

Mr W. J. ...

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3 March 1989

To: 1. PS/Mr Viggers (B&L) cc PS/Sir K Bloomfield  
 2. PS/Dr Mawhinney (B&L) Secretary  
 Mr Gibson  
 From: M T H Maxwell, ISDIII, DED Mr Caryll ✓  
 Mr J. McConnell  
 Mr Murphy  
 MC

## CONGRESSMAN JOE KENNEDY: SHORTS EMPLOYMENT TARGETS

1. At his recent meeting in the US with Dr Mawhinney Congressman Kennedy enquired about Shorts' progress in relation to the targets for Catholic recruitment rates which had been agreed during its negotiations with the US Army Department over the \$60m Super Sherpa order. Ms Earnshaw's minute of 16 February refers.
2. In August last year Shorts provided the US Army Department with an equal opportunity undertaking and a "best efforts" undertaking to achieve Catholic recruitment rates of 17½% in 1988, 25% in 1989 and 33% in the early 1990s. This enabled the Army Department to reach agreement with Congressional representatives and others and paved the way for progressing the Super Sherpa contract.
3. Shorts has stated that the Catholic recruitment rate during the 1988 calendar year was 19.5% and that in the first two months of 1989 the Catholic intake rate has been just under 25%. These figures will of course have to be validated in due course by the FEA, but they demonstrate that Shorts is on target to achieve its 1989 target.

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4. I attach a draft letter from Dr Mawhinney to Congressman Kennedy which confirms that Shorts achieved its "best efforts" undertaking in relation to the Catholic recruitment rate during 1988 and is on course for its 1989 target.

*M T H Maxwell*

M T H MAXWELL

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DRAFT LETTER FROM DR MAWHINNEY TO CONGRESSMAN JOE KENNEDY

You will recall that during our recent meeting we discussed progress at Shorts in relation to its undertaking to provide equality of opportunity in its employment practices.

Having now checked the position I am pleased to confirm that Shorts fulfilled its "best efforts" undertaking to achieve a Catholic recruitment rate of 17½% in 1988. Indeed, during the 1988 calendar year the actual intake of Catholic recruits represented 20% of total recruitment. Although it is early days yet I understand that the company is currently on target to achieve a 25% Catholic recruitment rate during 1989.

I shall, as promised, continue to keep you informed of Shorts' progress in achieving its targets for Catholic recruitment.