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# The Pilot

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*The President Mr. James Callaghan, M.P. making his maiden speech at Conference on board H.Q.S. Wellington on 30th October, 1963. On his left are the Vice-Presidents, Mr. D. H. Tate, M.B.E. and Mr. H. J. Wynn.*

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- \* 1961 F. V. JANES (Southampton), Sunrise, 67, Lakewood Road, Chandlers Ford, Hants.
- \* 1961 R. D. BALMAIN (London, River), 24, Pine Avenue, Gravesend.
- \* 1962 J. H. INNES (Clyde, Glasgow), Pilot Office, 16, Robertson Street, Glasgow, C.2.
- 1962 L. R. SLADE (Cardiff), 3 Cherwell Road, Penarth.
- 1962 R. H. FARRANDS (North Channel), 451, Main Road, Dovercourt, Essex.
- 1963 G. W. DUNN (Humber), 7, Grove Lane, Waltham, Grimsby.
- 1963 T. W. FLEMING (Clyde, Gourrock), 5, Ashton Road, Gourrock.
- 1963 S. GREEN (Barrow), The Moorings, 2, Prospect Avenue, Barrow-in-Furness.
- 1963 G. W. GIBBINS (Sunderland), 1, Featherstone Street, Roker, Sunderland.

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# CONFERENCE AND AFTER

IT SEEMS rather out of date to be talking now about a Conference held in October 1963, but a lot has happened in the meantime. It was a memorable Conference and our first act should be to salute the new President who has already given abundant proof of his enthusiasm and desire to be a pilot of pilots.

Another event, quite apart from pilotage politics was the inclusion of an old friend in the New Year Honours - Mr. Frank Goldsmith, O.B.E. whose active service in the U.K.P.A. we remember well.

The activities of the Executive are some indication of the liveliness of the weeks since the Conference. They met as soon as the business of Conference came to an end on the afternoon of the second day, 31st October, and for the first time were joined by Mr. G. W. Dunn and Mr. T. W. Fleming. The decisions of Conference were carefully considered.

The future of the Letch Agreement might be regarded as the principal topic and it was agreed that it would be necessary that there should be a joint approach to the shipowners by Union and U.K.P.A. pilots, bearing particularly in mind the President's recommendation that it was highly desirable to try to establish some form of conciliation machinery and that after the machinery had been set up, then would be the proper time to seek to introduce the various amendments and additions desired. Since then both Mr. Griffiths and Mr. Henderson have communicated with the Chamber with a view to an early meeting.

One advantage of having kept the Agreement in operation and successfully resisting pressure from certain quarters to "tear it up" before there was anything to take its place, is that the overwhelming majority of members will now enjoy the benefit of the most recent National Maritime Board adjustment which came into operation in February. Agreement was quickly reached with the Chamber of Shipping for recommended basic levels and current net earnings to be further increased by 6%.

Running close for top priority is the Harbours Bill. The President is taking great interest in this and made valuable suggestions regarding the memorandum covering the Association's requirements. The memorandum has been placed in quarters where it is likely to be most helpful and is reprinted on page 23 of this issue.

At a meeting of the Executive Committee on 14th January, which was attended by the President, it was reported that since the Conference resolution on pilot ladders some interesting developments had taken place and Mr. Griffiths had received communications from several sources regarding various mechanical aids to assist in boarding. In accordance with the Conference decision he suggested to the Ministry that the various designs of which the Association had knowledge might be referred to the Department of Scientific Research. The Ministry replied assuring the Association that they considered their own surveyors were quite competent to assess the suitability of any designs. At the same time the Ministry invited the Association to nominate a pilot member in this task. The Executive accepted the invitation and appointed Mr. Balmain to be the U.K.P.A. representative.

The European Maritime Pilots' Association and Conference's decision to apply for membership are dealt with on pages 29 - 34.

## THE NEW PRESIDENT

IN A COMMUNICATION to the local secretaries in September the General Secretary notified them that the Executive Committee at their meeting on 3rd July, 1963 unanimously decided to put forward the name of Mr. James Callaghan, Socialist member of Parliament for South East Cardiff, as President of the United Kingdom Pilots' Association.

We cannot do better than quote what Mr. Griffiths wrote concerning him :

"Mr. Callaghan is a greatly respected public figure too well-known to require much introduction from me. He has been Shadow Chancellor of the Exchequer during the lifetime of the present Government, and was one of the three persons recommended as a possible successor to the late Mr. Gaitskell.

"His interest in pilotage matters and his undoubted value as a leader of this Association may not be so well-known. He comes of a sea-faring family, and himself served throughout the war in the Royal Navy. He was for three years Parliamentary Secretary to the Ministry of Transport, and at one time Financial Secretary to the Admiralty.

### Remarkable Grip of Pilots' Problems

"In the discussions which have taken place since he was first approached he has shown great interest in the Pilotage Service, a remarkable understanding and grip of the many problems with which we are at present confronted, and a very real enthusiasm to use his wide knowledge and experience to bring about an early and satisfactory solution - even to the extent, if the Association so wished, of calling for a Government Commission of Inquiry. Mr. Callaghan is particularly experienced and gifted in the conduct of negotiations for improvements in rates of pay and working conditions. For many years he has been the consultant to the Police Federation of England and Wales and the Scottish Police Federation, and has met with outstanding success in gaining the substantial improvements for all ranks which now operate throughout the country.

"He has intimated his willingness to take up the cudgels with equal vigour on behalf of pilots, and the Executive Committee, who have met him, have no hesitation in strongly urging Conference to adopt their recommendation that he should be appointed as our President. The value of his influence can hardly be over estimated, and under his guidance we should be able to make substantial progress.

"Mr. Callaghan has assured me that his appointment as a Minister of the Crown would in no way prevent him from retaining his position as President of this Association."

### "Dynamic, Energetic and Capable"

Within a few minutes of the opening of Conference Mr. Callaghan had been elected President.

His election was moved by Mr. Tate "as senior Vice-President, Chairman of the Executive Committee and with the full support of the Executive." A seconder appropriately came from a delegate, Mr. J. P. Bennett, and the proposal was unanimously adopted.

The Secretary immediately communicated with Mr. Callaghan and informed him of his election.

Mr. Griffiths, of course, had Mr. Callaghan in mind when he prepared his report which is printed in this issue and while the report was under consideration early in the first session of Conference Mr. Tate made this reference to the same subject.

"We have a pilot now in the new President who we know is a very dynamic, energetic and capable person with access to the right quarters".

Toward the end of the session Mr. Callaghan "came aboard" and was welcomed by Mr. Wynn and Mr. Griffiths. He was escorted to the Court Room and announced by Mr. Wynn. The delegates rose and gave him an enthusiastic reception. He was invited to take the chair and addressing Conference said he felt very honoured by his election to the Presidency. "I will do my best to serve you as your President" he said "I have held a lot of offices but I don't think I have ever been a President before".

He outlined what he assumed to be the duties of a President. The Vice-Presidents, Executive and Mr. Griffiths would get on with their job of running the Association and if they sought his advice and assistance he would give it. He said he was very interested in conditions of work. In his own organization he became a branch secretary at the age of 19 and the whole of his life had been in the trade union field.

He had lunch with the pilots and presided throughout the afternoon session and also took the chair at the morning session on the second day. He ably controlled the debates and occasionally made valuable constructive suggestions.

### The President Asks a Question in Parliament

It was not long after his election that Mr. Callaghan had the opportunity of taking up the cudgels on behalf of the pilots during the second reading of the Harbours Bill in the House of Commons, we quote from *Hansard* :-

THE MINISTER OF TRANSPORT, MR. MARPLES : I deal next with the control of movement of ships in harbours. Clauses 18 to 21 will enable the Minister to make Control of Movement Orders on application from harbour authorities. These Orders will not provide for controlling the handling of ships. This is for masters and pilots, but these Orders will enable the control authority to route a ship and to time her movement. They will also provide for such matters as the method of control and the equipment required. This is primarily a safety provision to give additional help to ships moving in limited visibility. It brings up to date the harbour master's long-standing powers to control shipping in a harbour. There is provision for objections and inquiry, and the Orders will be subject to negative Resolution.

MR. R. J. MELLISH (Bermondsey) : We appreciate that this provision is designed for safety. What consultation did the right hon. Gentleman have with the appropriate organisations concerned? Was there full consultation with all those responsible for the movement of shipping?

MR. MARPLES : We have had consultations with a wide variety of people, but I do not know whether we consulted the body or authority which the hon. Gentleman has in mind. Originally, we had much more stringent views on this because we wanted to make certain compulsory legislation, but various interested parties said that it would be too onerous on them. We therefore withdrew it and put in these milder regulations. We have been working hard on the Bill for about six months, and we have seen as many people as we could in that time. My hon. and Gallant Friend and I have had consultations with a number of people on this point. We think that we have now got what is acceptable to most authorities.

MR. JAMES CALLAGHAN (Cardiff, South-East) : I recently added the Presidency of the United Kingdom Pilots' Association to other offices that I hold. The pilots are very concerned about their rights in the matter of safety. Has he consulted this Association? Can he give us an assurance that there will be nothing in these reorganisation schemes to interfere with the responsibility of the pilots for deciding when a ship should move?

MR. MARPLES : I give that assurance, because in my earlier remarks I said that the question of the movement and handling of ships would be for masters and pilots.

MR. MELLISH : Why did not the right hon. Gentleman consult them?

MR. MARPLES : The reorganisation schemes will not provide for the movement and handling of ships.

## HONOUR FOR MR. GOLDSMITH

AN EVENT of special interest since Conference was this announcement in the New Year Honours :-

O.B.E. (Civil)

Capt. F. R. E. Goldsmith, late Channel Pilot, Corporation of Trinity House.

All will join us in congratulating Frank on this well deserved honour and wish him all that he could desire in his retirement which took effect under the age limit from 5th September, 1963. We are pleased to say that we shall keep contact with him as he joins our growing company of "retired members" and as such he will still receive *The Pilot*.

Mr. Goldsmith came into office in the U.K.P.A. at a Conference memorable for some important changes; it was the 60th or Diamond Jubilee Conference held in London in 1947. First of all, Lord Mountevans surprised the delegates with his resignation from the Presidency and then Mr. J. H. A. Smith would not stand for re-election as Senior Vice-President because he was due to retire from the service in the following year under the age rule. This led to Mr. Alex Love going into the senior position and Mr. Goldsmith, polling more votes than his two opponents put together was elected the other Vice-President. There was one other event at that Conference which has proved of great moment for the U.K.P.A. - Mr. Dan Tate was elected to the Executive Committee.

Mr. Goldsmith had already served on the Executive Committee since 1943, but the first Conference he attended was in 1938 at Liverpool. In that year he was elected to the London Channel Pilots Committee and

became chairman in the same year as he became a Vice-President of the U.K.P.A. In 1944 he was elected a pilots' representative on the London Pilotage Committee. He resigned from all these offices in 1951.

*The Pilot* for August 1947 gave a brief account of his career, but before he joined the pilotage service - he received his full licence in 1927 - he had years at sea, many of them in sail. With the passage of years these memories have developed a special interest for a new generation which did not know the days of sail and we asked him to let us know more about them. He responded nobly but unhappily even in this exceptionally large issue we have to hold it for another time.

A portable radio set was presented to Mr. Goldsmith by colleagues at a farewell party at the Masonic Hall, Gravesend on 23rd September.

Mr. Henry William Webster who has also retired received a similar gift at the same function.

## A TIME FOR DECISION

by DAVID PERRY

THE LAST FEW decades have witnessed a tremendous change in the pattern of our daily lives. The old concept of a family business, created and maintained by a central figure of unflagging drive and strong personality has, in the space of our lifetimes been displaced by huge corporations, so rich and influential, so complex and impersonal, as to require an equally complex and impersonal organization to control them.

This new form of business organization has produced a composite form of control, consisting of completely new forms of business activity in which time and motion

study, research and modern technology, public and industrial relations etc., play an important part. Parallel with this growth, has been the equal emergence of collective organisations, to which practically every section of the community contributes. They are designed to protect their subscribing members whether they be small firms or professions, or the separate employees of the various trades and industries.

It would seem inevitable that the growth of two great systems, each complementary to the other, yet each determined to gain as much as possible from the growth of industry, would finally result in conflict, were

it not for the emergence of a third new factor in the form of the huge government ministries, themselves deeply concerned with all aspects of industrial activity.

The general direction of this new industrial revolution is therefore becoming evident to us all, and the resulting conditions apply with equal force to our own profession as pilots, as they do any other aspect of contemporary life.

The new conception requires a new approach based on concerted effort, and the rewards are directly related to the collective contribution we can make to the modern industrial machine.

Since such rewards are invariably the result of collective bargaining, it is essential that we have something to bargain with, and for this reason we must examine all aspects of the new industrial development in so far as such development affects us. In this respect, we are perhaps most fortunate in possessing a number of natural advantages, not the least of which is a unique understanding of local harbour conditions, together with a wide knowledge of modern merchant ships and modern equipment.

The general application of this knowledge, used in concert with modern industrial practice, could provide a positive contribution towards general efficiency which, in turn, would help to promote the growth of development so necessary for higher wages and better conditions. If this is recognised, then we must accept the fact that our contribution goes far beyond the individual pilotage of ships - important as this function is. It calls for our profession to take a positive lead in such matters as the practical application of technical development both in the field of electronic navigation and in the even wider field of harbour development and modernisation.

The design and planning of such matters have hitherto been the exclusive concern of engineers and technicians, and in the smaller projects of the past, mistakes could be avoided by the simple process of trial and error. Nevertheless, a gulf has always existed between theory and practice and the past failure to consult the practical operator has, on occasions, resulted in costly mistakes.

Under modern conditions, where vast programmes of modernisation and development are under consideration, the impersonal

direction of such development, based on Government Reports and business research demands the closest attention of practical men, so that no aspect of this extensive planning and heavy expenditure can possibly result in failure.

Where such modernisation is applied to ships and harbours, the pilotage profession provides a virtually untapped source of expert experience which, taken on a collective basis, has an absolutely unrivalled knowledge of the practical operation of every port in the United Kingdom, however large, or however remote. This knowledge can be applied most effectively in helping to solve certain essential problems such as the use of electronics in harbour operations. It can also be applied to the resulting port reorganisation so necessary if such technology is to be put to effective use. It can devise methods of improving the use of electronic equipment now extensively fitted in modern ships, and it can help to merge these two systems so that each becomes complementary to the other to produce a new procedure both safer and more efficient.

The full use of such modern equipment together with a standard procedure could help to solve many harbour problems caused by the enormous increase in size of certain types of new ships and this particularly applies to circumstances where natural obstacles impose a reduction in what was formerly considered to be the minimum margin of safety.

Such problems are closely connected with the steady and growing demand for the modernisation and extension of our port installations, and in this particular aspect of development, the pilotage profession can make a notable contribution based on long and intimate experience of practical conditions. This does not, of course, imply any criticism of the highly skilled practices of civil engineers or others responsible for planning or construction, but it is suggested that such planning and design can only be fully effective if practical requirements are taken into consideration.

Such practical considerations are the "stock-in-trade" of the pilot who not only possesses precise knowledge of existing conditions, but it is upon his skill and experience that the successful operation of many expensive projects will finally depend.

# EARNINGS, CONDITIONS & PENSIONS

## REPORT OF THE GENERAL SECRETARY AND SOLICITOR

THE CONFERENCE to which you will be sending delegates this year may, for a number of reasons, prove to be a turning point in the history of this Association. More than ever in the difficult times in which we live, when most thinking people have long since realised the futility of pressing an exclusively narrow policy of pure self interest regardless of every other consideration, are we striving to attain a planned and balanced economy, designed to provide a just and equitable share for all, according to the value of their contribution to the total national wealth. It is against this background that we have to examine our proposals for future action.

That in the rapidly changing conditions of the past five years many pilots have ceased to achieve anything like a just reward for the ever increasing skill and responsibilities of their task is a claim with which I am in complete sympathy. That (with the notable exception of the tanker operators) the state of British shipping unhappily remains generally at a low ebb also has to be recognised. The industry is facing many difficulties and it is unwise for us to ignore them or to blame them solely upon commercial inefficiency. All of us know that the bogey of flag discrimination and State-aided competition continues to be a very real threat. True it is that pilotage rates are paid by British and foreign ships alike, but it is upon the capacity of British owners to pay that their level is fixed, and that is a fact we must recognise.

In the light of this general situation you may well wonder whether there is not someone of sufficient influence and experience to whom we might possibly be able to turn for advice or assistance. It was with such considerations in mind that the Executive Committee, after most careful deliberation, unanimously decided earlier this year to put forward the name of someone to fill the vacant post of President of this Association, whose wisdom and knowledge and whose capacity to help have already been proved to the full in many different walks of life. His standing, and the respect in which he is universally held, will unquestionably enable him to direct us onto the right course and to further the interests of pilots wherever their claims are just and reasonable. With such a captain at our helm, given the unity and loyalty without which no battle can successfully be fought, I have complete confidence in the future and the success which

will ultimately crown our efforts. We are indeed privileged to have such an opportunity.

With these few opening remarks, you will now want to hear briefly what has been going on during the last twelve months. I said last year that we were faced with difficult and anxious problems. Although it would not be right to say that we have made no progress towards their solution, I confess that the road is a hard and slow one – requiring, if ever a task did, “all hands on deck”. As I think you know, a great deal of my time, both in my capacity as Solicitor and as Secretary, is taken up with local affairs and not infrequently with advising and assisting individual pilots. Such work is no less important to them than that which possibly has occupied far more of my time, namely, the constant struggle to improve the lot of pilots on a national basis.

Rightly or wrongly, with the invaluable and tireless help of Mr. Tate, I have concentrated my efforts under three main headings, namely, **improved pensions for pilots and their dependants, better working conditions, and action which, as far as possible, will ensure that net annual earnings are maintained on the plus side of the Letch mean level.**

Perhaps it would not come amiss to remind you of the events since our last Annual Meeting which have led me to concentrate on these three matters. The Cinque Ports resolution last year – recommending a withdrawal of services on a national basis unless the fringe benefit problem was satisfactorily resolved – was withdrawn in favour of a proposal, emanating from the Medway, to continue negotiating the claim for a further period of three months, and if success was not then forthcoming an emergency Con-

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ference of both bodies of pilots should be held.

The immediate reaction of the shipowners' representatives was to refuse to meet under the threat of what they considered to be strike action. After it had been made clear that there was no such immediate threat, negotiations were re-opened but both the Chamber of Shipping of the United Kingdom and the Liverpool Steam Ship Owners' Association, relying on the decision of the late Sir Robert Letch and of the Ministry of Transport over two recent adjustments, maintained their contention that pilots were not entitled to the cash equivalent of “fringe benefits”. As a consequence, an emergency Conference attended by delegates from Union and U.K.P.A. ports was held on board the *Wellington* on 30th January, 1963.

#### **Shipowners' Attitude Unchanged**

After the situation had been clearly explained to all present it was decided, in a last endeavour to avoid industrial action, that services should not be withdrawn and Mr. Henderson and I were instructed to seek to continue discussions. This we duly did and, finding the representatives of the shipowners still of the same mind, we investigated the possibility of what, in some senses, may be regarded as an alternative approach under the three headings I have mentioned.

In case any of you may think that the shipowners were doing nothing but buying time, I would like to remind you that they have always displayed a sympathetic attitude towards the long-standing claim put forward on your behalf for substantially improved pensions, although I should be misleading you if I were not at once to warn you that we shall meet with difficulties if in every instance we expect the shipowners alone to finance these improvements. You will, however, all be familiar with the joint recommendations resulting from the meetings between pilots and Pilotage Authorities, laying down the minimum requirements of any pension scheme before it could be regarded as satisfactory. You will be equally familiar with the lack of satisfactory progress on any general scale towards the implementation of these proposals.

While it is appreciated that existing pension conditions and requirements vary so

widely as between one port and another that the attainment of a general level along the lines recommended may well be a long term policy and obviously take much greater time to mature at some ports than at others, Mr. Tate, who has made a most exhaustive investigation into the position, is convinced that in very many instances a great deal could be done *now*. There seems, however, to be a lack of effort and enthusiasm – a tendency to delay attempts at progress by enlarging upon the difficulties and hiding behind actuaries' reports.

At the request of the Executive, Mr. Tate and I therefore approached the Ministry with a view to a meeting being convened under their auspices with the object of appointing a small sub-committee of key people under the chairmanship of some suitably qualified person, fully experienced in this particular problem. A copy of my letter to the Ministry will be found at Appendix “A”. The Ministry indicated their willingness to consider our request if they could first be satisfied that the other parties likely to be interested would be prepared to send representatives to participate in any meeting which may be called.

#### **Wanted : Action !**

I am glad to report that the Chamber of Shipping, the Trinity House and the Dock and Harbour Authorities' Association have all now agreed to do so – although with the noticeable reservation that they will attend only as “observers”. Your representatives will make it perfectly plain that this Association wants to get down to business. We have all got sick and tired of talking. We did all that over two years ago and agreed upon our recommendations. What is now wanted is action, and I am sure that will be the attitude of them all once we get together.

As regards improved working conditions, most of you will remember that at the Association's Annual Conference in 1958 a resolution was adopted that in deciding the proper number of pilots, Authorities should recognise that they were entitled to not less than twenty-eight days' annual leave, in addition to time off equivalent to weekends and Bank Holidays. Since then I have repeatedly maintained that in fixing numbers the first step is for an Authority to decide

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on how many days per annum their pilots are available for duty.

It is outrageous to proceed from the starting point that every pilot is available for 365 days in a year and to calculate on that basis how many acts of pilotage per annum each man should be required to perform, which must inevitably result in granting leave and free time only by means of casting upon the shoulders of those already fully occupied the duties of those who are absent.

**What is reasonable free time?**

Furthermore, if the job is to be done properly, some allowance should be made for average absence through sickness, the incidence of which assumes quite substantial proportions, particularly in ports where it may be that the majority of pilots are middle-aged or over. I am frequently being asked what total time off free of all obligations for duty the Association claims to be reasonable. The Executive has never attempted to be precise on this question because, as responsibly-minded people, they recognise that conditions vary very greatly between one port and another, but it is interesting to see what these figures amount to on the basis of a five or a five-and-a-half day working week, viz :-

	5-day week	5½-day week
Annual leave ...	28 days	28 days
Sundays ...	52	52
Saturdays ...	52	26
Bank Holidays ...	6	6
	138	112
Less 4 Sundays and 4 (or 2) Saturdays during annual leave ...	8	6
	130	106
Plus average illness absence ...	12	12
	142 days	118 days
	<u>142 days</u>	<u>118 days</u>

leaving 223 days or 247 days, as the case may be, available for duty.

As all of us tend to look for authoritative guidance in matters of this kind, we have often referred to the decision of Mr. T.

Haworth, the independent Chairman appointed by the Ministry of Transport to preside over the Humber Inquiry last year. There the question of numbers was in many respects the main issue and was hotly disputed by the Authority. The Chairman said he considered a minimum of 100 days free of all obligation for duty to be incontestable, and as we now know the proper establishment of pilots on the Humber was subsequently fixed on that basis. In my discussions I have therefore urged that whatever be the precise duty free period, the required number of pilots should be assessed on the basis that the maximum number of working days was never more than 265.

It is sometimes thought by pilots that in practice only those at the smaller ports meet difficulty over this question, but nothing could be further from the truth. The Cinque Ports, London River, and both the Inward and Outward services at the Isle of Wight have long-standing claims for a reduction in their work indices about which, despite a number of meetings, no satisfactory progress has so far been made. I do not doubt that there are many other ports where the working life of pilots could be greatly improved if fair recognition were given by their Authority to the legitimate claim of the pilots for reasonable leisure.

As I understand it, the representatives of the owners are in no sense opposed in principle to this contention, and I am hoping that by the time this report is placed before you for adoption I shall have been able to get them to write a letter putting their attitude beyond possibility of doubt, which can be brought to the notice of every Authority.

**Weekends and Bank Holidays**

Turning to current earnings, which I of course appreciate is the most important factor, we asked the shipowners to consider - what admittedly is a modification of the Letch Agreement for the purpose of bringing it up to date - an appropriate surcharge for weekend and Bank Holiday work. Such a practice is in existence, I understand, at a number of leading Continental ports, and in most walks of life is generally accepted. The immediate reaction to that was to request information as to the proportion which work undertaken over weekends

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bore to the whole. This I was able to provide with your assistance, but here I must again be perfectly plain and confess that to date I have no satisfactory progress to report, which may well be due to the necessity of having to refer it to the appropriate committees for consideration. Nevertheless, Mr. Henderson and I will press this aspect, and indeed the other aspects of our claim in the hope that, if we cannot get "fringe benefits", we can by agreement secure suitable alternatives of no less value.

**General Review of Letch**

In the light of what I have been saying, it will come as no surprise that Mr. Henderson and I felt we should summon the sub-committee for the purpose agreed upon in the second (and confidential) resolution adopted at our Joint Conference earlier this year. That committee has completed its preliminary observations, which, if and when approved by the Executives of the two bodies of pilots, will be placed in your hands. There has not been sufficient time to do this before Conference, although the document may be available for distribution when we assemble. No attempt will be made to rush decisions, and delegates will be afforded every opportunity to consider the position fully and, if desired, to refer the question back to a general meeting of pilots at individual ports before final conclusions are arrived at.

**Problem of Super-Tankers**

Super-tankers and other types of giant bulk-carrying cargo vessels are gradually becoming a commonplace and undoubtedly, due to the enormously reduced operating costs in relation to the increased quantity of cargo carried, their number and size will multiply just as rapidly as new or improved port facilities for receiving them can be brought into operation. That the pilotage service in home waters is conscious of the necessity for keeping abreast of changing times and world conditions, and anxious to afford the maximum co-operation to owners, operators and Port Authorities alike, I hope goes without saying, but your Executive Committee feels bound to give the widest possible expression to its growing concern at the apparent lack of appreciation, even among those most directly interested, of the

extreme difficulty in handling these vessels in narrow waters and restricted areas of navigation. Their movement, particularly at night, undoubtedly constitutes a major hazard both to other users and to shore installations, and for that reason it has been necessary to insist upon the introduction of certain minimum safety requirements, particularly in relation to the berthing, unberthing and movement of these very large deep-draughted oil tankers during the hours of darkness.

Time is money in most walks of life, but seldom if ever more than when dealing with ships. Pilots are fully aware of this, and it has long been a matter of honour with them never in any circumstances to incur delay unless it is absolutely essential in the interests of safety or for some other vital and unavoidable cause. As soon as conditions can be introduced which sufficiently diminish or remove the danger, so are such limitations on handling willingly modified.

**The Risks are Real**

It is, of course, recognised that shipowners and Port Authorities are no less anxious to avoid serious accidents, but pilots encounter surprising difficulty in convincing others of the existence of dangers and serious risks, which to them are both real and apparent. It may be a measure of the confidence which the high tradition of the service has for so long engendered that blinds operators to obvious risks, but it is a small reward for the exercise of such immense responsibility and skill when the completion of the task with such regular success frequently leaves only the impression that there cannot be much to it. There could never be a greater or more dangerous mistake, but it is because of such an attitude, or something very akin to it, that pilots have found it necessary to insist upon the introduction of certain essential precautions and safety factors before handling these ships at night. On the whole they have received co-operation over their requirements, although it has sometimes been difficult to avoid the impression that the margin of safety is being cut to an absolute minimum, and essential safety factors subordinated to purely economic considerations which, it is recognised, to a large extent stem from the cut-throat competition of "flags of convenience" ships.

*The Secretary's Report*

For these reasons, and on account of the heavy pressure brought to bear upon local bodies of pilots, this Association has written to the Ministry of Transport inviting their assistance in this problem with a view to the introduction of certain essential aids to safe navigation on a national basis, and in addition to the approval of local safety arrangements designed to meet particular requirements at individual ports.

Mr. F. V. Janes, who, on the nomination of the Executive, represents the Association on the Ministry's Safety of Navigation Committee, tabled the following resolution for discussion by the Committee at its meeting on 8th May last, largely for the purpose of sounding the views of the various interests represented :-

**That consideration be given to the dangers inherent in the navigation and manoeuvring of heavy, single screw tankers in estuarial waters during darkness, and in particular to the berthing of such vessels at night.**

To assist in the discussion he prepared, on behalf of the Association and with the assistance of a colleague, a hasty and brief memorandum on the subject, which was in no sense intended to be exhaustive or complete and which, for your information, is attached to this report as Appendix "B". The matter is there dealt with in far more specific detail than I have attempted, and clearly shows how appalling could be the consequences to life and property even of a relatively slight accident, and how easily a whole port could be put out of operation with serious consequences to the local population and indeed the community at large - not to mention the pilots themselves.

After this motion was discussed it was deferred to the next meeting to enable me to study his memorandum and make further enquiries. Meanwhile, pilots who are undertaking night berthing of these monsters, at places where additional precautions are now in operation, will continue to exercise all the skill at their command, but there are those well-qualified to express an opinion who remain of the view that the risk of accident is still serious and substantial.

An entirely different aspect arising from the introduction of the type of ship I have

been discussing is, of course, the greatly increased risk and responsibility falling upon the pilot himself. That it is not unreasonable that this should be recognised by the payment of additional remuneration has, I am glad to say, already been accepted in some Districts (subject to the provisions of the Letch Agreement as to maximum earnings), and favourable consideration will no doubt be received in other Districts where the same factors apply.

**Earnings not keeping pace**

It does, however, prompt one to consider whether the time has not come when it might be advisable to revise the whole basis upon which pilotage rates have traditionally been fixed - gross tonnage, net tonnage, draught, or a combination. At one time these reflected reasonably accurately the type of ships and the amount or value of the cargo carried. Changes in design and the advent of the giant bulk-carrier have altered all this, to the considerable disadvantage of pilots' remuneration. That earnings are not keeping pace with the value of the service performed is well illustrated, in an example given by the Trinity House in a recent memorandum submitted to the Chamber of Shipping of the United Kingdom on behalf of the London pilots, viz.

"At present the pilotage rates do not take into account the added worry and responsibility relative to earning capacity of the super tankers.

Taking the case of two tankers bound from Dungeness to Thames Haven, one carrying some 2½ times the cargo of the other :

Tanker	Gross	Deadweight	Draught	Pilotage
"A"	12,500	18,000	29 ft. 6 ins.	£59 10 0
"B"	28,000	42,000	37 ft. 0 ins.	£83 15 9

i.e. deadweight, earning capacity and responsibility increased by some 130% - pilotage increased by 4%."

As I am hoping that this matter might be the subject of a debate I will say no more here, except that the building of modern ships with a cargo capacity which it took five or six of her predecessors to carry, involves more than one problem for pilots as you will all appreciate, and I am hoping to have the assistance of Conference in how best to tackle this problem. The day of the 200,000 tons deadweight tanker is already

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dawning, and may well extend to other types of bulk cargo carriers.

A further question which clearly arises is whether the increasing use of vessels of this kind can properly be claimed to constitute a substantial change in the character of the trade of a District, to enable an application to be made under the terms of the Letch Agreement for the up-grading of the basic level of earnings. The matter has already been raised informally with the representatives of the shipowners, who up to now have challenged this contention and maintain that it amounts to nothing more than normal development. I would have said that the type of traffic making use of a port is a very essential factor in the character of its trade, and I cannot conceive of anyone for one moment contending that there has not been a substantial change in that respect. It is clearly a matter of degree and the facts in each particular case will have to be investigated.

On the other hand, we would be unwise to blind ourselves to the problems inevitably attaching to any such application for up-grading - not only in the preparation and presentation of the case itself but having regard to its effect upon the position of other ports.

**Small Craft Hazard**

Not wholly unrelated to the problems we have been considering was the resolution adopted at last year's Conference dealing with the dangers caused to large vessels navigating in narrow channels by the presence of small pleasure craft.

I duly communicated with the Ministry of Transport but was informed that the Minister would not find it possible to put any of the provisions of the 1960 International Collision Regulations into force in British territorial waters until the Regulations were adopted internationally. Nevertheless, they appreciated fully the importance of the question and placed the Association's request, together with a copy of the resolution which Conference had adopted, before the Royal Yachting Association, who in turn fully co-operated by sending a printed circular to every member club quoting this Association's letter and the Conference resolution and requesting club secre-

taries to give them the widest possible publicity.

It is appreciated that there may still be some yachtsmen belonging to no recognised club who may remain unaware of this appeal, but it will have come to the notice of the overwhelming majority and I would like on your behalf to express the appreciation of the Association for the ready and immediate help afforded, both by the Ministry and the Royal Yachting Association, in bringing to the notice of so many yachtsmen (and potential Mr. Days!) the danger to which the resolution referred.

**Rochdale Report**

I think at this stage I only need refer to two matters concerning the recommendations of the Rochdale Committee in so far as they affect pilotage.

First, following the discussions at last year's Conference, I duly complied with the Ministry's request to provide the preliminary observations of this Association upon those aspects of the report which more directly concerned our affairs, and to save unnecessary repetition a copy has been attached to this Report as Appendix "C".

Secondly, you will all remember the surprise and anxiety which seemed to be expressed with equal force both by pilots and Pilotage Authorities at the complete absence of consultation before the Committee's recommendations were made. On this aspect of the matter I duly approached the Ministry, and am glad to be able to report that I have now received an assurance that the National Ports Council will afford this Association every opportunity of submitting its views when it has under consideration any changes likely to be of concern to pilots.

Furthermore, the Minister himself assured Parliament on 20th March last that he had no doubt that before the new National Ports Council makes considered recommendations, some members will have visited the ports concerned and consulted appropriate bodies.

I think, therefore, it can be fairly claimed that the steps which this Association immediately took to safeguard the interests of pilots will prove effective, and no changes are likely to occur until full consideration has been given to any representations made on their behalf.

*The Secretary's Report***Accident and Grounding Reports**

Most bye-laws, as you well know, impose upon a pilot the obligation of reporting, usually on a prescribed form, any accident which has happened to or been caused by a vessel while in his charge. This document is, of course, confidential. It is a frequent practice for the owners of such a vessel to request a similar report from the pilot, but I must warn you of the serious danger involved in complying. I have recently come across an instance where a pilot has been threatened with proceedings for damages by the owners based upon alleged negligence on his part, the evidence of which is derived solely from the contents of his own report.

I cannot imagine any reputable Line adopting such a course, but this is exactly what has happened, and to ensure that your interests are properly protected my advice is that, should you have the misfortune to become involved in an accident, you should in no circumstances whatever make any report except in compliance with your bye-laws.

**APPENDIX "A"**

UNITED KINGDOM PILOTS' ASSOCIATION

Shannon Court,  
Corn Street,  
Bristol, 1.  
10th July, 1963.

Dear Sir,

**Retirement Pensions and Benefit Schemes  
for Pilots and their Dependants**

At the instigation of this Association, an inaugural meeting was held in London on the 22nd October, 1959, attended by representatives of the following organisations, namely, Trinity House, Dock and Harbour Authorities' Association, Independent Pilotage Authorities (not then members of the Dock and Harbour Authorities' Association), Transport and General Workers' Union and United Kingdom Pilots' Association, to consider existing pension and benefit fund arrangements applying in the pilotage service throughout the kingdom, and the desirability of making recommendations for such alterations and improvements as appeared necessary. After a full review of the situation had taken place it was agreed to appoint a sub-committee of those attending to pursue the question, and a number of meetings were

subsequently held under the Chairmanship of Mr. D. K. Redford, the Solicitor to the Manchester Ship Canal Co. Ltd. At its final meeting on 30th June, 1961, the second revised draft of the sub-committee's recommendations (a copy of which I enclose) was adopted, subject to the deletion of Clause 4, as representing what could be recommended to all Pilotage Authorities as the minimum requirements of any pension scheme before it could be regarded as satisfactory.

Thereafter these recommendations were duly circulated to all Pilotage Authorities and pilots, with the advice that each Authority should examine its own scheme in the light of the proposals and consider ways and means of bringing their own pension arrangements into line with what was recommended. It was, of course, agreed that where satisfactory schemes were already in existence, no attempt should be made to interfere with them.

For a number of reasons little progress has been made and, speaking generally, pensions remain wholly inadequate and quite out of keeping with the modern trend in other walks of life, where a provision for reasonable pensions on retirement is regarded as an integral and essential part of the conditions of service. It would be difficult to state briefly the grounds for this lack of progress, but it is recognised that the problem is one of undoubted complexity and furthermore improvements to achieve within a reasonable time pensions of the order of 50% of average earnings would clearly involve, in a number of instances, substantial increases in the revenue to the fund. A serious difficulty is undoubtedly the fact that there is no common pension policy and actuaries vary widely in their approach, as do Pilotage Authorities themselves. There is, moreover, little consistency as to the sources and amount of contribution towards such funds, which has frequently resulted in progress towards the implementation of the recommendations being abandoned on the score that for the time being at any rate it is likely to prove too costly. Bearing in mind that there are something like twenty-eight independent funds representing a total invested capital of over three million pounds, the present most unsatisfactory situation is perhaps not altogether surprising.

*The Secretary's Report*

Nevertheless, in a few cases where local initiative has been keener and independent actuarial advice sought, there are grounds for saying that immediate improvements could be achieved which, combined with a sound investment policy, would in no sense prove unreasonably costly. At one or two ports quite surprising results are already in operation.

This Association has for some time been under pressure from its member ports to render further assistance towards the achievement of improved pensions, and if possible to endeavour to co-ordinate policy and the general approach to the whole problem. For this reason the Executive Committee, at its recent meeting, requested me to communicate with the Minister to enquire whether he would feel able to approach the parties referred to above and also possibly representatives of the ship-owners, with the object in the first instance of a meeting being held at the Ministry to review the present position and to consider the appointment of a Committee under an independent and well-qualified chairman, not only to investigate ways and means of bringing into operation, as soon as can properly be done, pension schemes which come up to the recommended standards of the Joint Committee, but also with the duty of reporting back periodically to the Minister as to the progress made.

The Minister will no doubt remember that it was in much the same way that the Committee under the Chairmanship of the late Sir Robert Letch was brought into existence to deal with the question of pilots' earnings. The proposal for such direct negotiations as then took place under an independent Chairman came from the Ministry at a well-attended meeting of all the interested parties, and short of similar action being taken in relation to pensions it is not felt that very substantial progress is ever likely to be made. I am, in the circumstances, asked to enquire whether the Minister would feel able to assist in this matter either along the lines above indicated, or by such other means as were considered most likely to produce effective and early results. I am to say, in conclusion, that no preliminary approach has been made to Pilotage Authorities or their organisations regarding

the subject matter of this letter, as it was felt that a communication direct from the Ministry was far more likely to bring about a satisfactory response.

Yours faithfully,

(Signed) C. D. GRIFFITHS

*The Secretary,  
Ministry of Transport,  
St. Christopher House,  
London, S.E.1.*

**Second Revised Draft  
of**

**Retirement Pensions and Benefit Schemes  
For Pilots and their Dependants**

1. A pilot should be eligible to retire on pension at age 65, provided that at that time he has completed not less than ten years' service as a licensed pilot.
2. A pilot having not less than 35 years' service should receive a maximum pension equivalent to half the average annual earnings of the class of pilot to which he belongs over the period of five years immediately preceding his retirement at age 65. The pension payable to a pilot having less than 35 years' service should be calculated on the basis of 1/70th of such average annual earnings for each year of service.
3. A pilot who, in the opinion of the Pilotage Authority, has become permanently unfit for service by reason of infirmity, sickness or accident (not brought on by his own serious and culpable negligence or misconduct), if he has completed ten years' service with the pilotage authority should be entitled to an annual pension equal to that proportion of the pension to which he would have been entitled had he been aged 65 on retirement as his years of actual service bear to the difference between his age on entry into the service and 60.

A pilot who has become permanently unfit for service by reason of an injury sustained whilst on duty (not caused or contributed to by his own serious and culpable negligence or misconduct) and who has at that time not completed ten years' service with the Pilotage Authority should be deemed, for the



*The Secretary's Report*

purposes of this paragraph, to have completed ten years' service at that time.

4. A pilot who leaves the service of the Pilotage Authority before he becomes eligible for a pension should be entitled to the return of his contributions paid in respect of his earnings.
5. The widow of a pilot pensioner or of a pilot who dies during employment, having completed not less than ten years' service, should be entitled during her life or until remarriage, to one half of the pension payable to the pilot pensioner, or to which the pilot so dying would have been entitled if he had been eligible to retire on pension at the date of his death :
  - Provided that—
  - (a) if the widow was more than ten years younger than her husband at the date of his death the pension payable to her should be reduced by 3% for each year in excess of ten;
  - (b) the widow of a pilot to whom she was married after his retirement should not be eligible for a pension.
6. An annual allowance at the rate of £52 per annum should be paid to the parent or guardian of each child of a pilot who has died during his service or while in receipt of a pension, provided such child is under 16 years of age or is under 18 years of age and is undergoing full-time education.

January, 1961.

**APPENDIX "B"****SAFETY OF NAVIGATION  
COMMITTEE****Navigation of Super Tankers in Estuarial  
Waters and Berthing at Night  
by United Kingdom Pilots' Association**

Pilots have for some time been concerned at the demands of the oil interests that very large tankers be berthed at night, necessitating not only actual berthing of these ships, but the use by these very large and ponderous vessels of the approach channels to the oil berths during the hours of darkness.

Generalising the dangers of a collision with an oil tanker; in estuarial ports, where the oil terminal is invariably to seaward of the commercial port, any major oil spill can rapidly reach the commercial port with results that need not be dealt with in detail here. In non-estuarial oil ports the spill will probably only involve the actual oil installation and the other vessels berthed there. In either case, such a major accident will have far more serious results by night than by day — ships will not be sufficiently manned to put to sea, or fight a major fire, personnel will be asleep, and tugs' crews will not be aboard all tugs. A special danger arises for tankers crews who are off duty asleep in their bunks and unaware of any impending danger.

Many regulations, both national and local, govern the loading and discharge of petroleum cargoes. The pilots submit that national and local regulations are urgently needed to regulate the movement of tankers, especially of large super tankers. The particular regulation which the pilots would wish to be instituted is a limit on the dead weight tonnage of tankers which may be berthed by night at any particular port.

The berthing of large tankers presents special problems which are accentuated in darkness, making the handling of these ships far more difficult and thus increasing the risk of an accident.

Some of the reasons why the pilots consider such a regulation necessary, and some notes on super tankers follow :—

1. The tankers in question will be carrying highly volatile crude oil, which is inflammable and can be explosive, so that the ships must be berthed with the utmost care in order to avoid any possibility of sparks.
2. The handling of ships in the dark must of necessity be more hazardous than by day because of the following factors :—
  - At night it is more difficult to :
    - (a) Judge the ship's way through the water;
    - (b) Judge the strength of the tide;
    - (c) Observe any movement (i.e. swing) of the ship's head;

*The Secretary's Report*

- (d) For the pilot to be sure that his orders have been properly understood and carried out. (Such errors cannot usually be noticed until the wrong thing is happening.)
  - (e) To conform to the Rule of the Road due to a super tanker's draught and lack of manoeuvrability. (This danger is minimised by day when other ships can see that they are being approached by a super tanker and can themselves take action to avoid collision.)
3. At night the natural lowering of efficiency of the pilot, ships' personnel and tug crews is a serious factor and greatly increases the danger of accidents.
  4. Large tankers are now sailing with greatly reduced crews and not only in ships of flags of convenience. Such innovations as automatic winches in no way assist in making fast tugs and serious delays are occurring in this respect, which are much worse by night, at a time when the pilot himself is unable to see which, if any, tugs are fast.
  5. Ships with the bridge aft make their handling far more difficult. The pilot has to judge the swing of his bow and his distance off the berth and other objects from a position some 600 feet abaft the bow, difficult enough by day and hazardous by night.
  6. Large single screw tankers are quite different to handle when compared with dry cargo or passenger vessels of the same size, which, with the exception of ore-carriers, are invariably multi-screw.
 

The astern power of large tankers is far less than that of other ships of comparable size, and when the engine of a large tanker is put astern it is never possible to know which way she will swing.
  7. A 60,000 dwt. tanker, from dead stopped, having put her engine to dead slow ahead (25 R.P.M.) for four minutes, required nine minutes of full astern at 60 R.P.M. before the ship was again stopped.

8. On a 36,000 dwt. tanker, 1 minute and 40 seconds was required from 25 R.P.M. ahead until 25 R.P.M. astern was attained.

While large super tankers must obviously use the ports of the United Kingdom, the pilots contend that the extra risk involved in manoeuvring and berthing these ships by night is in no way justified from a safety point of view, and that economic considerations in no way compensate for the hazards involved.

May, 1963.

**APPENDIX "C"****Preliminary Observations of the  
United Kingdom Pilots' Association  
upon the Rochdale Committee's Report  
in so far as it affects pilotage matters**

1. The pilots of this Association are desirous of playing their full part by affording all possible co-operation with the various interests concerned in the introduction of any necessary reforms in the organisation and equipment of ports throughout the Kingdom, and in all steps calculated to improve their efficiency.
2. For a number of important reasons, they cannot agree with the recommendation for the transfer of pilotage functions to Port Authorities. Many ports are in competition with one another, and it is apprehended that circumstances may not infrequently arise where pressure would be brought to bear upon a pilot in the exercise of his judgment, and attempts made to influence him in arriving at vital decisions regarding the movement of shipping. Furthermore, as Port Authorities are directly interested in keeping port charges to a minimum, their interests and those of the pilots might frequently conflict.
3. In pursuance of the general policy of reducing the number of different organisations operating in a port, this Association favours the establishment of a Central Pilotage Authority to control administrative matters of general application, with questions of local concern being dealt with under some suitable form of local control.

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4. Pilots feel that they should be taken into far closer consultation by Port Authorities, where their advice on certain technical aspects might well prove of value, and for that purpose would welcome a representative being invited to serve on the Port Authority.
5. Whilst it is recognised that the pilots of this Association have not had an opportunity of considering in detail the factors which have prompted the recommendation that the port of Barry should be closed and that general cargo handled at Port Talbot should be diverted to Swansea, from the information placed before them by the representatives of those ports they are opposed to these proposals.
6. In conclusion, whilst fully recognising the valuable contribution of the Report in indicating the means whereby considerable improvements in efficiency can be achieved, the failure of the Committee to take either pilots or Pilotage Authorities into consultation before suggesting the various changes in pilotage functions and control is not only regretted, but throws considerable doubt on the value of a number of other important recommendations which seem to have been decided upon without taking into account the opinions of those whose views should have received careful consideration.

C. D. GRIFFITHS.

3rd November, 1962.

The report had been circulated to the Districts before Conference and gave rise to a discussion lasting nearly two hours of the opening session of Conference.

First came a reference to the report of the Rochdale Committee and Mr. Rhodes drew particular attention to the last paragraph of Appendix "C". A remark by Mr. Tate that the Executive were firmly of opinion that in the not very distant future they might have the opportunity of going into the whole set-up of pilotage promoted the inquiry from Mr. Bennett, "Do you mean the Pilotage Act?" "I would not like

to be too specific because we are more or less groping in the dark" Mr. Tate replied. "A system which has been in operation since 1913 must have shortcomings in 1963 or 1964".

Next, working conditions came into the discussion. Mr. Levack asked why their efforts in this direction so seldom achieved success and he suggested that one of the prime reasons was that so many of them as merchant service officers had spent the years from 16 to 30 or 35 running a ship without regard to fair conditions. The free time arrangement was a scandal and disgrace.

Many more pilots would be necessary, according to some delegates, to work a two days off a week system. Something in the region of 300 extra pilots was suggested in the case of the London District.

"Why not become employed?" asked Mr. Rhodes who could not see what benefit pilots obtained from being self-employed. He visualised an employing authority akin to the Trinity House Lights Department, which inter alia would be able to transfer pilots from one port to another. He mentioned that Newhaven wanted a pilot and one of his colleagues applied but found he would have to undergo three months' training at his own expense!

Mr. Bennett recalled that they were all asked whether they would like to be self-employed or employed and he was very disappointed when they voted to be self-employed, the reason being that they did not want to be classed with the navvies.

The subject was dropped when Mr. Williamson pointed out that Gravesend had no mandate to discuss employment versus self-employment.

Another point made by Mr. Bennett was "There are such things as non-compulsory ports and non-compulsory pilotage." Another of his comments was "When we start talking about the Pilotage Act we have to be extremely careful. The same thing applies to the Letch Report".

The Secretary, replying to a question, said that nothing had developed between him and the Ministry regarding a central pilotage authority, but he had been in close touch with them about the pilots' concern

at the complete absence of consultation. The Executive were indignant that sweeping proposals affecting pilotage could be made and possibly put into operation without the Association being invited even to comment. Their observations had been submitted to the Minister however, and he understood that the National Ports Council itself would be making the fullest inquiries from all interested parties. He suggested that the U.K.P.A. should reconstitute its Parliamentary Committee and the new President's help would be invaluable when they came to examine the Harbours Bill which was being drafted. "Our President is going to take a tremendous interest in any new legislation likely to effect the interests of pilots" he added.

Mr. Chambers asked that Conference should be given some guidance. The decisions they must come to were so momentous that there should be joint discussion with the other body. Mr. Tate, however, said there was no intention of deciding on a particular policy until the future revealed itself with a greater degree of certainty.

Mr. Bennett said that Barry and the Barry Borough Council had had a letter from the National Ports Council asking for the pilots' observations and required fifteen copies of the reply! On the other hand, Mr. Gadd said that they had had no letters at all from the National Ports Council, but they believed that in Southampton considerable talking was going on and the pilots were deeply concerned.

"Are we essential to the shipping industry?" asked Mr. Hanson, "if so we want our fair

share of consultation. There are so many people prepared to tell me what to do. We are treated with contempt except by the master when we are aboard ship".

Mr. Janes whose activities in connection with the Safety of Navigation Committee were one of the main features of the report told Conference that he was the only practising seaman on the committee and it was difficult to put over to them the practical problems of piloting in estuarial waters. In dealing with the greatly increased hazard and responsibility imposed upon pilots in handling this ever increasing number of super-tankers he entertained Conference with an effective illustration. The dimensions of Southwark Bridge are roughly those of the class of vessel he had in mind, for example, the *British Mariner*. "How would you like to turn her round in Trafalgar Square?" he asked. Mr. Janes said that further observations in continuation of Appendix "B" had to be submitted and he was looking for the help of delegates from ports where they had tankers from 20,000 tons to 80,000 tons in preparing them.

The Secretary spoke to the delegates regarding the shipping industry in the same strain as the opening paragraphs of his report. He asked delegates to bear in mind that the Executive and he had to face realities.

Mr. Tate commented on the absence of any reference to pensions in the discussion. He now sought suggestions from local secretaries on how they should proceed.

The discussion ended when the arrival of the President was announced.



Not quite so formal as the picture on the front cover. Mr. Griffiths, whose report you may have just read, joins the President and the Vice-Presidents for a quiet joke, but what it was about we cannot say.

## THE LETCH AGREEMENT

### Conference Asks for Negotiations with Shipowners to be Reopened

FOR TWO HOURS on the morning of the second day of Conference (31st October) motions regarding the Letch Agreement were discussed. The session was attended by Mr. Peter Henderson of the Transport & General Workers Union and three Union pilots, Messrs. D. Fulton, Liverpool, J. F. Clement, Swansea and H. Frith, Manchester. They were welcomed on behalf of the delegates by the President.

Before dealing with the speeches let us look at the result of the discussion. There were two resolutions on the agenda. One in the name of Gourcock proposed:

**That this Conference instructs the Executive Committee to hold a ballot of all U.K.P.A. members on the question of whether or not they want a general review of the Letch Report. Such review to take place immediately if a majority show in favour.**

The other came from Isle of Wight (Inward):

**That this Conference instructs the Executive of the Association to approach the Shipowners and Transport and General Workers' Union, as subscribers to the Letch Report, in order that a form of arbitration machinery (either through the Industrial Courts or a committee under an independent Chairman) may be agreed upon to settle disputes arising from the interpretation of the Report. If they prove reluctant to set up such machinery, then this Conference requests an immediate general review as provided for in Clause 11 of the Report.**

Eventually the President accepted the following as an amendment to the Isle of Wight proposal:

**That this Conference, while accepting that the provisions of the Letch agreement have proved a helpful structure for governing the remuneration and conditions of work of pilots, considers that, in co-operation with the pilots of the Transport & General Workers' Union, negotiations should be opened with the shipowners for the following purposes:—**

- (a) For the clarification of points of doubtful construction and application.
- (b) For the introduction of a satisfactory system of arbitration.
- (c) For considering, in the light of experience gained since the agreement has been in operation, to what extent it requires modification, additions or amendments for the purpose of bringing it into line with modern industrial practice.

It was drafted by Mr. Griffiths, formally moved by Mr. Tate, and carried. When put to Conference as the substantive resolution it was adopted *nem. con.*

The Gourcock resolution which was moved by Mr. Fleming and seconded by Mr. Taylor, was defeated.

Proposing the Isle of Wight resolution Mr. Howard recalled a passage from the Secretary's report at the 1960 Conference —

"I doubt if one is ever justified in accusing our opponents of bad faith, and certainly not when in subsequent arbitration his views prevail". . . . "No one here to-day considers our Secretary to be naive", said Mr. Howard "and he has shown himself to be a very shrewd and able negotiator on a number of occasions. Nevertheless subsequent events have shown that this statement showed an almost childlike faith in the integrity of the shipowner. Why has this faith

proved to be unfounded? Not because they refused to agree with our views on the fringe benefit dispute, but because they would not agree to subsequent arbitration.

"When the late Sir Robert Letch maintained that he was unable to reach a decision suggestions that the problem should go to the Industrial Court and that Mr. Faulkner should be invited to arbitrate were rejected by the shipowners. What course of action was left, only a Section 18 application. We know what happened to that; it was the time of the pay pause, while the Treasury Solicitor's office was part of the arbitration

machinery. To quote yet again our Secretary, it was a decision of 'Pure political expediency'.

"So, you may say, here is the old familiar resolution the same old theme, what does it hope to achieve? Firstly a preliminary bargaining platform on which to settle our problems. Secondly, a divorce from the political ramifications that a Section 18 application appears to involve.

"I am now going to stick my neck out and say quite categorically that this Association should divorce itself from all ideas of militant action on this matter at this time. This does not mean that I do not think such action would be effective; we are a diffident lot with usually a poor press and bad (dare I say it?) public relations. Nevertheless the shipowner realises that such action would seriously disrupt the shipping around our coast. However, the strike and the lock-out are rapidly becoming relics of the past, and in the atmosphere of social change that we have to-day, the mid-twentieth century approach to these problems is through arbitration machinery, unhampered by politics, and under independent fair-minded chairmen. Everybody knows this; all bar the shipowner, and he sits firmly entrenched behind his nineteenth century attitude to all industrial relations.

"The Industrial Court was set up under the Industrial Courts Act as long ago as 1919, with the expressed idea of settling trade disputes. The court consists of people appointed by the Minister of Labour, but unconnected with the Ministry, and has, over the years, gained a reputation for its unbiased approach to all the disputes placed before it.

"There are two sections which appear to apply to us:—

"3—(5) Where any trade dispute referred to the Industrial Court involves questions as to wages, or to hours of work, or otherwise as to the terms or conditions of or affecting employment which are regulated by any Act other than this Act, the court shall not make any award which is inconsistent with the provisions of that Act.

"8. The expression 'workman' means any person who has entered into or works under a contract with an employer whether the contract be by way of manual labour, clerical work, or otherwise, be expressed or

implied, oral or in writing, and whether it be a contract of service or of apprenticeship or a contract personally to execute any work or labour.

"We live in a twilight world between being employed and being self-employed — whichever suits the shipowner we are — and it is a stumbling block when dealing with industrial negotiations, but again I feel the Ministry of Labour could give us a lead as to the possibility of arbitration by the court, or indeed our new President with his vast experience in this field may well be able to give us a lead. If the shipowners are still unwilling to agree to such measures where do we go from there? The answer surely lies with the Ministry of Transport. They were the original conveners of the Letch Committee, and as such surely are under an obligation to find a new chairman agreeable to all parties to take the place of Sir Robert Letch; or alternatively, convene another meeting to form a permanent committee agreeable to all, on similar lines to the Burnham Committee, to handle all problems arising from the Letch Report. The net could be cast wider in the constitution of the Committee with seats for Trinity House, the Dock and Harbour Authorities Association, and pilots from any individual port whose problem may be discussed at any one time. Naturally the committee must be carefully balanced, in fact a committee that could easily be converted into a Central Pilotage Authority, as proposed in Appendix 'C', if and when the time comes.

"Our Secretary's excellent letter to the Ministry on the subject of pensions covers the ground but in too narrow a field. Any-way the reaction of the shipowners does not appear very encouraging on this issue, so I suppose we can expect a similar attitude to attempts at arbitration.

"If all that I have said previously comes to nothing, and the shipowner still refuses to arbitrate there is, in my opinion, only one course open to us and that is a General Review of the Report, although I am quite prepared to couple this with our colleagues in the Clyde resolution and have a ballot.

"Before we do, however, let us see if the Report still has anything to offer. Clause 3. 'The League Table' without a 'work index' geared to the level of earnings, has proved unsatisfactory.



### LOOKING FOR'ARD FROM THE "BRIDGE"

"Clause 6 (i) This seemed very fair at the time, but the shipowner found a loophole big enough to drive a horse and cart through, or as Mr. Chambers put it, a London bus, and he has driven it through to our detriment in the past and will continue to do so in the future.

"As for clause 6 (ii), does anyone know of any successful applications under this clause? There have been some attempts, but it is so ambiguous that it is virtually useless.

"Clause 6 (iii) has never been fully investigated, although there is little doubt that there are ways in which more economical pilotage services could be arrived at in certain districts.

"Clause 8 (v) virtual deadlock, and finally clause 11, the only one left, let us make use of it.

"In advocating the general review I want to make one thing clear. That is that the original Letch Report was a great step forward, but so was Magna Carta and that was not the beginning or the end of the British legal system. Its ideas remain as I hope the fundamental ideas of the Letch Report will remain, but in my opinion, if the shipowner refuses arbitration the time has come to review it."

These Conference pictures were taken from in front of the dais which for this purpose we will call the "bridge". Above are the delegates seated on the "starboard" side with four Executive members standing behind, left to right, Messrs. S. Green, F. V. Janes, D. Grainger and R. H. Farrands.

Below, the "port" side with Messrs. J. H. Innes, L. R. Slade, R. D. Balmain and G. W. Gibbins of the Executive standing on the left and away to the right, Mr. Arthur Holland, one of the trustees. Another trustee, Mr. H. B. Eagle is fourth along the front row of the "port" side group.

There is a full list of the delegates on page 37.



Taking up a point raised by Mr. Hughes who seconded the proposal the President emphasised that the Industrial Courts Act, 1919 established a court for the settlement of trade disputes between employers and workmen and there must be that relationship.

Mr. Gadd and Mr. Rhodes spoke in support of the idea of some form of independent tribunal, and the latter said that a review of the Letch Agreement would come about automatically.

"What is the difference between that and a general review?" asked Mr. Williamson, a point which the Secretary, interposing, said was the hub of the problem.

"The discussion so far" continued Mr. Griffiths, "indicates that what we want is to preserve the Letch Agreement until such time as by negotiation we can introduce modifications and improve it. There were people ready to tear the whole thing up. We know how long it would take to put something satisfactory in its place. If the pilots decided that they wanted to terminate the Agreement it would cease to operate and you might find yourselves in a dilemma."

Mr. Griffiths also advised Conference that in the event of no agreement being reached after discussion with the shipowners the pilots should be very cautious in considering what appropriate action could be taken.

A useful contribution to the debate was made by Mr. Hare. Speaking on the Gourcock resolution he advised that before

arriving at a decision they would be wise to sit back and consider for a moment the full implications as they affected all pilots.

"I am inclined to think" he said, "that if in some Letch ports the pilots are concerned about their conditions it is not the fault of Letch but of the Authorities which fail to carry out the spirit of the Report.

"I think pilots in general will agree that notwithstanding any imperfections the Letch Agreement may have it is a measure for which we have fought for years. We at Port Talbot maintain that we shall be treading on dangerous ground if we seek to interfere with it and should leave it alone, at least for the time being.

"We all know the feelings of the shipowners regarding 'fringe benefits'. We seem to be getting nowhere, so I maintain we should hold on with both hands to what we have and give Mr. Griffiths and the Executive together with the Union pilots our full support to press the shipowners for an alternative of no less value. What alternative? It is one which a number of pilots have had at the back of their minds for quite a while - appropriate surcharge for weekend and Bank Holiday work. It is not something new; it is a practice which Mr. Griffiths informs us is in existence in a number of continental ports, and which we all know is part and parcel of the wage structure in all industries of this country has been in operation in my own port for several years.

"We should be well advised to safeguard the Agreement and in the meantime take steps to bring into being some form of suitable arbitration machinery."

Mr. Bennett pointed out what the Letch Report had meant to Bristol Channel ports in increased earnings and good working conditions. "Most of our problems" he added, "are local and if you cannot settle them with your local Pilotage Authority bring them to the Conference.

Mr. D. H. Tate asked: "Do we throw out Letch in its entirety, or do we build on what we have got?" He believed it was far better to build on a foundation than on wreckage. Basically there was nothing wrong with the Agreement.

Mr. Perry recalled that it had taken 10 years to get the Letch Report. It was the

culmination of the post-war efforts of the pilots. There were many shipowners who were signatories of Letch who would not sign it if it were presented to them to-day. To ask for a general review would be throwing away 10 years' work - and, after all, the agreement had only been in operation for six or seven years.

A remark made by Mr. Mattocks in supporting the Gourcock resolution prompted Mr. Griffiths to ask "What do the Cinque Ports want? Do they wish to call for a general review and if so what do they consider will be the effect on the Letch Agreement until the completion of the operation? Such action would, of course, be construed as notice of termination of the Agreement - a complete renunciation of its terms as far as U.K.P.A. pilots were concerned. Was that what they were asking Conference to agree to? Nothing could compel shipowners to accept something different in place of the Letch Agreement and what was to happen to pilots' earnings if an N.M.B. increase came along in the meantime?" That, he added, was what was causing him concern.

Mr. Henderson thanked the delegates for the invitation to the Union to be represented at this session of the Conference and congratulated the U.K.P.A. on their choice of President. Regarding the Letch Agreement he asked "What happens if you ask for a general review?" and said "There is a powerful body of shipowners who would love to tear it up. Your Union colleagues want to do things constructively. The Agreement is only seven years old but do not tear something up until we know we are going to get something better in its place. We have an Agreement which would not have been dreamed of ten years ago. In the Pilotage Act of 1913 we would like to see something better in place of Section 18".

The debate closed with some remarks by the President who pointed out that arbitration was not a panacea for all evils - shipowners would make as much use of it as the pilots. In addition to arbitration they needed machinery to enable the pilots to discuss the national problems with the shipowners. If they had a permanent negotiating tribunal at national level and found they could not reach agreement, then would be the time to go to arbitration.

## THE HARBOURS BILL

### Pilots Attitude on Certain Clauses Explained in Memorandum to Members of Parliament

THE FOLLOWING memorandum of suggestions by the U.K.P.A. covering certain provisions of the Harbours Bill has been prepared by the General Secretary and distributed to appropriate Members of the House of Commons.

#### *Clauses 13, 14 and 17 - Harbour revision orders and harbour reorganisation schemes*

The purpose of these clauses is to secure efficient development of harbours by means of harbour revision orders and harbour reorganisation schemes.

At the present time the duties and responsibilities of pilots are exercised under the Pilotage Act, 1913. The first question is whether there is anything in these clauses, or in any other clauses, which would modify the position under the Pilotage Act. For example, is it the intention of the Minister to accept applications under harbour revision orders or harbour reorganisation schemes for the transfer of the functions exercised by pilotage authorities to harbour authorities? If this is the position then the Minister should say so now, and if not, the point should be raised and the position clarified. Pilots have been satisfied with the procedure under the Pilotage Act, which has operated successfully.

Pilots are opposed to the transfer of pilotage functions to harbour authorities, and are concerned lest pressures may be brought to bear upon them by members of such authorities or their officials, which would interfere with the hitherto independent exercise of their own discretion and judgment in the safe navigation and handling of ships, or attempts made to induce them to take unjustifiable risks.

It is of course the case that there are a few harbour authorities who, by long-standing tradition, act through a committee appointed for the purpose as pilotage authorities, and generally speaking there has been no complaint of pressure being exercised. On the other hand, where there is a change in pilotage authority and pilotage may come under the newly-constituted committees of harbour authorities, we think the Rochdale Committee has failed to recognise this potential danger. The functions of pilotage authorities should not be exercised by persons commercially interested in the port, and Harbourmasters may well not have the same practical experience as pilots in navigation and ship-handling in restricted waters. The Committee's recommendation was made for the purpose of reducing the number of separate authorities with which ships or their agents have to deal, but this was done without consultation with pilots or their organisations and failed to take account of the disadvantages referred to. Pilots are self-employed persons whose contract is made with the shipowner through the master, and nothing should be allowed to happen which will interfere with the independent exercise of their judgment in the advice they give. Pilots would like an assurance that if there was any likelihood, the Minister would intervene.

#### *Clause 15 - Harbour empowerment orders*

The purpose of this clause is to confer powers on harbour authorities for effecting improvements and constructing harbours, etc.

Pilots are desirous of being consulted by harbour authorities in any development or constructional works in order that they can make representations which will assist in and facilitate the safe navigation and handling of ships. Pilots are specialists and experts over navigational problems in restricted waters, tidal difficulties and so forth, and failure to take into account their views regarding the lay-out and position of certain works is a long-standing omission which has produced unfortunate consequences. The most recent example relates to the siting of the new Tees Dock at Middlesbrough where, owing to its angle to the river, shipping is obliged to enter stern first. An older illustration is the dock entrance at Tilbury, the particular construction of which has seriously restricted its use and added to the pilots' difficulties. Problems of this nature could largely, if not entirely, have been obviated had there been closer consultation.

We ask that Clause 15 of the Bill should be amended by adding a new sub-section along the following lines :-

"Before making application to the Minister for a harbour empowerment order, the person applying shall consult the pilotage authority and afford them opportunity of making representations thereon."

#### Clause 18 - Control of movement orders

The purpose of this clause is to enable the Minister, on the application of a harbour authority, to make an order controlling the movement of shipping in harbours and their approaches, in conditions of bad visibility.

Pilots are very willing to co-operate in any steps designed to increase safety in conditions of fog, provided no attempt is made to exercise executive control by officials of a harbour authority or others over the actual navigation or handling of a ship by the master or pilot. We ask that a proviso to the following effect be inserted :-

Nothing in this section shall affect the responsibility of the master, or pilot in pilotage waters, for deciding the navigation and safety of his ship.

Under sub-section (3)(a), a control of movement order may contain a provision constituting the body by whom the scheme is to be administered. We move an amendment to this sub-section by the addition of a further sub-section requiring that any body so set up under (3)(a) shall include licensed pilots for the district concerned. For any such scheme to operate smoothly and gain the confidence of those who are to comply with it, we feel it is essential that its administration should have the assistance of those best qualified to offer guidance on navigational problems, namely, the licensed pilots for the district.

**A** NORTH CHANNEL resolution regarding the Rochdale Report was in two sections as follows :-

**That this Association is of the opinion —**

**(a) That the government of pilots by independent Pilotage Authorities is in the best national interest and is opposed to the recommendation of the Rochdale Committee to transfer the function of certain Pilotage Authorities to Port Authorities.**

**(b) That the formation of a central Pilotage Authority to control administrative matters of national application, leaving local administration to the present local Authorities, is in the best interests of the shipping industry and efficient port operation.**

After considerable discussion Conference decided that the two parts should be put to the vote separately. The President declared (a) carried by a large majority and (b) carried by an even larger majority, on which he commented "We might have put them both together".

Mr. DAVIS who proposed the resolution said the North Channel pilots were dismayed because they saw that the Rochdale recommendations were in process of being implemented although they appeared to be contrary to the interests of all but a minority of charterers' agents and the incipient empire builders who appeared to lurk in every Port Authority building. The North Channel pilots thought that the 1962 Conference should have initiated some energetic action by the officers and Executive of the U.K.P.A. also that those who at the moment were entrusted with the administration of pilotage would have entered some objection to the recommendations. Having watched the process of the implemen-

tion of the recommendations of select committees the North Channel pilots had no faith whatever in the National Ports Council's promise to consult pilots, their Associations and Authorities before taking action. North Channel pilots considered that the U.K.P.A. had lacked initiative and urged the Executive Committee to announce to all interested parties that the profession of pilotage was totally dissatisfied with the recommendations on three counts.

1. The incompetence of investigation into the pattern of pilotage in the Kingdom.
2. The utter inadequacy of the evidence offered in substantiating the recommended changes.

3. The obvious ill-effects which must ensue when these recommendations are implemented.

Mr. Davis went on to say that the North Channel pilots repeated the allegation made at the 1962 Conference that the Rochdale Committee did not consult a single pilot in the field nor did they consider the views of a single independent Pilotage Authority. Although Trinity House held itself in readiness for several months to provide the Committee with the fruits of its two centuries of pilotage management, the Rochdale Committee forbore to call on them. He contrasted the activities of the Rochdale Committee with those of the Departmental Committee of 1909 which inquired into pilotage alone. The Rochdale Committee held 35 meetings and spent 18 days visiting the nation's ports to inquire into the whole of the ports industry. The Departmental Committee held no less than 54 meetings and consulted every interest concerned with pilotage. The Departmental Committee's report was remarkable for the grasp and understanding of the subject and for the soundness of the conclusions. This report produced legislation which had effectively administered pilotage for half a century.

He criticised the flimsy pretexts in the Rochdale Report which were supposed to be the grounds for submerging pilotage into port administration. After stating that they had received no major complaints concerning the pilot services the Committee said "There is much to be said for reducing the number of separate authorities which ships or their agents must notify and pay, and the question of pilotage should be borne in mind when the organisation of any port is under revision."

These words provoked this comment by Mr. Davis. "On the ridiculous and petty grounds of reducing an agent's paper work by an infinitesimal amount, a whole profession with centuries of valuable service to the nation's key industry is to be tucked away as a small sub-section of port administration. What was the brain-power of this committee which advised such a step, and yet allowed the out-dated procedure of the written declaration of health for ships from overseas to continue unchanged? This argument of the Rochdale Committee is no more than preposterous nonsense, but it will prevail unless the pilots show fight."

"The shift in obligation and loyalty which the recommendations would bring about" he continued, "clearly never entered the heads of Lord Rochdale and his Committee."

A pilot of to-day was paid by the owner of each ship which engaged his services. His decisions were made entirely and exclusively in the interest of the ship and nobody else. Since in pilotage it was the ship which was at risk, this was the logical arrangement which was in the public interest.

With a pilot service run by the Port Authority, the pilot would be bound to heed the wishes of his new employers.

"Do shipowners wish to see their vessels in hazard of collision in low visibility to swell a consignee's profits by providing early delivery?" asked Mr. Davis. "Do they wish to see their ships accept grounding risks because of the faulty judgment of an ambitious port official?"

"Clearly the innovations proposed by Rochdale, virtually without reason, would be a retrograde step of the worst order; bad for shipowners and bad for pilots.

"The 1909 Committee, after exhaustive and thorough inquiry, expressly formed an opinion directly opposite to that of the Rochdale Committee. The 1909 Committee held the view 'difficulties may arise owing to the control of pilotage being vested for the most part in the hands of persons directly interested in the trade of a port or in persons owning or having control of the docks or tugs'."

Pilots believed, he added, that their calling would be improved in structure and efficiency if matters common to all Pilotage Authorities could be placed in the hands of a new Central Authority leaving local matters with local authorities.

Mr. LEVACK who seconded the resolution congratulated Mr. Davis on the able presentation of his criticism of the Rochdale Report as far as it concerned pilots.

In the discussion there were several expressions of approval of the resolution in principle.

Mr. HUGHES referred to himself as the "still small voice" in the wilderness eight years ago when the question of employed or self-employed was considered. He contended that being self-employed, pilots would always be at the bottom of the ladder and

no pilot would ever become a harbour master. His view was that every harbour master should be a pilot. Pilots were the only men who knew what was involved in bringing a ship in and getting her alongside. If they did not take a ship up in fog because it was not safe there was no one who could say they should have done so.

"Pilots are notorious for their inertia" said Mr. MORGAN. He urged that they should make it clear that they should be represented on the national authority. On how many Authorities had they equal representation with the shipowners? He mentioned incidentally that not one of the Elder Brethren of Trinity House had been a pilot.

Mr. GADD said the Southampton pilots wanted Trinity House to remain their Authority.

Mr. PERRY said that while pilots did not want to have anything to do with matters on the administration level; they wanted complete representation at the operational level nobody knew more about the harbours of the kingdom than the pilots did.

## PILOT LADDERS

### The President's Suggestion for Developing A New Type

FALMOUTH (SEA) were not able to send a delegate to Conference, but Mr. Green undertook to sponsor the resolution on the agenda in their name.

**That a further enquiry be made into the possibility of improving facilities for boarding and landing pilots, particularly in the case of vessels of high freeboard.**

Mr. Green said that the trouble had been going on for years with very little improvement and it was time something was done about it. Could not something be done in the design of ships?

He mentioned that the Continental pilots had the same problems and suggested that as the U.K.P.A. had now joined the E.M.P.A. something might be done nationally. (The subject was discussed at the Hamburg meeting of E.M.P.A. and is dealt with by Mr. Farrands in his report of that meeting on another page).

There was quite a long discussion on the resolution and Mr. Levack mentioned that

the Swedes were using a most efficient arrangement.

A number of delegates spoke about the dangers involved in present methods - it was all right for the younger and more athletic to leap from launch to vessel and cling precariously from ladder and rail in stormy seas, commented one pilot.

Another delegate cited the case of the *Esso Lancashire* type of vessel where it was necessary to climb about 40 rungs of a ladder.

"One small improvement in the shipowners' attitude to this problem" was mentioned by Mr. Williamson. The Shell Company, he said, had recently approached the pilots about the methane carriers now being built; they would have a freeboard of 32 ft. On these ships, he said, there would be special cleats to hold the pilot ladder to the ship's side.

The President brought the discussion to a close with a suggestion to approach the Ministry of Transport. He also suggested that the development of a new type of pilot ladder might be something in which the Association could get D.S.I.R. interested. Perhaps the views of the various pilotage authorities could be collated and then brought to the attention of the Department.

The resolution was adopted unanimously.

## "HEALTHY" FINANCE

Mr. WYNN submitted the balance sheet and statement of accounts for the year ending 31st December, 1962 and was happy to report a more healthy state of affairs than at the last Conference. He said that at the end of 1962 they had a surplus of £1,571. This was largely due to the increased subscription which took effect from the 1st January, 1962 and resulted in an increased income of £1,400. Arrears in subscription had also come to hand. The overall income was up by £1,600 and expenditure down by £360 so they were again living within their income without having to resort to economies which might impair the efficiency of the Association. He was pleased to report that the membership now stood at 952, a net increase of 18.

The report was adopted on the motion of Mr. Perry, seconded by Mr. T. Morgan, and Mr. Wynn was thanked for his services to the Association.

## SUPER TANKER PROBLEMS

### U.K.P.A. MEMORANDUM DISCUSSED BY SAFETY COMMITTEE

THE MEMORANDUM ON SUPER TANKER PROBLEMS prepared on behalf of the U.K.P.A. by Mr. JANES, which Mr. Griffiths included in his report to Conference as Appendix B was the subject of a lengthy discussion at a meeting of the Ministry of Transport Safety of Navigation Committee on 12th December, 1963.

The points raised in the memorandum received considerable support from the representatives of the Admiralty and the Merchant Navy Officers' Association.

Mr. Janes reported on the meeting at the U.K.P.A. Executive on 14th January, 1964. "In assessing the value of the representations made on behalf of the Association" he wrote, "the limitations of the Safety of Navigation Committee must be borne in mind. It is only an advisory body and not one of inquiry, still less one to adjudicate upon differences of opinion between sections of the shipping industry, and it is doubtful whether some parts of the Association's memorandum came within the normal terms of reference. Practically all other items on the agenda were purely of a technical nature. However this may be, I feel that in general the outcome was not unsatisfactory, and that at least pilots' views on an important matter received a fair hearing".

## "THESE PONDEROUS VESSELS"

by F. V. JANES

FROM THE BEGINNING of this century a steady increase in size of ships has occurred. Spread over fifty years, this was a gradual process and, generally speaking, steps were taken in advance to adapt port facilities and evolve new handling techniques as larger ships of all types came into service.

In 1950, a 20,000 ton dwt. tanker was considered to be a very large ship and was about the maximum size for this class of vessel. During the subsequent twelve years the size of tankers increased in a spectacular manner, and to-day vessels of 80/90 thousand tons drawing up to 49 feet have become regular traders. In hardly any ports have facilities and regulations kept pace with this rapid increase in size, and many of the problems posed by these developments were set out in a memo submitted by the U.K.P.A. to the Ministry of Transport Safety of Navigation Committee on 8th May, 1963. Particular attention was drawn to the difficulties, and dangers, inherent from the fact that these monster ships are mostly engined by single screw turbines, and some of them are of "all aft" construction.

The problems arising from the navigation of these ponderous vessels in estuarial waters and their berthing during darkness have been of considerable concern to pilots, and was the subject of debate at the Association's recent Annual Conference. In addition,

reports of conditions and safety recommendations have since been received from pilots in a wide range of ports in the U.K. and from the European Maritime Pilots' Association, and these form the basis of the observations below.

As a preliminary, it should be appreciated that size is purely relative. For example, the limit for tankers in the Tees is 600 ft. in length, in the Humber 30,000 tons and 32 ft. draught at Fawley (Southampton) 80,000 tons and 48 ft. draught and at Heysham 20,000 tons. The problem therefore is not simply one of "bigness" but of size in relation to the limitations of a particular port, and also includes bulk carriers other than tankers.

1. Pilots are unanimously of the opinion that the first essential requirement for large deep tankers is that they should be fitted with VHF/RT, in order to communicate with a shore base concerning their own and other traffic movements. Where these facilities are not available, the movement of such ships at night and during poor visibility should be severely restricted. Also, where more than two tugs are used, control by VHF is very necessary with long wandering leads or multi point 'phone connections to enable the pilot to speak to the tugs from any position on the bridge.

2. Tanker crews have recently been drastically reduced, and this has resulted in

not enough hands being available to make fast the tugs in sufficient time for use when berthing. On such ships, augmentation of manpower by boarding riggers in adequate time is recommended.

3. Pilots in charge of large deep draught tankers are often seriously embarrassed by other ships which do not employ pilots, either because the port does not have compulsory pilotage or for other reasons. It is not suggested that masters of such ships are necessarily incompetent to pilot their own ships, but even frequent visitors to a port are not acquainted with special techniques and manoeuvres and other ship movements, and in these circumstances they constitute a hazard.

4. In London and Isle of Wight Pilotage Districts special signals have been authorised to be displayed by vessels over a certain draught to indicate to others their possible inability to conform to the Rule of the Road. It is recommended that this system should be extended to other ports and also that warning beacons visible by day and night should be established at reasonable distances above and below oil terminals where there is through traffic, to give warning that very large tankers are manoeuvring in the fairway. A single beacon at the oil jetties as at Thameshaven is of limited value under the conditions when it is most necessary, i.e. with visibility down to, say, one or two miles.

5. At oil terminals there should be sufficient number of tugs fitted with foam fire fighting equipment.

6. Tidal information should be continuously available via VHF. Clearance under the keel should be not less than 12% of the draught to allow for 'squat' which even at moderate speeds can amount to two feet.

7. Buoyage in many ports has remained substantially unchanged for half a century. With the advent of these very deep draughted ships, the position of buoys needs re-examining, more frequent surveys are necessary where minimum clearances obtain, and in some cases sharp bends require modification by dredging.

8. Language difficulties. Although most masters and some officers of foreign ships speak fairly good English, translation gives rise to difficulties. Orders given in English may be transmitted to an officer forward in

Norwegian and then translated (if possible) to Spanish deck hands. This process takes time and, not surprisingly, the end result sometimes differs appreciably from the original order. No remedy is offered for this situation, but attention is drawn to an added hazard.

9. The items mentioned above are largely of a general character, but at most ports there are in addition particular circumstances which require special measures. The Association therefore recommends the setting up of local consultative committees for the purpose of examining and reviewing the problems already referred to in the light of modern rapid developments in ship dimensions, construction and propulsion.

10. At the Association's Conference pilots from many ports told of the various pressures that had been brought to bear on them by oil interests to conduct these very large ships to berths under what were considered to be imprudent circumstances. At more than one port pilots have only recently been urged to undertake operations with fewer tugs than the number just previously agreed upon, and safety factors of this and other kinds considered essential by pilots are all too frequently rejected on the grounds that, although admittedly desirable, those foreseen would not be economically viable. In fact, it seems that the economic factors will never be satisfied. Astonishment was expressed at the lack of support pilots received from any other source in respect of their minimum safety requirements. Even harbour authorities appear reluctant to see any difficulties, still less any danger, seemingly because such an admission would appear as a reflection on a port's ability to accept out-sized ships - surely a misguided outlook.

11. The circumstances referred to above, in the memo of 8th May and increasing experience, confirms the previously expressed views of pilots that these extremely heavy ships with single screw turbines, and especially those with the bridge aft, constitute a general hazard to other traffic in estuarial waters and to themselves when berthing, during darkness. The bigger the ship the greater the potential danger, which is in no way lessened on account of their having been no major disaster in a British port, and it is hoped that earnest consideration devoid of sectarian interests will be given to these matters before one occurs.

## EUROPEAN PILOTS' ASSOCIATION CONFERENCE DECISION TO APPLY FOR MEMBERSHIP

THE FOLLOWING RESOLUTION was adopted by a very large majority at the opening session on the first day of Conference.

**That this Association applies for membership of the European Maritime Pilots' Association.**

It was moved on behalf of the Executive Committee by Mr. Farrands and seconded by Mr. Tate.

Before dealing with the discussion it is appropriate to insert here a paper prepared by Mr. Farrands giving his "considered reasons for believing that the United Kingdom Pilots' Association should apply for membership of the European Maritime Pilots' Association".

by R. H. FARRANDS

MY ORIGINAL intention in establishing contact with a European Pilots' Association was with a view to ascertaining the possible consequences to British pilotage services should the United Kingdom become a signatory to the Treaty of Rome, and as a result of this at that time I felt it was imperative that we should join such an Association. Since the breakdown of the negotiations between the U.K. and the E.E.C. I have become more and more convinced that it is still in the interests of British pilotage that we should join the European Association.

It seems to me that the formation of a European Association is a further extension of the principles upon which the United Kingdom Pilots' Association was built. The getting together of separate bodies of men with a common occupation to ensure the most powerful representation for the common good is an essential when the rights of pilots may become lost in the labyrinths of bureaucracy, the vested interests of commercial enterprises and authorities. It has been suggested to me that our Chamber of Shipping would take no notice of a European Pilots' Association, in reply to that I would say that if European pilots are united in an internationally recognised Association, then its voice can and will be effective.

At the moment in this country, the pilots are split into two organisations with consequent loss of power in the representation of pilots; the U.K.P.A. achieves a great deal in making its voice heard on matters of common interest to pilots everywhere, but surely where matters such as dangers in navigation of deep-draughted tankers, pilot ladders, pleasure craft obstruction of fairways,

canalisation of Channel traffic, are of common interest to all European pilots, then representation by a European Association at international conventions and meetings would carry far more weight and would provide a far better opportunity to ensure that improvements common to the interests of pilots would receive full recognition.

I believe that at some international conventions where pilotage matters have been on the agenda, this country has been represented by Pilotage Authorities instead of directly by pilots themselves. As in the case of the Thames Joint Consultative Committee, where pilots are at last actually included, there is and should be more direct representation of pilots. A European Association provides this.

At both meetings of the European Maritime Pilots' Association I have become increasingly aware of the fact that European countries look to this country for a lead in all matters connected with the sea. In the past pilots have tended to adopt an insular attitude in this country towards maritime development on the Continent. I suggest that the time has come to change this.

It is obvious that if the U.K.P.A. were to join the European Association the latter would be enormously strengthened, and they are most anxious for us to do so. In Marseilles it was evident to me that had the U.K.P.A. already applied for membership, I could have persuaded the E.M.P.A. to have a British representative on their Executive, and I would have liked to have seen Mr. Tate, if he had been willing to do so, become an officer of their Executive Committee.



I have enclosed with my report a letter received by the London Pilots' Council from the Swedish Pilots' Association, and they obviously look to us for a lead in the matter of membership as no doubt will the remainder of the Scandinavian countries.

Although our proposed entry into the Common Market has been shelved, it is by no means certain that this is final or that some form of integration will not take place between the E.F.T.A. countries and the E.E.C. There is even some chance of integration within an Atlantic community. As has been reported by our Secretary, the Canadians have sent representatives across the Atlantic to study European pilotage organisation, in order to resolve their own troubles on the Great Lakes. One must credit them for their lack of insularity in this respect.

I would suggest that if we do not join the E.M.P.A. now we may find in the future that this might become imperative; by then it would have developed out of all recognition and in a way which might not be to our advantage. I believe that if the U.K.P.A. were to agree to membership, it would not be long before Mr. Tate and Mr. Griffiths were having a major say in the development of the Association. At the worst, the rules of the European Association allow various members to retain their autonomy and full freedom of action, and to withdraw from the Association at any time they wish.

In Holland the Government-employed sea and river pilots are combined in an Association, while the municipal dock pilots are in a separate Association at Rotterdam and Amsterdam. The bringing together of representatives from these Associations in E.M.P.A. has removed friction and resulted in a degree of co-operation. The same thing has happened in Belgium, where the Belgian Pilots' Guild represents the separate sea and river pilots' Associations and Brabo represents the Antwerp dock pilots. They have been brought together as a result of collaboration within the European Association. May one hope that if pilots from the Transport and General Workers' Union were persuaded to join the E.M.P.A., it would bring pilots of the two entities more into contact with each other.

It was refreshing at this year's Emergency Conference to hear the opinions of pilots

from other ports in this country. It is a pity that it takes an emergency to achieve this, and I would suggest it would be beneficial to both groups of pilots if more collaboration or joint meetings took place. Again, if the T and G.W.U. pilots were persuaded to join, then the financial burden on the U.K.P.A. would be considerably lessened.

On the question of possible cost alone to the U.K.P.A., the proposed annual subscription to the E.M.P.A. is approximately £145, and with the cost of travelling for one to three delegates to an A.G.M., it would appear that the cost per member of the U.K.P.A. would be in the region of 5s. to 7s. 6d. This appears to me to be a very reasonable sum, and I cannot see how members of the U.K.P.A. could possibly object to this, which represents a packet of cigarettes or a large whisky. The North Channel pilots have already paid for the three turns which I missed as a result of the meetings at Antwerp and Marseilles amounting to some £80, and been glad to do so.

Due to the fact that the E.M.P.A. meetings use English and have now agreed to accept the English text for the authorised version of the rules and standing orders, it would mean a considerable advantage to British delegates and also give great assistance to Continentals in their task of conducting meetings in a foreign language.

There is again the question of competition between European ports and subsidisation of pilotage costs. It is being said that the pilotage costs in France are unfavourable when compared with those in Belgium and Holland and the same has been said of London and Continental ports. In the Scheldt the pilotage dues cover the earnings of the pilots, but the pilotage administration is paid for by Government money and this is in itself a form of subsidisation.

Such subjects as these are now in the process of being investigated on the Continent, and the French Government are proposing to take over the cost of running the pilot stations and cutters, etc. in an endeavour to make French ports more competitive. Subsidisation in this form surely has an effect on the trans-shipment of cargoes by foreign coasters to ports in this country, with its consequent effects on pilotage earnings. This is one subject in which a strong European Association could make its voice felt.

The Dutch have won their case for an increase in earnings and have an increase of about 25% with one and a half years' back pay, although they still have far to go to reach the equivalent of a master's pay. Some credit has been due to the E.M.P.A. in providing Belgian support not to pilot ships which were delayed by the Dutch pilots working to rule this year.

## E.M.P.A. GENERAL MEETING AT HAMBURG

MR. FARRANDS has also reported on the general meeting of the E.M.P.A. held in Hamburg on 22nd and 23rd October which MR. TATE and he attended as observers.

"The presence of Mr. Tate", he wrote "was of considerable benefit to the meeting. Not only did he make an important contribution to the various discussions, but was able to render invaluable help in framing the two telegrams and the wording of the resolutions."

The telegrams mentioned were to the President of the Netherlands Council of Ministers asking for reconsideration of the increase in the earnings of the Dutch pilots, and to the Italian Minister of Merchant Marine suggesting immediate consideration of the pilotage rates and charges operative in Italian ports which are below those of comparable ports in other countries. Mr. Rosasco, President of E.M.P.A., said the Italian tariffs for pilotage were the lowest in the Mediterranean and the pilots had to work too hard to maintain reasonable earnings.

### Importance of E.T.A.

One of the resolutions which it was agreed should be sent to the various governmental Ministers concerned was:

In the interest of the efficient organisation of pilot services, it is considered necessary that all vessels requiring the services of a pilot should give reasonable notice of E.T.A.'s to the pilots concerned. Failure to do so could incur delay in securing the services of a pilot.

The question was raised by Mr. Pyckevet, President of the Belgische Loodsen Gilde, reported Mr. Farrands, and he voiced an opinion often heard at U.K.P.A. conferences, that, because ships were not compelled to communicate their E.T.A.'s, there was an

To conclude, one of the objects of the European Association, as contained in Article 2(b) of the Rules, is to promote solidarity through an effective understanding between pilots of different European countries, with a view to improving the status of pilots. This in itself is an objective worth working for.

appalling waste of pilots' hours spent in cutters and pilot stations waiting for ships that might turn up. Conversely an unexpected rush of ships caused a vessel's valuable time to be lost in waiting until further pilots could be brought out to replenish the station. It was thought that the E.M.P.A. could best approach this problem by indicating to the shipowner that he could suffer financially if due notice was not given of a ship's E.T.A. at a pilot station in that there might not be a pilot available for him. It was thought that the E.T.A. should be sent in ample time ahead and that the notice required to be given might vary from station to station. Communication of E.T.A.'s by V.H.F. was often unsatisfactory as the range of such sets was not sufficient to give reasonable notice to the pilots concerned."

### Compulsory Pilotage

The other resolution in which Mr. Tate had a hand was:

This Association notes the various systems of compulsory pilotage which operate in various countries. This Association is resolved that its policy will always be such that full support will be given to any member organisation who wishes to obtain introduction or extension of compulsory pilotage wherever it can be demonstrated that the safety of life or property is in jeopardy or the efficiency of the port is impaired by non-compulsory pilotage.

The resolution was adopted and Mr. Farrands reported that an interesting discussion took place on the subject. "This revealed that with the exception of Germany, the other member countries had, to all intents and purposes, compulsory pilotage. Even in German ports where pilotage was not compulsory, it was thought that the



At the Hamburg meeting. Mr. Tate, fifth from the left and Mr. Farrands on the far right most members will recognise and perhaps some of the Continental pilots are known to members. In the centre of the group, seven places to the left of Mr. Tate is the E.M.P.A. President, Mr. Marcantetti, with the Secretary, Mr. J-L. Janssens on his right and the 1st Vice-President, Mr. Rosasco next but one on his left; next again is Mr. Pyckeveet.

advent of super tankers bulk carriers and navigation by radar with shore assistance were reasons enough to introduce compulsory pilotage although for financial reasons the German pilots were not interested in piloting ships of under 500 tons gross. Each member organisation was asked to make a study of compulsory pilotage within their own country and the subject would be raised again at the next general meeting."

The following sections are also taken from the report.

#### Status

A discussion ensued on the status of pilots in European countries. It was generally felt that a pilot's status and therefore his earnings should be on a par with a master of a foreign going ship and indeed this was true, broadly speaking with the exception of the Dutch and Swedish pilots. A note of warning was introduced here in that, with the advent of progressive automation, the position of a master of a ship may become insecure. Already with ships' engine controls beginning to appear on the bridge, the future of the chief engineer may be none too rosy and with the automation of deep sea navigation, it may happen that the master may find his job superseded by electronics. One may visualise the arrival of a ship in a port with a skeleton crew, the pilot taking over from shore based instruments.

Whether or not a pilot should have a master's certificate was a matter of debate

depending largely on whether the pilot concerned was required to have one or not. Those not in possession of one and whose entry into the pilot service depended on many years of apprenticeship claimed that their long training made them specialists. Those who had a master's certificate on entry claimed that their training was necessarily shorter because of the experience gained in foreign going ships.

The status of shore based radar operators was discussed and the question raised as to whether there was any danger of such men usurping the position of a pilot. An interesting development here is that in some districts the shore based radar stations are either owned and/or operated by the pilots themselves eliminating the possibility of take over bids by shore based personnel.

In general it was felt that while equality with the master of the ship was financially expedient and correct at the moment, pilots should aim at becoming true specialists in their job with the requisite technical training and qualifications, otherwise equality with master status may in time become a boomerang to the pilots' detriment.

#### Pilot Ladders

The Belgian Pilots Guild had gone into the question of pilot ladders as they were worried at the number of injuries suffered by pilots due to inefficient gear and facilities. The 1960 International Conference on Safety of Life at Sea had a number of recommendations to make with regard to pilot ladders

and their attendant facilities but the findings of this Conference had not as yet been ratified. Even after ratification its proposed regulations would not come into force for one year.

The E.M.P.A. considered that the proposed regulations of the 1960 Conference fell short of what was required for the safe embarkation and disembarkation of pilots and although they appreciated that the regulations could not be altered now, they would suggest that European pilots require additional items to be put into effect.

The items additional to Regulation 17 of the 1960 Conference are :

- (1) In freezing weather, ladder to be kept in a dry place.
- (2) Access through bulwark door or cargo door in ships' side.
- (3) Spreaders not more than 10 feet apart.
- (4) If steps painted or varnished, surface kept rough.
- (5) Metal steps, chains and nylon rope to be banned.
- (6) Ladder made fast to rings welded on deck.
- (7) If no bulwark door then two stanchions and bulwark ladder.
- (8) Lifebuoy handy with Holmes light.
- (9) Heaving line and manrope ready.
- (10) Ladder to hang well clear of discharges.
- (11) Where ships have rubbing bands, ships side at site of pilot ladder to be filled in to allow steps of ladder to lie against the ships side.

These recommendations to be sent to the Inter-Governmental Maritime Consultative Organisation, the ministers of various countries and shipowners' associations.

The meeting was attended by the six members of the Executive Committee, 13 delegates and seven observers from the five member countries (Belgium, France, Germany, Holland and Italy) and six observers from Norway, Spain, Sweden and the United Kingdom. In the chair was the President, Mr. A. Mercantetti. They were welcomed to Hamburg by Mr. H. Petersen, President of Bundeslotsenkammer, and 2nd Vice-President of E.M.P.A.

Opening the discussion at the Conference. Mr. Tate said he went to Hamburg with an open mind and was very much impressed by the problems discussed which were precisely those before Conference. Technical advance had gone far beyond anything they had expected and it would be a good thing if they were "in" on these matters.

Mr. Mattock asked how much it would cost and Mr. Wynn suggested as a conservative estimate, £200 a year. The various countries would in turn entertain the E.M.P.A. What must be borne in mind was whether the U.K.P.A. would get value for money.

Mr. Perry said that the use of English as the national maritime language appealed to him. In regard to technical developments they were inclined to be a little insular; some continentals were a bid ahead of them in the scientific use of radar and V.H.F.

Mr. Bennett wanted to know the position of the Union in the matter and he also asked how they would be affected if the continentals decided to withdraw services.

Mr. Farrands replied that under the rules each organization retained full autonomy and freedom of action. There was no compulsion on any matter they did not consider desirable. It was a bit disappointing that the Union pilots were not represented at Hamburg; he sent the name of Mr. Henderson to the Secretary of the European Association, but there was no observer at the meeting. It might seem a little odd to the continentals that the pilots of the United Kingdom were represented by two separate entities; he sometimes wondered why this was so. He regarded the European plan as a long term development. It would be a little while before it became effective. The cream of the continentals were in the Association and formed the Executive. The presidents were all practical pilots. It would mean considerable extra work, but he was willing to act as liaison between the E.M.P.A. and the U.K.P.A. and his colleagues of the North Channel were in agreement with this.

On the question of cost to the U.K.P.A. of becoming members of the E.M.P.A. the President advised that this should be the subject of a resolution for the 1964 Conference.

Mr. Griffiths reported at the U.K.P.A. Executive meeting on the 14th January, 1964 that he had duly applied for membership and the application will be dealt with at the next meeting of the E.M.P.A.

The Executive unanimously agreed that for the purpose of preserving continuity Mr. Farrands should be appointed permanent delegate representing the U.K.P.A. at all meetings of the E.M.P.A. He will be accompanied by such additional delegates as the Executive may nominate.

## MASTERS AND MATES

### Stricter Approach Urged To Issue of Pilotage Certificates

CONFERENCE unanimously adopted a London River resolution regarding pilotage certificates:

**That in the interests of safety, this Association press immediately for a limit on the tonnage of vessels allowed to be piloted by masters or mates holding pilotage certificates.**

It was moved by Mr. McMillan who said the position was gradually deteriorating and there had been no effort on the part of their licensing authority to review the situation. Ships were getting larger, deeper draughted and faster and consequently required more, not less, expert local knowledge. On the grounds of safety alone, one would imagine that there would be strict supervision over the issuing of pilotage certificates, just as the regulations for prospective pilots had become stricter.

"This, once again" said Mr. McMillan "shows how antiquated the present Trinity House system is, because it allows on the one hand certificates to be issued to masters and mates permitting them to pilot large, deep draughted vessels in narrow waters, despite protests of the pilots. On the other hand it insists on more stringent regulations for pilot candidates - tug trips to acquaint them with tug handling and tug signals; twenty trips through Tower Bridge to acquaint the pilot with shiphandling within the confines of the Pool of London; at least three years on restricted draught or restricted tonnage, and licence for one district only.

"Our licensing authority has allowed matters to deteriorate so badly that if the

master of the largest British super-tanker or the largest British passenger liner were to present himself for a pilotage certificate we have no doubt it would be issued. We are not asking for pilotage to be a closed shop, but we do ask for a modern approach to the present situation and submit that safety is the prime factor.

"Under the present set-up we are the only country in Europe which gives a free hand to masters and mates to pilot vessels from 100 tons to 100,000 tons simply by presenting themselves once and once only, for an examination - thereafter no annual renewal examination; no annual eyesight test! I ask you this, is this logical?"

"If in these days a pilot is required to attend annually for examination on changes in the district and to show that his eyesight is good, how much more necessary is it for a master or mate holding a pilotage certificate, to attend for examination? After all, he is only required to have visited the port four times for it to be renewed automatically under the present system. This was never the intention of the Pilotage Act and Sections 17 and 23 of the Act give certain safeguards which, if properly applied by any licensing authority, would mean a more stringent check on masters and mates holding pilotage certificates.

"We feel very strongly about the present system of issuing certificates and urge that in the interest of safety this Association should press immediately for a limit on the tonnage of vessels allowed to be piloted by masters and mates holding pilotage certificates. Furthermore, we urge that in conjunction with the tonnage limit, the licensing authority be made to adhere to all the requirements of the Pilotage Act so that all masters and mates would only have pilotage certificates issued to them if they complied with all the conditions that are required of a prospective pilot. If these conditions are not fulfilled and a tonnage limit is not imposed, then we can foresee in the not too distant future a serious collision and possibly loss of life, and we, as pilots, would rather be too careful than too late!"

Mr. Perry strongly supported Mr. McMillan in the same strain and said they wanted the Association to approach the Ministry of Transport to call a meeting of all interested parties to go into the matter.

## TWO NEW MEMBERS OF THE EXECUTIVE



Mr. G. W. Dunn, the son of a Humber pilot, was born in 1921. He was a pupil of the Hull Boulevard Nautical School and served his time as a pilot apprentice on the Humber. A teenage exploit of his was swimming the river unattended. He was engaged in the North Atlantic convoys and later sailed with the blockade runners carrying ball-bearings from Sweden. In 1947 he was licensed as a Humber pilot. Mr. Dunn is married and has three daughters and one son.

There were four vacancies on the Executive Committee to be filled. These were caused by the retirement under the rules of the three members longest in office, Messrs. Grainger, Green and Gibbins. With the exception of Mr. Grainger they sought re-election. Mr. R. B. Page who had served on the Committee since 1956 resigned owing to ill health.

Four new candidates had been announced, Messrs. Dunn, Fleming, Rhodes and Woodruff, but the last named withdrew his nomination.

The first ballot had a remarkable result, three of the candidates tying for the fourth place and this provoked a bright remark from Mr. Perry "What about an arbitrator?"



Mr. T. W. Fleming was a cadet with W. Runciman & Co. He joined the Blue Star Line in 1938 and after seven years as chief officer was appointed master in 1951. He joined the Clyde pilotage in 1953.

Mr. Fleming is a member of the Honourable Company of Master Mariners.

The figures were :-

MR. GREEN	...	68
MR. GIBBINS	...	64
MR. DUNN	...	39
MR. FLEMING	...	39
MR. RHODES	...	39

The first two were declared elected and a second ballot for the other two places resulted :-

MR. DUNN	...	40
MR. FLEMING	...	40
MR. RHODES	...	39

Before Conference got down to the ballot Mr. Wynn paid tribute to the work done on behalf of the pilots by Messrs. Page and Grainger.

His remarks were warmly applauded by the delegates.

Messrs. Grainger and Page replied.

Conference was in one mind about the Vice-Presidents and promptly re-elected them. Mr. Wynn was also saddled, as usual, with the duties of Honorary Treasurer. He had already given the assurance that the trustees, re-elected on his motion, were no bother at all to him!

The Finance Committee was re-elected on the proposition of Mr. Tate who also had the entire gathering with him in moving the re-election of the General Secretary.

Mr. Watling was re-appointed auditor.

"Place of next Conference" was on the agenda and there being no motion from the floor of the house, it was left in the hands of the Executive Committee to decide "in the light of events".

Conference closed with a vote of thanks to the Executive Committee proposed by Mr. Gadd who coupled with it Mr. Griffiths and his charming secretary, Miss Weston.

### FORTH PILOT FOR 30 YEARS

Mr. Alexander Fleming who retired from the Firth of Forth service at the end of September, served as a pilot for almost 30 years. Most of his sea going career was spent with Messrs. Chr. Salvesen & Co., Leith, where he attained command at an early age, and served in that capacity for over eight years before obtaining his appointment as a Grangemouth pilot.

Throughout his years of pilotage service, he has always taken a keen and active interest in pilotage matters and has been a member of the Pilotage Board for many years. He was a staunch supporter of the U.K.P.A. and we are glad to say continues with us as a retired member.

### SENIOR BELFAST PILOT RETIRES

In the August 1962 issue of *The Pilot* we congratulated Captain Archibald Trace, senior pilot at Belfast on being awarded the M.B.E. Mr. A. G. Starkey who was then the U.K.P.A. Secretary at Belfast described him as "a man of striking personality and popularity and known as Archie to his colleagues". Captain Trace has now retired from the service which he joined in 1929. We wish him good health and a long and happy retirement.

## MR. J. P. BENNETT Retires from the Barry Service



One of the most familiar figures at Conference on many occasions has been Mr. J. P. Bennett, at one time a member of the Executive Committee and a ready speaker on many subjects. He was again the Barry delegate last October and it was a grievous surprise while we were waiting to print this issue of *The Pilot* to receive a letter from young Mr. Bennett to say that his father died on 27th February. "J. P." had seemed to be in his normal health at Conference and his name appears quite often as a speaker in the record of the proceedings. We knew that having reached the age of 70 he was retiring from the Barry service on 27th November. His record of 36 years membership of the U.K.P.A. was one of which he - and we - were proud and we were pleased that he wished to keep contact as a retired member. It appears, however, that he had been in failing health for some time past, and that his death was not unexpected by his family.

The local paper to whom he is known as Jack Bennett gave him a grand write up on his retirement.

He has had many interests besides pilotage including local government. As one paper put it "away from the pier head he is better known as Ald. J. P. Bennett, former mayor of the borough and one of the prominent administrators of the Barry Labour Party".

Jack Bennett was apprenticed to his father, a pilot and his own son is the Barry secretary of the U.K.P.A.

## THEY ATTENDED THE CONFERENCE

The President, Mr. James Callaghan, M.P.

Vice-Presidents, D. H. Tate and H. J. Wynn.

Executive Committee, J. H. Innes, L. R. Slade, F. V. Janes, S. Green, R. B. Page, R. D. Balmain, D. Grainger, G. W. Gibbins and R. H. Farrands.

Trustees, H. B. Eagle and A. A. Holland.

### Delegates :

BARRY	J. P. Bennett, D. N. Evans.
BELFAST	A. McCalmont.
CARDIFF	C. G. Francis, T. Morgan, C. D. Morgan, D. Wilton.
CLYDE:	
<i>Glasgow</i>	T. S. Mitchell.
<i>Gourock</i>	T. W. Fleming, D. Taylor.
HARTLEPOOL	B. G. Spaldin, J. Knaggs.
HULL	F. L. Palmer, G. W. Dunn, H. Bielby, K. E. Ward, L. G. Tock.
ISLE OF WIGHT (Inward)	P. N. Bonney, J. A. L. Hughes, A. R. Howard, E. G. A. Smith.
LEITH	A. Collister.
LONDON:	
<i>Cinque Ports</i>	J. E. Edmondson, D. Guinness, J. G. Ballinger, P. Lawrence, J. Mattock.
<i>Channel</i>	K. Y. Clow, P. A. Levack, N. Macneil, C. E. V. Fenny, T. Williamson.
<i>River</i>	J. Hanson, D. I. McMillan, J. K. Purdon, D. Perry, D. Sparling.
<i>Medway</i>	C. Rhodes, K. Maclean, J. C. Grier.
<i>North Channel</i>	K. C. Davies, R. Sanders, A. Vaughan, J. Steele, R. Donovan.
MIDDLESBROUGH	G. A. Coates, S. V. Edge, H. A. Burton, P. Upton, J. Powell.
MILFORD HAVEN	H. W. Phillips.
PORTSMOUTH	F. H. Collins.
PORT TALBOT	E. L. Hare.
PRESTON	E. N. Chambers.
SHOREHAM	R. Carruthers.
SOUTHAMPTON	J. R. Holt, C. J. G. Pearce, R. J. Hall, K. A. Gadd.
SUNDERLAND	R. Wilkinson, S. Hall.

Visitors who signed the attendance book were :

E. Ramsey, retired, Tyne; J. Bennett, F. W. Llanfear, T. R. Clark, Barry; B. A. Day, Channel; G. H. Jackson, North Channel; A. Stanton, Tees.

In attendance : Mr. A. Curthoys and Miss Susan Weston.

In accordance with the time honoured custom before Conference started its business Mr. Wynn invited the delegates to join him in prayer. He spoke the words of Drake's famous prayer and then all joined in the family prayer.

This telegram from Capt. W. H. Coombs, an honorary Vice-President of the Association, was read out by Mr. Tate :-

"Greetings and best wishes to all hands for a successful Conference - Coombs."

## TWO RECEPTIONS

THERE WERE two receptions in Conference week. On the evening of the day when the Executive held their pre-Conference meeting (29th October) Trinity House received the officers and Executive and as in other years entertained them in the beautiful library.

The Deputy Master, Captain G. E. Barnard received the guests and the Elder Brethren present were: Captains G. C. H. Noakes, R.D., R.N.R. (Retd.); K. McM. Drake, R.D., R.N.R. (Retd.) (Chairman of the Pilotage Committee); G. P. McCraith; R. J. Galpin, R.D., R.N.R. (Retd.); R. N. Mayo, D. S. Tibbits, D.S.C., R.N. (Retd.); D. A. G. Dickens and J. E. Bury.

Also present were Trinity House Officials: The Secretary, Mr. R. S. McLernon, O.B.E., T.D.; Assistant Secretary for Pilotage, Mr. S. Rawlings Smith, O.B.E., M.Inst.T.; Principal, Corporate Department, Mr. V. G. Stamp; Deputy Principal, Pilotage Dept., Mr. E. Babbs; Engineer Superintendent, Pilot Vessel Service, Mr. C. W. Randall, M.I. Mar. E.; Liaison Officer, Pilotage Dept., Mr. R. S. Soames, M.A. and Former Ruler of Pilots, Gravesend, Captain H. A. Fraser, M.B.E.

Shipowners' representatives on the London Pilotage Committee: Messrs. Geoffrey Hinton; E. J. K. Goldsmith, B.A., M.I.Mar.E., A.M.I.N.A.; H. E. T. Ross, T.D. and R. D. M. Pattison.

Pilots' representatives on the London Pilotage Committee: Messrs. R. B. Page; J. K. Purdon, M.B.E. and R. E. Sanders, M.B.E.

Chamber of Shipping of the United Kingdom: President, Mr. R. G. Grout; Chairman, Pilotage Committee, Mr. George Smith, M.B.E.; The Director, Mr. H. E. Gorick, C.B.E. and the Secretary, Pilotage Committee, Mr. J. B. Greenwood.

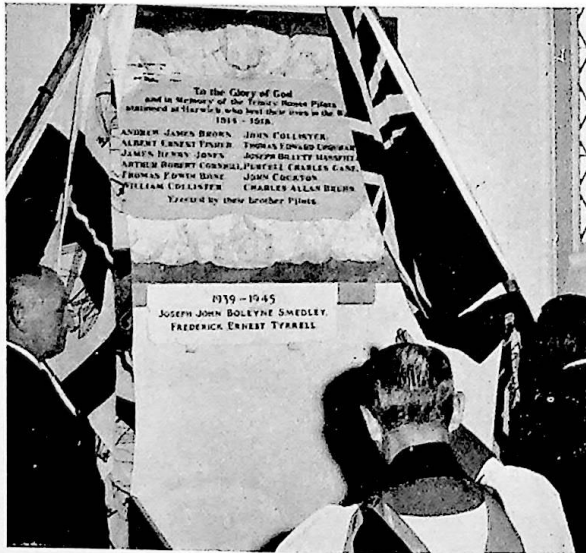
Ministry of Transport: Under-Secretary, Ministry of Transport, Mr. B. E. Bellamy; Assistant Secretary Ministry of Transport, Mr. O. Cochran, O.B.E. and Chief Executive Officer Ministry of Transport, Mr. A. C. Coking.

Dock and Harbour Authorities' Association: President, Lord Simon and Secretary and Parliamentary Secretary, Mr. T. A. McLoughlin.

The U.K.P.A. reception was held on the following evening, as in 1962, in the Livery Hall of London Guildhall where the accommodation, is on the most modern lines and adequate for a comparatively large party. The guests were received by the President and Mrs. Callaghan and Mr. Griffiths. The Ministry of Transport, Trinity House, the Chamber of Shipping, the Honourable Company of Master Mariners, Pilotage Authorities, Transport and General Workers Union, retired pilot members of the U.K.P.A. and other shipping interests were well represented and of course the Conference delegates were there in strength with guests. It was a most enjoyable and successful function.

### NORTH CHANNEL PILOTS' WAR MEMORIAL

THE NORTH CHANNEL pilots' memorial in St. Nicholas Church, Harwich. The picture taken by the *Harwich and Dovercourt Standard* shows the Chaplain of the Fleet, the Ven. Archdeacon R. W. Richardson dedicating the tablet under the existing first war memorial, after it had been unveiled by the Deputy Master of Trinity House, Captain G. E. Barnard (left) on Trinity Sunday, 1963. The church was full to capacity for the service, the congregation including the Mayor of Harwich, the Elder Brethren of Trinity House, pilots and their families, retired pilots and representatives of local shipping interests. "Last Post" and "Reveille" were sounded by buglers of the Royal Marines from H.M.S. *Ganges*, Shotley.



After the service the pilots gave a reception at the Pier Hotel, Harwich, to their guests who numbered over a hundred.

### PRESENTATION TO MR. GRAINGER

THE HUMBER PILOTS CLUB which was formed two years ago feted the worthy Mr. Grainger at a dinner dance on 29th November. The function was held at the Westfield County Club in Cottingham near Hull and was attended by about a score of Humber pilots, their wives and some friends together with several retired pilots and their wives as guests.

After dinner the social committee sprang a surprise on the Graingers. The senior serving pilots, Mr. G. E. Dines whose service runs into nearly 30 years, presented a silver salver to Mr. Grainger and for his wife there was a beautiful bouquet of chrysanthemums.

The inscription on the salver was:

Presented to Douglas Grainger, Esq.  
by

the Humber Pilots in marked appreciation of his services as an Executive member of the U.K.P.A. - also to the Humber Pilot Service.

Douglas rose to the occasion with a neat little speech "off the cuff" in which he said no representative could function alone and must have the loyal support of his Service. He particularly thanked Messrs. Allman, Hardy and Berry and the pilots in general for backing him up. He paid tribute to the steadfast way in which Mrs. Grainger had endured the tribulations and domestic upheaval through the years.

The social committee who worked at short notice had the satisfaction of knowing that everybody enjoyed the occasion.

### CAPT. HARRY RICHMAN IS NOW "MINE HOST"

CAPT. HARRY RICHMAN, O.B.E., a well known Goole pilot has retired and he and his wife are now running a hotel, the Park Beck, at St. Leonards-on-Sea. He has the rare - possibly unique - distinction among pilots of having stood as a candidate in two General Elections. He contested East Hull in 1951 and again in 1955 as a Conservative polling over 16,000 votes.

He retired in October after 27 years service as a pilot, and his colleagues entertained him at luncheon at the Queen's Hotel, Hull, when on their behalf, the organiser, CAPTAIN E. SMITH, presented him with a silver tray.

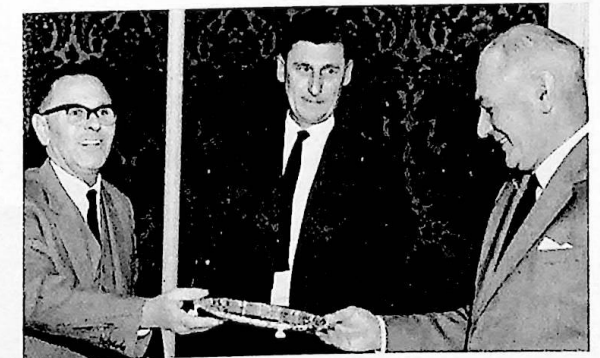
Captain Richman thanked them and said that there was a new spirit abroad in the pilot service and a new approach.

The following outline of his career appeared in the *Hull Daily Mail*.

Capt. Richman, a native of Hull, was a cadet at Hull Trinity House Navigation School. After serving his apprenticeship in the Merchant Service and obtaining his second mate's certificate in 1922, he joined the LMS railway steamers at Goole. There he rose to the position of assistant superintendent before he left to join the Humber pilotage service.

He joined the R.N.R. in 1926, specialised in submarines and served as navigation officer in several flotillas until called up in 1939. He was appointed to H.M.S. *Cathay*, an armed merchant cruiser, and served in the Indian Ocean.

Returning to the United Kingdom in 1940, he was appointed to be commodore of



Capt. E. Smith (left) making the retirement gift to Capt. H. Richman on behalf of colleagues of Goole pilot service, during a luncheon in the Queen's Hotel, Hull. Centre: Capt. W. H. Perry.

**CAPT. RICHMAN** – continued from previous page.

convoys and was promoted commander. He was wounded when his ship was torpedoed in an E-boat action.

In 1943 he was appointed to a committee planning the occupation of captured ports, and in 1944 landed on the Normandy beaches in charge of a port party.

After surveying several ports he arrived at Ostend and became naval officer in charge. On his demobilisation in 1946 he returned to the pilotage service.

During the war he was awarded the O.B.E. and mentioned in dispatches. He also holds the Naval Reserve Decoration and the Belgian honour of Commander of the Order of Leopold.

Yet he does not consider there has been anything very extraordinary in his career! In the end he did tell *The Pilot* of an adventure which was a little different. It was at his battle of Falmouth Bay when his convoy was attacked by "E" Boats off the Manacles, and his escorts either sunk or damaged, so, being a good pilot he nipped into Falmouth with the convoy hotly pursued. "It's the only occasion I know," he said, "that the battle was watched by the Commodore's wife from her bedroom window"!

Capt. Richman has a married son who lives in South Africa.

#### **MR. T. T. DODDS**

Sunderland's oldest retired pilot Mr. Thomas Tindle Dodds died in hospital in August after a short illness. He was 84 years of age.

One of his two sons, Leslie, is a Sunderland pilot.

Mr. Dodds became an apprentice in the pilotage service when he was 15 and in those days there was fierce competition among the pilots who would sail out 30 miles from port in their cable boats "seeking" ships.

During the first world war, Mr. Dodds served in the Merchant Navy, and towards the end of the war, was torpedoed off Robin Hood's Bay.

At the end of the war he re-joined the Sunderland pilotage service and served until 1944, when he retired. In the same year, his wife died.

#### **A CINQUE PORTS PILOT'S ADVENTURE**

**A** CINQUE PORTS pilot Mr. G. J. G. FRANCIS had a narrow escape in the early hours of a winter morning, when leaving a German vessel outward bound from Ramsgate Harbour. A pilot ladder which was not securely rigged tipped and he fell into the sea. He was rescued by the boatman who had followed the vessel to take him back, but only just in time as he was suffering from exhaustion and exposure. There were no serious after-effects, but when a claim was made on his behalf against the owners for damages and loss sustained liability was denied. The matter had been reported to the Ministry of Transport who relying upon investigations carried out by the German authorities and without calling for any comment from the pilot had expressed the view that there was no unnecessary negligence on the part of the German master over the provision of suitable safety precautions.

The Executive of the U.K.P.A. supported Mr. Francis in pursuing his claim and at the Executive Committee meeting on 14th January Mr. Griffiths reported that he had been able to settle the claim to the satisfaction of the pilot concerned immediately the underwriters received the threat of proceedings. He was instructed to write in the strongest possible terms to the Ministry about their handling of the matter and requesting a categorical assurance that in the event of future accidents arising from defective pilot ladders, not only would they adopt an entirely different attitude and would give the pilot concerned an opportunity of commenting upon the report of the master before they themselves expressed any opinion on the question of negligence.

#### **MR. MALCOLM BURN**

**MR. MALCOLM N. BURN**, a member of a well known North Shields family of pilots has died at the age of 57. Two of his brothers John and Leonard who predeceased him were Tyne pilots. Malcolm started his apprenticeship with the Tyne Pilotage Authority in 1923 and did most of his sea time with Ellerman Lines. He was licensed as a pilot in 1939.

Following indifferent health for several weeks, he suffered a heart attack and died on 20th July. He left a widow and married daughter.

#### **AFTER THE INVESTITURE**



Mr. F. R. E. GOLDSMITH attended the investiture at Buckingham Palace on 18th February to receive the O.B.E. Afterwards he and Mrs. Goldsmith were photographed outside the Palace.

+ Boston  
Poole

H. Fountain  
G. Brown.

"Roukenburn", 63 Kingsway, Boston, Lincs.  
Harbour Office, The Quay, Poole,  
Dorset.

## LOCAL SECRETARIES



Aberdeen	...	J. K. Walker	...	Aberdeen Harbour Pilots, North Pier, Aberdeen.
Ardrossan	...	A. Caldwell	...	8 Yarborough Place, Ardrossan.
- Barrow-in-Furness	...	R. Moore	...	35 Roa Island, Barrow-in-Furness.
- Barry	...	J. Bennett	...	Brent Knoll, Port Road East, Barry, Glam.
- Belfast	...	C. M. Bower	...	Runswick, 1 Sandown Park South, Belfast 5.
+ Boston, Lincs.	...	<del>A. V. Howard</del>	...	<del>25 Main Ridge, Boston, Lincs.</del>
Bridgwater	...	C. Muller	...	The Anchorage, Puriton, near Bridgwater, Somerset.
Brixham	...	F. W. Taylor	...	49 Wishings Road, Brixham, Devon.
- Cardiff	...	C. D. Morgan	...	54 St. Angela Road, Heath, Cardiff.
Clyde :-				
- Glasgow	...	J. H. Innes	...	Clyde Pilot Office, 16 Robertson St., Glasgow, C.2.
- Gourrock	...	T. W. Fleming	...	5 Ashton Road, Gourrock, Renfrewshire.
- Colchester	...	C. Hills	...	26 Regent Road, Brightlingsea, Essex.
Coleraine	...	S. G. Martin	...	Harbour Office, Coleraine, Co. Derry, N. Ireland.
Dartmouth	...	R. R. Gatzias	...	24 Lower Street, Dartmouth.
Exeter	...	P. R. Bradford	...	48 Camperdown Terrace, Exmouth, Devon.
- Falmouth :				
Sea	...	E. Carlyon	...	Pilot Boat Association, 14 Arwenak St., Falmouth.
River	...	J. Timmins	...	1 Ponsharden Cottage, Ponsharden, Falmouth.
Fowey	...	W. L. Dunn	...	53 West Street, Polruan, Fowey.
Gloucester	...	L. C. Taylor	...	Pilotage Office, Sharpness, Glos.
Goole	...	W. H. Perry	...	82 Village Road, Garden Village, Hull.
- Grangemouth	...	A. McArthur	...	Pilot Office, The Docks, Grangemouth.
Hartlepool	...	B. G. Spaldin	...	24 Kesteven Road, Fens Estate, West Hartlepool, Co. Durham.
- Hull	...	G. W. Dunn	...	Humber Pilots' Society, 50 Queen Street, Hull.
Ipswich	...	W. Steele	...	45 Dereham Avenue, Ipswich.
Isle of Wight (Inw'd)	...	A. R. Howard	...	25 Union Street, Ryde.
London :-				
Cinque Ports	...	H. P. M. Lawrence	...	Trinity House Pilot Office, 15 Marine Ct., Dover.
Channel	...	K. Y. Clow	...	21 Crown Green, Shorne, Kent.
River	...	E. J. Hobbs	...	River Pilots' Office, Royal Terrace Pier, Gravesend.
Medway	...	C. A. Rhodes	...	19 Glenwood Drive, Minster, Sheppey.
North Channel	...	K. C. Davis	...	9 Queen's Road, Dovercourt.
Londonderry	...	C. M. O'Donnell	...	3 Oakfield Drive, Londonderry.
- Middlesbrough	...	W. E. Guy	...	25 Wheatley Close, Acklam, Middlesbrough.
- Milford Haven	...	H. W. Phillips	...	42 Pembroke Road, Haverfordwest, Pembro.
Par	...	R. F. Dunn	...	The Ervals, Eastcliffe, Par, Cornwall.
- Plymouth	...	E. Rogers	...	Pilot Office, 2 The Barbican, Plymouth.
Poole	...	<del>A. W. James</del>	...	<del>15 Harbour Hill Crescent, Poole, Dorset.</del>
Portsmouth	...	F. H. Collins	...	Trinity House Pilots, Square Tower, Portsmouth.
- Port Talbot	...	E. Hare	...	8 Bath Street, Port Talbot.
Preston	...	H. Halsall	...	Pilotage Office, The Docks, Preston, Lancs.
St. Ives	...	R. D. Paynter	...	Tre-Pol-Pen, St. Ives, Cornwall.
- Shoreham	...	R. Carruthers	...	Cordillera, Croft Avenue, Southwick, Sussex.
- Southampton	...	K. A. Gadd	...	Pilot Office, <del>15 Queen's Terrace, Southampton.</del>
- South Shields	...	R. Marshall	...	Pilot Office, South Shields.
- Sunderland	...	G. H. Donkin	...	8 Melvyn Gardens, Sunderland.
Taw & Torridge	...	V. W. Harris	...	Fernlea, Pitt Hill, Appledore, N. Devon.
Teignmouth	...	J. E. Broom	...	5 Strand, Teignmouth, Devon.
Trent	...	G. D. Elliott	...	23 Springhead Avenue, Willerby Road, Hull.
Workington (Whitehaven and Maryport)	...	M. Ditchburn	...	68 Loop Road North, Whitehaven, Cumberland.
Wisbech	...	E. M. C. Dale	...	90 Edinburgh Drive, Wisbech.
Yarmouth	...	C. Bewley	...	35 Sussex Road, Gorleston-on-Sea, Yarmouth.