robes are usually worn for sittings of the Magistrate's Court exercising criminal jurisdiction but rarely in civil matters.

Summary Court

The criminal jurisdiction of the Summary Court is similar to that of a magistrates' court in England and Wales. All criminal proceedings must commence in the Summary Court; its sentencing powers are generally limited to a maximum of six months imprisonment, and those requiring a greater sentence may be committed for sentence to the Magistrate's Court. Matters that are to proceed to trial may be transferred to the Magistrate's Court if they are likely to be complex or lengthy, or require a greater sentence than the justices' powers in the event of conviction.

The Summary Court also has some jurisdiction in family matters and the lay Justices undergo appropriate training but, because of difficulty with local connections, this jurisdiction is rarely exercised. The Summary Court also has jurisdiction in respect of liquor licensing with an appeal to the Senior Magistrate. The Senior Magistrate has co-extensive jurisdiction with the Summary Court as to the grant of extensions, occasional licences, and protection orders, although this is rarely exercised.

Coroners Court

The Senior Magistrate is also Coroner and ordinarily sits without a jury. The Coroner's Act of 1988 (England and Wales) applies with some necessary local modifications. The Supreme Court has jurisdiction for judicial review of the Coroner's Court. There is not a dedicated coroner's officer, but a local company is contracted to provide trained Coroner's Officers in most cases, and an officer of the Royal Falkland Islands Police is assigned to act a coroner's officer in certain more complex cases. The Coroner undertakes the training of the coroner's officers and is more directly involved with administrative matters than would be usual for inquests in England.

Court Facilities

The Courts sit in the Court and Assembly Chamber on the ground floor of the Town Hall in Stanley. The Chamber is also used by the Legislative Assembly, which generally sits once a month. There is also a judge's chamber, which can accommodate chambers' hearings and provides an undisturbed working area for the Senior Magistrate. The Court and Assembly Chamber and judge's chambers are of a standard similar to that found in England and Wales.

Legal Library and other facilities at the Courts

The Court and the Law and Regulation Department both have recently updated libraries. So far as possible, the duplication of text books is avoided and both libraries are available to the Court and the Law and Regulation Department. The Court subscribes to the Lexis Nexis online research facility.

The Court office is on the government private branch telephone exchange, with direct access to outside lines. The Court has its own website under the direct control of the judiciary. The Court and Assembly Chamber are fully equipped with modern sound recording equipment and a state-of-the-art live-link video equipment for use with vulnerable witnesses, or to link to overseas when required by witnesses or advocates.

The Law and Regulation Department

This department is led by the Attorney General. The present Attorney General has been in post since 2017. A Law Commissioner was recruited in 2015 to take forward the Revised Law Project. The Law and Regulation Department comprises the Head of Legal Services, a Principal Crown Counsel, Senior Prosecutor and Crown Counsel (Child Protection) all of whom were trained in the United Kingdom.

Lawyers in Private Practice

At present there are three private firms operating in the Islands. The advocates who practice within them are very limited in number and tend to be general practitioners who also deal with a full range of contentious and non-contentious work.

Falkland Islands legal practitioners comprise a single tier profession and have rights of audience in all Courts of the Falkland Islands.

From time to time counsel and specialist solicitors from England are instructed and appear in the Falklands Courts.

Office Hours

The Head of Courts & Tribunals Service is expected to keep Government office hours which are 8.00 am to 12 noon and 1.00 pm to 4.30 pm, Monday to Friday.

Occasionally it may be necessary to work outside these hours or at weekends. There are no regular court sittings on weekends and out of hours applications are rare, but the post-holder would be expected to facilitate emergency business when needed.

Further information can be found at: www.courts.gov.fk

2017 Court Statistics

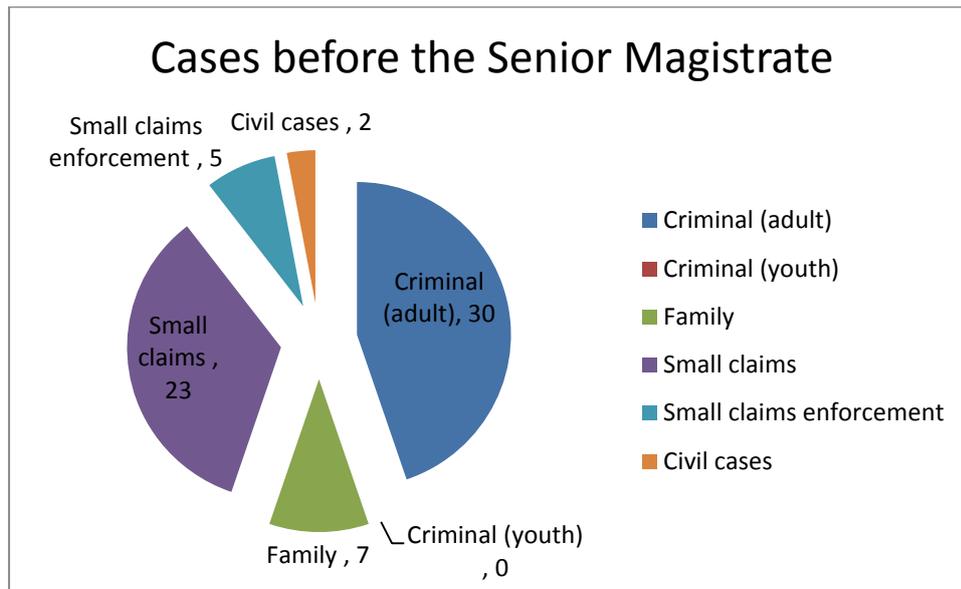


Figure 1: Cases before the Senior Magistrate

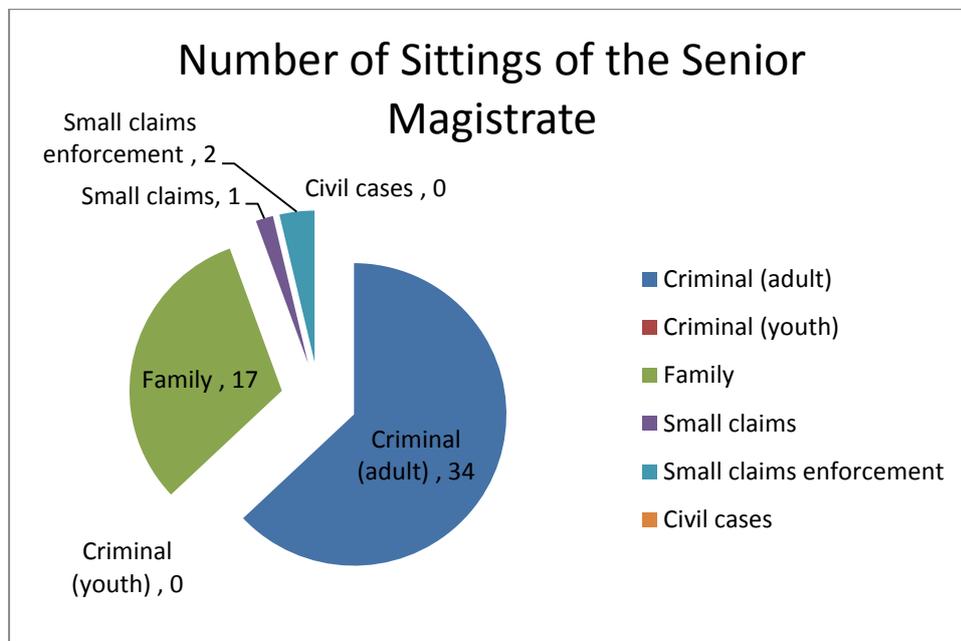


Figure 2: Number of Sittings of the Senior Magistrate

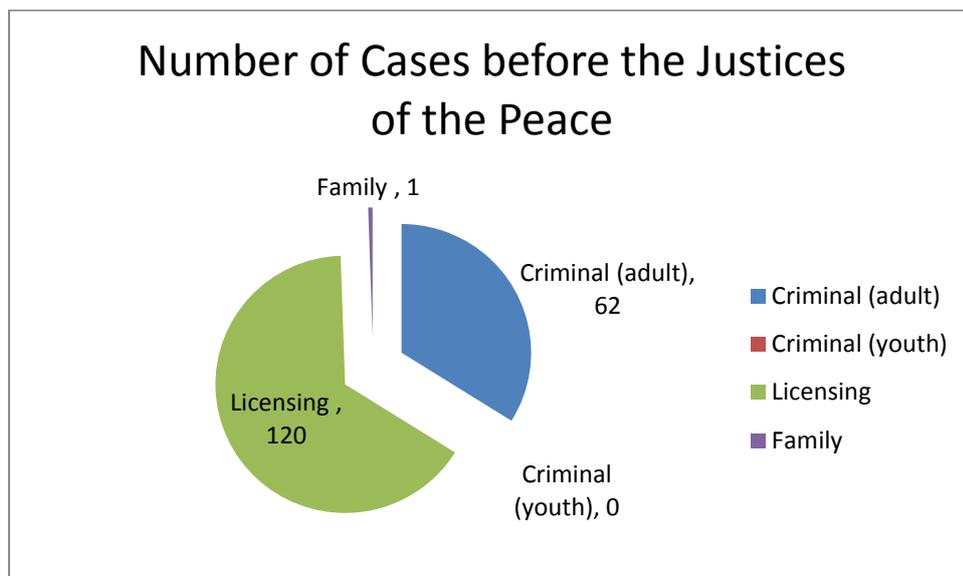


Figure 3: Numbers of Cases before Justices of the Peace

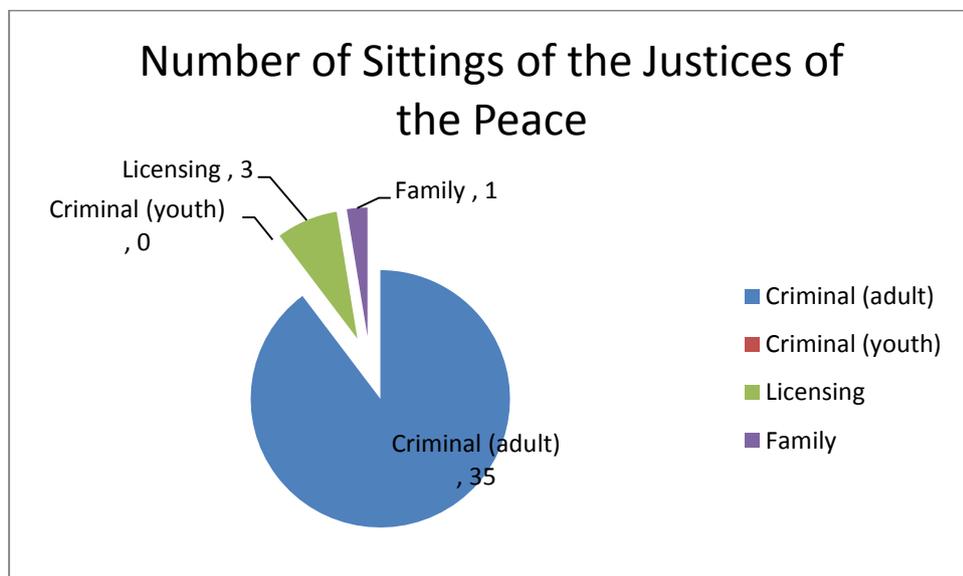


Figure 4: Number of Sittings of the Justices of the Peace (Days or Part Days)

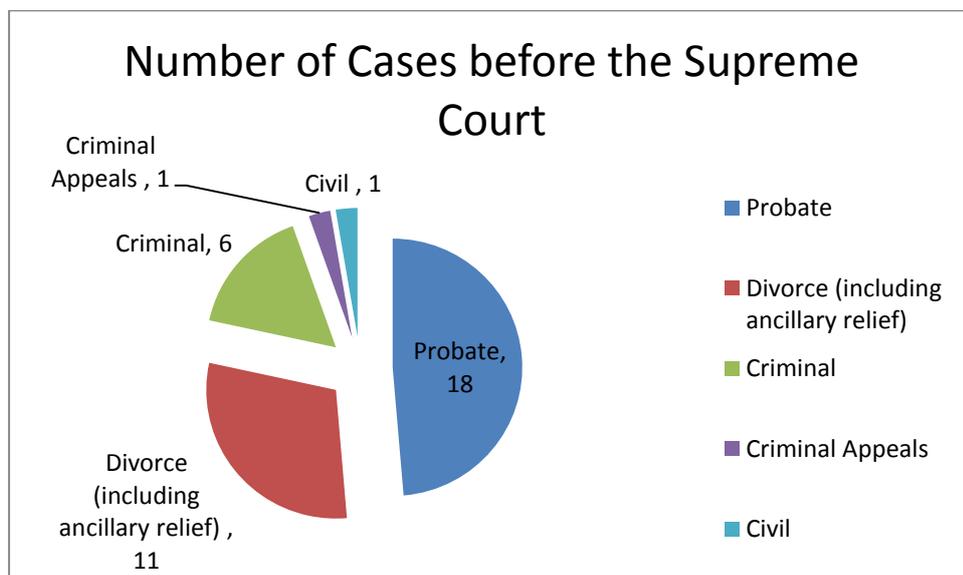


Figure 5: Number of Cases before the Supreme Court

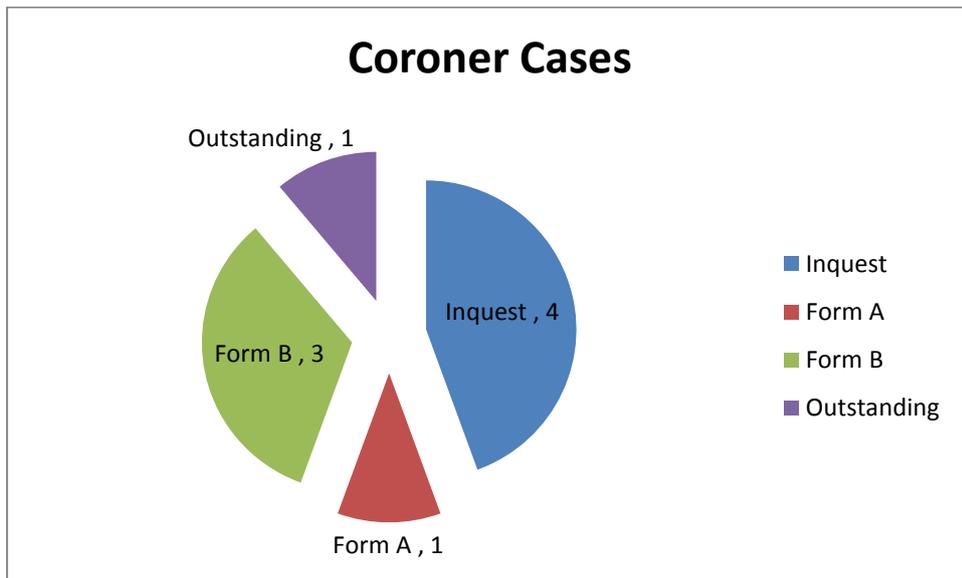


Figure 6: Number of Coroner Cases

The Package

Duration of appointment

The appointment will be for a fixed-term of two to four years, length of initial contract to be determined in discussion between the preferred candidate and the appointing director.

Salary package

The salary range for the post is currently £41,829 to £56,577 per annum. Starting salary will depend on qualifications and experience. In addition, the successful applicant will be eligible for an annual gratuity payment equal to 25% of the basic salary earned, subject to satisfactory performance. The salary and gratuity are subject to Falkland Islands taxation which is substantially lower than in the UK.

Taxation

The Islands current tax rates are as follows:

Personal Allowance £15,000 pa

(NB: The first £12,000 of chargeable income is taxed at the rate of 21%, with the remainder being taxed at 26%).

Relocation

If relocating from the UK or Europe, there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500 if accompanied by a spouse/partner; an additional £100 is awarded for each dependent child that accompanies the individual to post. If relocating from elsewhere in the world, the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner (plus £200 per dependent child coming to post).

Flights

In addition to flights to the Islands to take up post and to return home upon satisfactory completion of the contract, employees will be eligible for the following concessionary flights:

- 2 year contract – on the first anniversary of appointment
- 3 year contract – on the first and second anniversary of appointment
- 4 year contract – on the first, second and third anniversary of appointment

Such flights being between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post (Alternatively, the value of such flights can be used for holiday travel to the destination of your choice).

Pension

There is an option for the employee to contribute to the Falkland Island Pension Scheme (though no employer contributions will be made) with potential to transfer in funds from a recognised UK pension (subject to any residency criteria and UK pension scheme and FIPS criteria which may apply). Responsibility for confirming the eligibility of transfers sits with the employee.

Education allowance

Education for children up to the age of 16 years is provided free at schools in Stanley. If the successful applicant's dependent children are aged 16-18 years and undertaking GCSEs/A Levels (or their international equivalent), provision of post-16 education may be made available at a residential college in the UK. The boarding school fees will be met by FIG subject to a maximum of £8,200 per annum per child, and holiday visit flights will be provided for children attending boarding school. This allowance does not apply to any dependants undertaking any other category of studies or where a child will reside with family members, a guardian or nominated carer.

Access to medical/dental services

Overseas staff will have access to the Falkland Islands Health Services. Most services (including prescriptions) are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures and cosmetic dentistry such as crowns and bridges. The charges are variable, based on the cost of the materials (including freight).

Housing

The Government maintains a housing stock from which it will make a house available to rent. Typical rents range from £400 for a one bedroom maisonette property to around £800 for a 4 bed detached house. Private Sector accommodation is also available although this can be limited.

Additional Questions

We hope you find the Recruitment Pack informative. However, should you wish to discuss any issues that are of a more general nature, please contact Megan Middleton, Human Resources Adviser.

Contact Details: recruitment@sec.gov.fk

How to Apply

Learn more about working for Falkland Islands Government and complete our online application form on our recruitment microsite: www.jobs.gov.fk

Applications will be open until 23.00 UK Time, 8 September 2019.

If you have any questions about this vacancy and how to apply, you can contact our HR team on recruitment@sec.gov.fk.

Thank you for your interest in the role of Head of Courts & Tribunals here in the Falkland Islands.

Standard Pre-Employment Checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment will therefore be made on a conditional basis, subject to satisfactory checks being received. Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment.

References

All appointments are subject to at least two satisfactory references being provided. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

Professional Membership/Qualification Checks/Verification of Identity

Checks will be carried out to confirm any qualifications/professional memberships which are listed as 'Essential' in the Person Specification at the interview stage.

Applicants relying on qualifications equivalent to those specified are responsible for providing evidence of how their qualifications meet the required standard. If equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalency.

You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

Criminal Record Checks

This post is regarded as a sensitive post.

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Pre-Employment Health Assessment

The Falkland Islands has good primary and secondary health care but because of its geographical remoteness and size, it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates will be required to undertake a pre-employment health assessment for the purposes of obtaining a work permit. The medical will normally be arranged with your own GP unless FIG advise otherwise. Such medicals will also be required for any dependents that are due to accompany you to post.

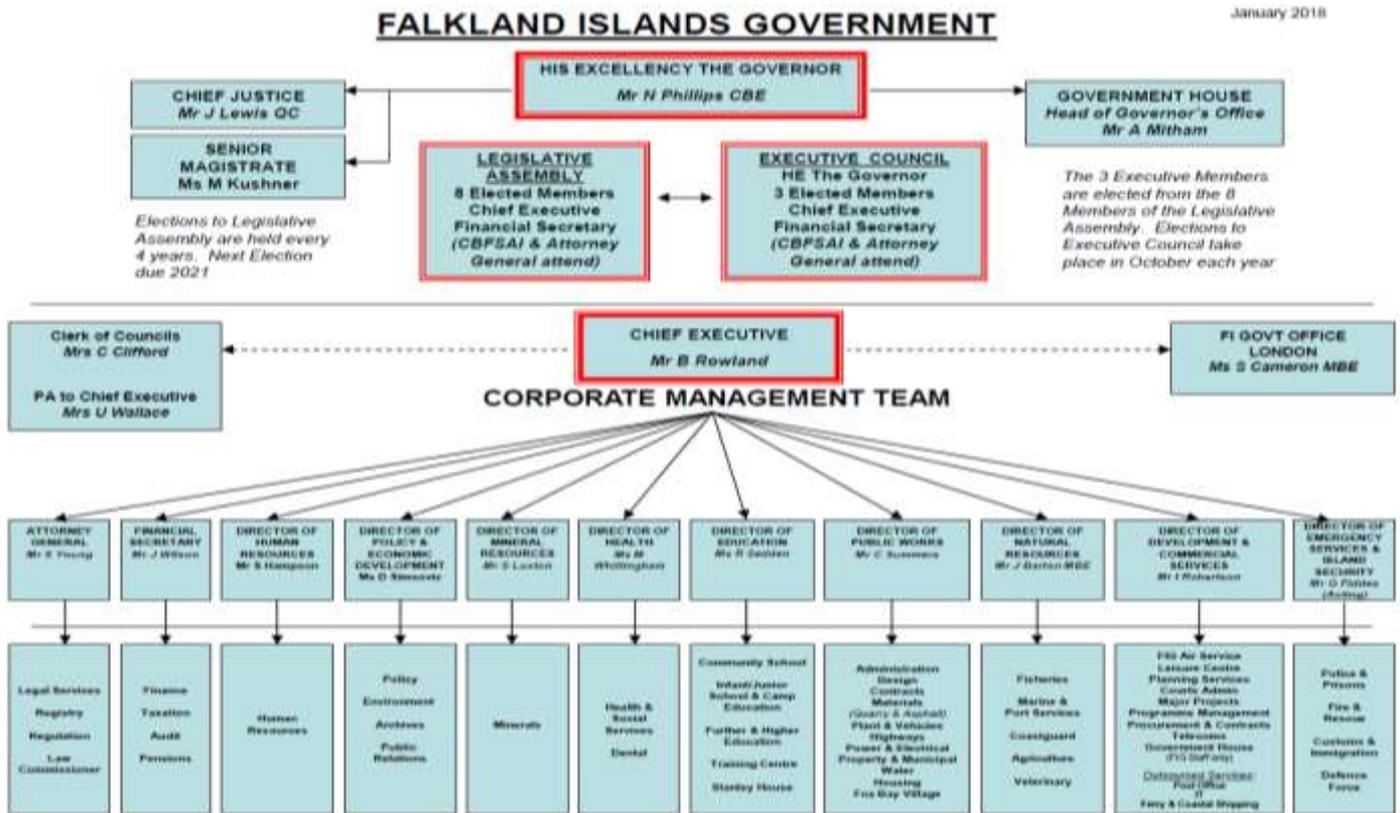
It is important to note that if you have complex medical needs or may need ongoing medical support that is not practically/physically available on the Island or the provision of which is not economically viable, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependants also have such needs, they may not be able to accompany you as dependants on your Work Permit.

They would not, however, be prohibited from visiting the Islands, but this could only normally be done by means of a Visitors permit. For more information on any related immigration issues, you can contact the Customs and Immigration Department on 00 500 27340.

If your dependants have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process. While some support may be available, each case will be considered on its merits based on the capacity available within the particular year group in the relevant school. If your children have complex special needs which cannot reasonably be met from the resources available in the Islands, it is unlikely that immigration criteria would be met and so they may be unable to accompany you as a dependant under the provisions of any work permit issued.

For more information on the Falkland Islands, please visit: <http://www.falklands.gov.fk>

Appendix 1 - Structure of the Government



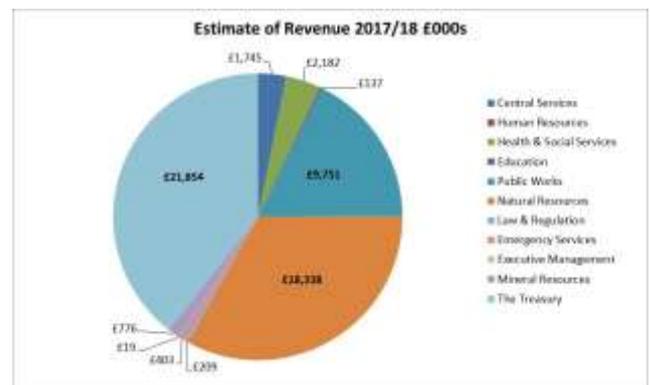
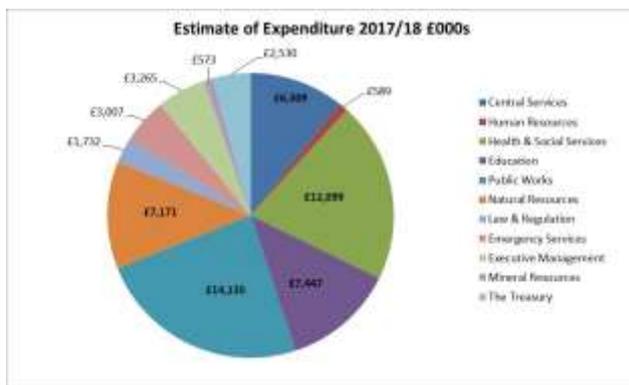
Government departments in the Islands' mirror the entire range of UK civil service departments and also those services which are often provided by local government and other NGO's elsewhere.

Directors of the departments meet regularly in a forum known as the Corporate Management Team, (CMT), chaired by the Chief Executive, to consider corporate policy and strategy.

The business of Government itself is delivered by a core professional Public Service of about 600 permanent and temporary employees (of which around approximately 100 are officers on contract from outside of the Falkland Islands, having been recruited from locations such as the UK and elsewhere in the world).

Government Finances

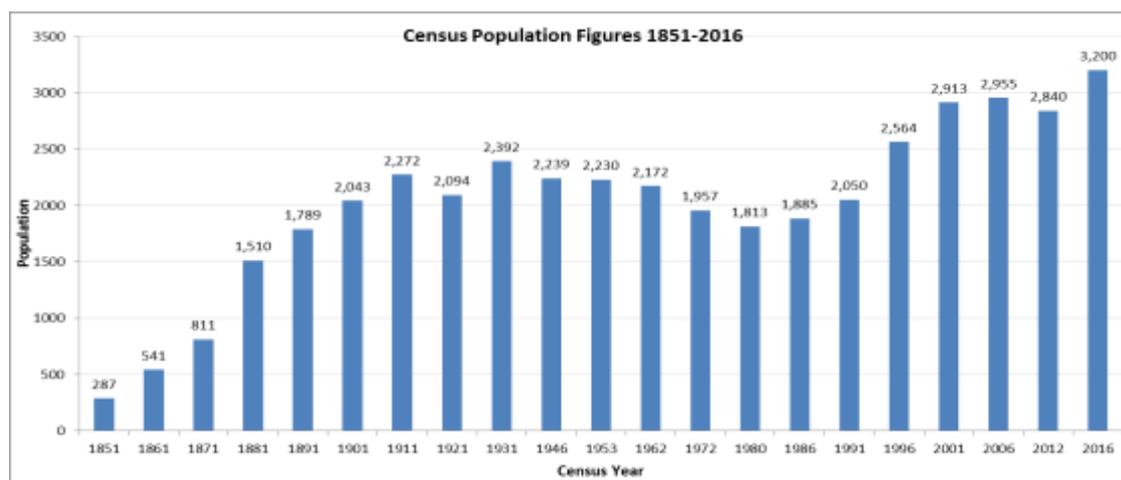
The most recent operating expenditure and revenue budget estimates for the government are detailed in the following graphs:



Appendix 2 - General Facts About the Falkland Islands

The People

The Islands have a usually resident population of approximately 3,400 people. Over 2,600 live in Stanley which is the southern-most capital in the world. The remainder of the population live in the countryside or “Camp” as it is referred to locally. The population itself is predominantly of British birth or descent and many can trace their family on the Islands back to the mid-nineteenth century. In addition there is a permanent military garrison at the Mount Pleasant Complex (MPC), some 35 miles west of Stanley, comprising UK military personnel and approximately 400 civilian workers and their dependants. The growth of the non-military population is highlighted in the graph below:



Note: The Graph shows the usually resident and present populations counted on each census night. Figures for 1851, 1861 and 1871 are estimated. Civilian personnel and their families based at MPC are included in census counts for 1996 onwards.

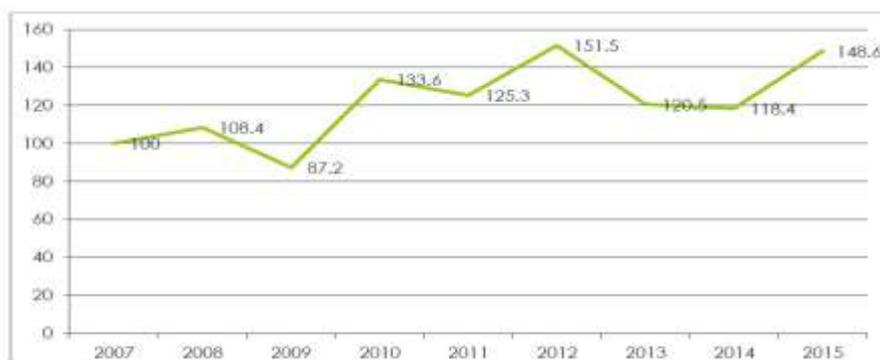
Positive net immigration, along with a small natural increase in population, has driven an increase in the usually resident population to 3,398 in 2016.

The Economy

As the following graph shows, the Islands’ economy is one which is continuing to grow at a time when the GDPs of many other larger, better resourced countries have been static or even regressed. The Falkland Islands enjoy low unemployment and have a high labour force participation rate. The strong economy in the Islands provides a high standard of living for its residents and allows FIG to provide a broad range of public services. The Islands have a favourable demographic makeup with a young population and a low dependency ratio by developed world standards.

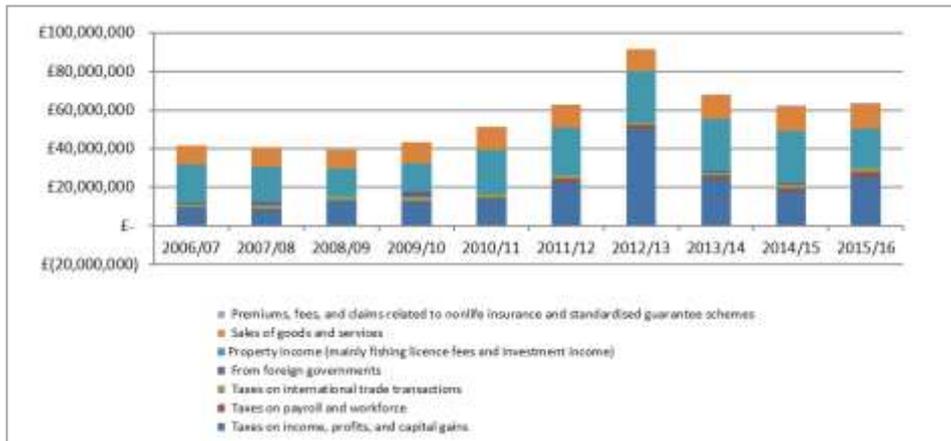
The Islands’ GDP up to 2015 is demonstrated in the chart below:

Indexed Falkland Islands gross domestic product 2007-2015 (2007=100)



The main economic driver since the late 1980s has been commercial fishing, with the establishment of a controlled conservation zone in 1987, now at 200 nautical miles from the coastal baseline. Fishing vessels in the zone catch around 200,000 tonnes each year, principally *Illex* and *Loligo* squid. Revenues to FIG are between £10 million and £20 million per year from licence or quota fees, as illustrated in the following table. In some recent seasons there have been downturns in catches, but the existence of the Government's substantial cash reserves has proved invaluable in smoothing economic fluctuations. The commercial fishing industry remains a buoyant sector today and revenue from the fishery is the main income source for FIG although oil exploration activities have also boosted GDP in previous years. The graph below highlights the Government's revenue stream.

Falkland Islands Government Revenues by GFS Category, 2006/07 to 2015/16



New business opportunities also include increasing tourism (currently earning around £9m million per annum), aquaculture and hydrocarbons. Wells drilled in 1997 found evidence of a potentially significant oil field and a round of exploration commenced in late 2009. One major discovery has been made, alongside two minor ones and it is hoped this will be developed in conjunction with the 'Sea Lion' oil field in due course. In addition, there have been two gas discoveries, although more exploration work will be required in order to fully understand the extent and nature of the finds.

Small businesses have also been helped to establish and grow by the Falkland Islands Development Corporation. It has facilitated over a 145 business start-ups, and over 1400 projects. Further information about the Corporation is available at: <http://www.fidc.co.fk>

Tourism

Air connections to the Islands include two flights a week by Ministry of Defence Chartered Airline from Brize Norton, Oxfordshire, and a weekly LAN Chile flight service connection to South America. The Islands are keen to develop these connections.

During the summer months, the Islands are visited by an ever-increasing number of cruise ships. We can receive anything up to 50,000 cruise ship tourists per year.

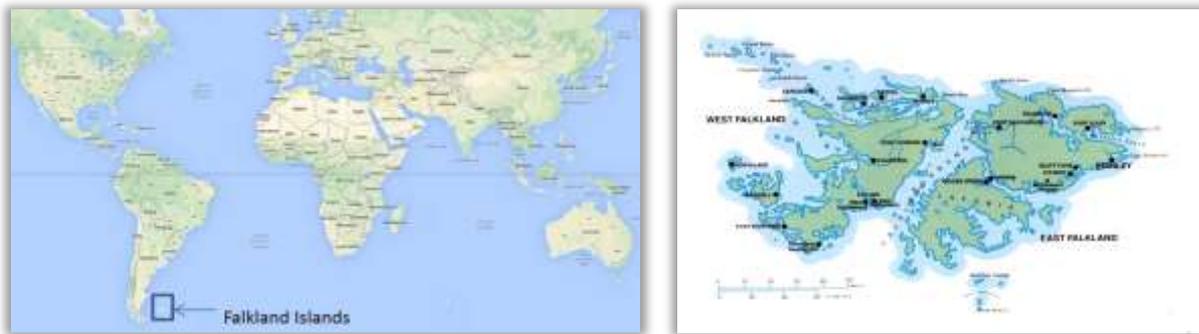
More information on the Islands and tourism in general can be found on the following link:

<http://www.falklandislands.com>

Geography, Climate & Conservation

The Falkland Islands are located in the South Atlantic on the same latitude as London lies north. They comprise two main Islands (East and West Falkland) and some 700 smaller islands, set 400 miles from the South American mainland and 8000 miles from the UK.

The maps below show where the Islands lie in relation to South America and give an overview of the Islands themselves and their main settlements.



The temperature varies between a maximum of 24°C in January down to a minimum of minus 5°C in July/August. Rainfall is generally low, winters are not as severe as the UK and the Islands enjoy more sunshine per annum than the south of England.

The countryside is comparatively bare of forestry, but it has its own unique flora and fauna. In geographical terms the Islands have a fascinating history that has resulted in some striking natural features such as the impressive rock formations known as ‘stone runs’, but which are actually rivers of angular quartzite. Bird and marine mammal wildlife also abound.

The Islands are also home to vast colonies of penguins and albatross, as well as over 200 species of other birds. They are also popular breeding grounds for sea lions, elephant and fur seals and over 15 species of whales and dolphins.

The protection of this unspoiled environment is a high priority in the Islands Plan and FIG spends around £1.5m per annum in environmental research with university partners from Imperial College London, Queens University Belfast, British Geological Survey and an independent local trust, Falklands Conservation.

The South Atlantic Environment Research Institute (SAERI) has also been set up to encourage growth in the level of research undertaken in the Islands and to develop the location as an international research platform.

More details on Falklands Conservation can be found on www.falklandsconservation.com

Islands Living – Key Facts

Currency & Banking

The currency of the Falkland Islands is the Falkland Islands Pound (FKP) which has the same value as Sterling when used in the Falkland Islands. British pounds are legal tender throughout the islands and dollars are also accepted in some locations. The Falkland Islands Pound cannot be exchanged outside of the islands but Bank of England notes are accepted. Standard Chartered bank is the only commercial bank on the Islands and new accounts can be set up to allow salary payment and transfers to and from UK banks.

Electricity

The electrical current is 220/240 volts, 50 Hz. Standard British appliance plugs will work in the Falklands. Household electricity is paid for by Electric Card which can be purchased at various outlets in Stanley.

Fuel

Diesel and Petrol prices are lower than in the United Kingdom. Bottled Gas (propane) is comparable to UK prices. Stanley Services is the provider of fuel on the islands - www.stanley-services.co.fk.

Telecommunications

Sure Telecoms provides telecommunication services in the Falkland Islands. This includes telephone and internet services. Being remote means that there is a reliance on a satellite link. Accordingly internet speeds are slower in comparison to UK fibre optic, and services are more expensive. A monthly internet package allowing about 18000mb of data will cost around £75. Internet access between midnight and 06:00 am is currently free to service account holders. Further information can be obtained from their website at www.sure.co.fk.

Shopping

Stanley has two supermarkets and a number of smaller convenience stores. These are stocked with a good selection of imported goods (canned, frozen and other packaged foods). Supplies of fruit and vegetables are grown locally or imported from South America. These in particular can be in limited supply and more expensive than the UK. Fresh local produce such as beef/lamb is readily available and of good quality and typically less expensive than the UK.

Eating out

Stanley has good quality restaurants serving a range of local food. There is also a diner and some of the local pubs provide bar meals.

Falkland menus feature locally-grown produce such as lamb, beef and vegetables, as well as seafood caught both inshore and offshore. Strong links with Chile and Uruguay mean that a range of excellent wines are also available from South America.