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The Lord Mayor of Kingston upon Hull, Ald. R. W. Buckle opening the Conference in the Banqueting Chamber at the Guildhall on 26th October, 1966. On his left was Mr. C. D. Griffiths and the Rev. C. E. Dann, the Lord Mayor's Chaplain who led the prayers for pilots and all seafarers. Mr. D. H. Tate, Senior Vice-President presided. The pilots were fortunate in having the privilege of using spacious accommodation for their Conference in such a fine building as the Guildhall which is the seat of Local Government. The Law Courts are also housed in the building.

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SHANNON COURT • CORN STREET • BRISTOL

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to whom all communications are to be addressed

United Kingdom Pilots' Association

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Mr. D. H. Tate

Mr. Tate, the Senior Vice-President took the Chair throughout the proceedings. He was elected to that position at the Conference in 1952 when Mr. Alex Love retired. In the same year Mr. W. J. Wynn was appointed Vice-President in succession to Mr. F. R. E. Goldsmith, and the partnership has been broken this year when Mr. Wynn decided to "fade away" and was succeeded by Mr. C. A. Rhodes. In 1958 Mr. Tate was decorated with the M.B.E.

Since he came into office Mr. Tate has been right "on the ball" all the time - port grouping, negotiations which culminated in the Letch Agreement and pensions. In The Pilot of January 1956 there is a record of a resolution moved by him and seconded by Mr. Innes at the 1955 Conference in favour of the creation of Pilots Benefit and Pension Scheme on a national basis. The resolution said a good deal more but that is sufficient for the pilots to show his early action in the matter.

In The Pilot of March 1958 - the same month as Mr. Tate went to Buckingham Palace to receive the decoration of M.B.E. conferred on him as Vice-President of the U.K.P.A.-it was recorded that there had been an extremely satisfactory response to the

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Best wishes for a successful Conference much regret I cannot be with you.

JAMES CALLAGHAN.

The receipt of this telegram from the President which was announced on the first morning banished the hope that in spite of the difficult period through which he as Chancellor of the Exchequer and therefore a leading member in the Ministry was passing he would somehow contrive to get even a brief interval with the pilots at their Conference. Of course it was a disappointment but everybody understood.

From past experience we had no doubt about the prophecy introducing the Conference plans in *The Pilot* last October, "Yorkshire Welcome Awaits Us". It was abundantly fulfilled. The Hull pilots had a particularly good friend in the First Citizen, the Lord Mayor, who welcomed the Executive, delegates and visitors at a tea party on the Tuesday, 25th October. The Sheriff, Mr. M. Segal, joined in the welcome. This reception followed the pre-Conference meeting of the Executive Committee when the Agenda was considered.

The opening scene at the Conference the following morning is pictured on the front cover of this issue. Mr. Tate welcomed the Lord Mayor who in declaring the Conference open made a short speech and referred to the important position occupied by Hull in the trade of the country. Immediately after, Conference got down to business and heard with appreciation Mr. Wynn's report on the accounts for the year ending 31st December, 1965. The most appreciated point was an increase in membership of 14 over the previous year. (The accounts were circulated to the ports some time before the meeting).

Next came the report of the General Secretary and Solicitor which, too, had been circulated beforehand. It is printed in the following pages, but before that let us have a look at the names of those who signed the attendance book.

DELEGATES AND VISITORS

Port	Delegates	Visitors
BARROW	A. MacDonald	
BARRY	R. T. Booker E. A. Mills	J. Bennett
BELFAST	M. Vining	
CARDIFF	C. D. Morgan W. H. Smith E. F. Williams	J. Donovan
CLYDE Glasgow	J. H. Innes T. S. Mitchell G. P. Stronach	
Gourock	M. B. Perry	
GOOLE	W. H. Perry A. R. Wild S. C. Woods	A. Ayre R. A. Ockleton R. Shaw E. Smith D. F. Tate J. Wild C. H. Wilkinson
GRANGEMOUTH	I. H. Wall	
HARTLEPOOL	D. Ansell B. G. Spaldin	
HUMBER	D. Barrett F. Berry W. S. Smith	R. E. Abbott C. E. Allman B. C. Boot K. S. Burton R. Carmichael J. R. Carver E. V. Clare J. F. Cudbertson G. E. Dines R. Fellowes F. Fletcher H. Forrester J. W. Gilliatt D. Grainger D. G. Gray R. Gunderson J. Hardy M. Haughey R. Hobson E. Laverack J. Lazenby R. R. Leighton H. E. Linsley P. E. Moxon R. W. Newton T. W. Plumtree B. H. Potter J. Raddings J. O. Stephenson L. G. Tock C. H. Walton A. W. Wilks B. G. Wright D. E. Wright.
IPSWICH	L. E. Fane	
ISLE OF WIGHT	W. L. D. Bayley G. B. O. Bowyer E. T. Worster J. D. B. Wylie	
LONDON Cinque Ports	J. A. Cresswell J. A. Edmondson D. K. H. Kinloch N. R. Knowles L. O. Thornton	
Gravesend Channel	G. L. Baker K. Y. Clow A. W. Ion C. G. Lea N. McNeil	

Mr. Tate continued from page 1

questionnaire in connection with the national pension scheme for pilots and Messrs. Tate and Page were mentioned as the sub-committee of the Executive who had dealt with the information.

The wisdom of Mr. Tate has been greatly appreciated at the meetings of the European Maritime Pilots' Association and at the Gothenburg meeting last year he was elected as Vice-President of the Association and made a member of the Executive Committee.

Port	Delegates	Visitors
River	W. S. Clark J. M. Hanson D. W. J. Hobday D. I. McMillan J. K. Purdon	
Medway	A. Davidson J. C. Grier R. H. Vallings	
North Channel	K. C. Davis A. E. Nunn A. A. Robinson R. E. Sanders A. M. Vaughan	
MIDDLESBROUGH	H. A. Burton G. E. W. Carrigan G. A. Coates L. Sidgwick A. Stanton	W. Garthwaite S. V. Edge
MILFORD HAVEN	B. R. Woodruffe	
PORT TALBOT	E. L. Hare	
PRESTON	E. N. Chambers	
SOUTHAMPTON	P. I. Bevan K. Grant K. E. Powell T. V. Stedman	
SUNDERLAND	S. Hall J. B. Wake	T. Brown R. Wilkinson
TRENT	W. L. Smedley	
WHITEHAVEN	M. Ditchburn	
RETIRED MEMBERS:	H. C. Dickinson (Humber) P. J. Hannan (Medway) A. A. Holland (Gravesend Channel)	

MR. GRIFFITHS REVIEWS CURRENT PROBLEMS AND LOOKS AHEAD

It is some years ago now that, following representations made to the Executive Committee, it was decided that my Report to Conference should as far as possible not only contain a brief review of the year's activities and some reference to current problems and future trends, but also, by means of appropriate appendices, publish copies of the more important correspondence so that the membership as a whole could see for themselves the course that negotiations had taken, the work which was being done, and, most important of all, be given a better opportunity of understanding exactly what was happening and the circumstances in which and reasons why various agreements had been concluded.

The fact that this Report may take a somewhat different form indicates no departure from this principle, but simply that the events of this year do not lend themselves very readily to such treatment. It has to a large extent been a period of consolidation rather than change – of seeking to put into operation conditions that have been successfully negotiated rather than the struggle to achieve them. Moreover, you will not want to be wearied with repetition. Contemporaneously with the distribution of this Report will (I hope) be the publication of the pre-Conference *Pilot*, which this year will contain much of what otherwise would have been presented here. At the same time, we are certainly confronted with current problems of such magnitude that their importance to the future of the profession cannot be too strongly emphasized. These I will come to later after a few words on some of our unresolved tasks.

Proper Numbers

Turning back for a moment to the implementation of past agreements, I am bound briefly to refer to the serious difficulties which continue to be experienced at a number of ports in connexion with their manning arrangements (and consequential rate adjustments) in the light of the entitlement of every man to the now well-known hundred days free of all obligations for

duty. This is a matter which all of you appreciate has been dealt with very fully in the past, and the principles were, I trust, clearly set out in the pages of the February 1966 *Pilot*.

Nevertheless, experience has taught most of us that in seeking to give effect to these principles it is unwise to be too rigid, as here and there, owing to specialised local conditions, tidal ports etc., an injustice can thereby result. Subject only to that important factor – which can surely be resolved if it is frankly approached with goodwill on both sides – the position boils down to this. During the 265 duty days pilots should work an average of eight hours per day, i.e. 2,120 hours per annum. Unfortunately at a few places the solution to the problem of just what constitutes "duty" continues to be elusive. At the risk of incurring displeasure in certain quarters, I am prepared to concede that the fault is not necessarily all on one side. Time spent on the bridge, cruising or travelling seldom present a serious problem. Many pilots have taken the trouble to keep careful logs, and to make them available for immediate scrutiny and checking. Claims under these headings are therefore usually susceptible of strict proof. It is of course appreciated that the time taken for identical jobs can vary for a number of obvious reasons, but a fair average can usually be arrived at.

It is watch-keeping and stand-by time that causes the chief trouble, and about this certain Authorities still seem to be adopting a wholly unfair attitude. They require a pilot to be on call at home – usually on pain of penalty under his bye-laws if he is not – and yet decline to recognise it, or even any part of it, as duty. This seems clearly unreasonable. Conversely, there unquestionably are circumstances where, although admittedly on call, a pilot knows that he will not in fact be needed for many hours. What is required is to be able to strike a fair balance. I have sometimes wondered whether time on call should possibly be assessed differently according to whether it is day time necessitating a pilot being tied to the telephone

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instead of being free to go out, or night time when he goes to bed which he would normally do in any event.

I have had many requests for guidance on these problems and enquiries as to what happens elsewhere. The solution, I feel, must always be a local one depending on the wide variety of circumstances operating at individual ports and requiring intimate local knowledge to understand fully, but I certainly maintain and am confident we would be supported that time spent in standing by at home or at a shore station is an unavoidable part of a pilot's duty and should accordingly be given a fair and reasonable assessment. Furthermore, it is my view that every Authority, in fixing its manning requirements, should also take into account the important factor of average absence due to sickness and administrative duties, and after first doing that should then decide how many pilots are required in the light of each man's liability for 2,120 working hours per annum.

Finally, before leaving this particular subject I ought to answer an important question which has been raised in more than one quarter. I am of opinion that any necessary increase in pilotage rates to produce the agreed level of net earnings for the proper number of pilots at a port would not constitute an infringement either of the letter or the spirit of the Prices and Incomes Act. Do not therefore be put off by that bogey. The adjustments we are considering here do not involve and are not designed to involve any increase in individual earnings, but merely to bring your strength up to the proper establishment arrived at on a basis long since agreed. No one would suggest that if, for example, a local authority had to engage additional staff or a school more teachers, their remuneration would have to be provided out of the pockets of their colleagues!

Nor, need I emphasize, are we trying to implement some new agreement covering a reduction in working hours. For manning purposes the present basis has been accepted by the shipowners for many years. Following the 1965 N.M.B. adjustment and the agreed increase in mean levels of earnings, the Chamber of Shipping further recognised

that pilots should be entitled to additional free time equivalent to a five-day working week bringing their total off duty days up to 126 per annum, but on the understanding that if additional pilots were required to put this into operation – i.e. the further 26 days – no consequential rate increase could be claimed. If all this is "old hat" to some (whose problems are happily resolved) I make no apologies for reiterating certain basic essentials here in the hope that it may in some measure assist those who continue to face most exasperating difficulties and who richly deserve all the help and support we can give them. To ensure that we are not misunderstood in other places however, I must add (as I am confident you would wish) that all members of this Association, as responsible people, will, I do not doubt, quite voluntarily forego, in the country's present difficulties, any action solely calculated to increase the level of personal remuneration. That is an entirely different matter from the question we have here been considering.

Pensions

Just a few days before the commencement of last year's Conference (and too late for me to make reference to it in my Report) we received copies of the Government Actuary's report to the President of the Board of Trade on the subject of Retirement Pensions and Benefit Schemes for Pilots and their Dependants. This document has now been distributed in quantity throughout our member ports.

In the first place, everyone will wish me to express our gratitude to Sir Herbert Tetley and his staff for having undertaken this heavy task, with the extensive detailed research which it involved, and our sincere appreciation for the clear and helpful report which has resulted. This small tribute is if I may say so, all the more deserving when we bear in mind, as I hope we all do, that it was an entirely voluntary and self-imposed effort and he could quite easily have declined our request for help. As it is, we have guidance of the highest possible order which is likely to command the complete confidence of all concerned. What have we learnt from this? We have learnt, gentlemen, that

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a national pension scheme to provide security in retirement for each one of you and for those who at your death may be dependant upon you at a reasonable level and without extravagant cost is not an idle dream but a real practical possibility and that, in effect, the one essential requirement is your own desire to have it. Of course there are a number of important matters of detail to be gone into - some legal, some actuarial and some purely practical - but there are no insuperable difficulties.

Moreover, since the publication of the report we have overcome two major hazards. The Board of Inland Revenue have agreed that if existing funds can be merged for the purposes we have in mind with another existing fund - to be called the parent or host fund - the amalgamated fund thus formed will not be regarded as constituting a new fund and will therefore continue to enjoy the substantial advantage of the same tax exemption as applies at present to old funds. In the light of this very helpful decision we approached the Pilotage Department of Trinity House - whose Benefit Fund has the largest membership and, as one would expect, the greatest assets of any Pilotage Authority - and I am pleased to be able to report that the Elder Brethren have agreed in principle and subject to participation of their own pilots in the scheme, to their Benefit Fund acting as "host" for this particular purpose.

The momentous question which you will be asked to decide at this Conference is whether your port supports the establishment of a national scheme. As I see it there can be only one answer, but I do not overlook the hesitation of some who may see no immediate benefit to themselves or their successors, and indeed may well be apprehensive of the possibility of real disadvantages. Such people have every right to question the proposals and satisfy themselves that their anxieties are in fact unfounded, if indeed such be the case. The debate, I trust, will bring all these points to light. Whatever decision is come to, the next step will clearly be to arrange a meeting with representatives of the Union pilots so that there can be a full exchange of ideas, and the attainment if possible of a common policy as an essential

preliminary to effective joint action as soon as possible thereafter.

Before leaving this subject I would like to make two final comments. In one sense our discussions may well tend to highlight the difference in approach between the "haves" and the "have-nots". No one will want to take away benefits which past generations of pilots, by careful planning and forethought and with the co-operation of enlightened Authorities, have been able to provide for today, and which by current good management may well be even better in the future. Who amongst us, however, can feel complacent or inactive when I tell you, as is the case, that an Aberdeen pilot - whose port, you will remember, is included in the Letch Agreement - recently retired due to ill-health which will render him incapable of following any alternative employment, after twenty-six years' service to his port, and will now "enjoy" a pension of £40 per annum? It is now too late to help him, but there is surely an urgent duty upon us all in so far as it lays within our power to seek to make such things no longer possible.

The other point to which I would draw your attention is the undesirability - at least in my view - of shelving a decision on this question because of coming events which may considerably vary the whole structure of the Pilotage Service. A satisfactory pension scheme for all pilots will always be a necessity, and you may rest assured that it will not just "happen". The pilots' organisations, in co-operation with the other interests, will have to strive to bring it about with the same degree of perseverance and energy which Mr. Tate has displayed in achieving the situation which is before you today. I accordingly commend to you a careful study of the Government Actuary's report and Mr. Tate's most helpful memorandum, and can only express the hope that the Executive will be given a clear mandate as to the course you wish it to pursue.

Port V.H.F. Facilities - Ship and Shore-based Radar

This of course is a very wide subject and, despite its vital importance to pilots which is fully appreciated, I am not proposing to deal with it at any length here or to go into

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what I may broadly call either policy or practical matters, as the position will, I believe, shortly be reviewed by the Executive Committee, with the appointment of a small working subcommittee in mind charged with the special duty not only of keeping abreast of developments but also of ensuring the dissemination of all relevant information, and if possible the co-ordination of effort amongst all interested parties. The new Director of the Chamber of Shipping Radio Advisory Service (Captain R. G. Swallow), who has already held discussions with pilots at certain ports, has proved himself highly co-operative and understanding of the pilots' difficulties and special requirements. I am confident that we can look to him and his department for a great deal of practical help and guidance, and it is certainly my intention to seek to work closely with him in this field. His success in obtaining approval for the use of portable V.H.F. sets limited (for lightness etc.) to the channels actually required has been a tremendous practical step forward, and his letter dated 24th June to all members of the Chamber, which explains the position fully, is published with his kind permission in the current issue of *The Pilot*. It is greatly hoped that wherever necessary the equipment will soon be made available, thereby enabling the berthing of super tankers and the like (with a plurality of tugs) to be as smoothly executed as the landing of a monster air liner!

With a complete awareness of the rapid expansion and development of all kinds of electronic aids to facilitate the movement of shipping in pilotage waters irrespective of weather conditions, the Executive Committee has been concerned to make certain that pilots are given every opportunity of ensuring that they are fully conversant with the equipment most likely to be encountered, and confident of their ability to put it to the fullest possible use. As you will remember from the brief reference made to this subject at last year's Conference, we have been keeping in close touch with the Chamber of Shipping. You will also know that I recently communicated with all Pilotage Authorities and with local secretaries, seeking the assistance of Authorities in arranging for their pilots to attend radar simulator refresher

courses and enclosing the special syllabus recommended by the Southampton pilots in the light of a trial period at Warsash. I am glad to be able to report that these proposals have met with equal enthusiasm from Authorities and pilots alike, and I would like to record our appreciation of the co-operation which is being received.

I hope it will not be considered entirely out of place if I conclude these few remarks under this heading by adding that the Executive Committee, far from being behind in their knowledge of latest technical developments and their most suitable method of operation, are here and there even possibly a little ahead of some of those whose duty it will be to see to their installation. A special study has been made by Mr. Farrands, our permanent delegate to E.M.P.A., of exactly what is happening at a number of major European ports. It is greatly hoped that both Port Authorities and shipowners will think it right to take pilots into close consultation in the development of plans for contemplated shore-based radar coverage before installation is commenced and operational procedure formulated.

You will remember that as long ago as July 1964 I acquainted the principal bodies and Pilotage Authorities concerned with the interest this Association was taking in this question, and my letter was published in *The Pilot* of January 1965 at page 12.

The response at that time was frankly not very encouraging and, surprising as it may seem, at least one major estuarial port is even now in process of completing a system of shore-based radar coverage (if it has not already been installed) without reference of any kind to the pilots who will be its principal users. This surely is highly regrettable to say the least. Fortunately I have grounds for believing that such happenings are likely to be a thing of the past, and I look forward (I trust not with misplaced optimism) to a period of far better co-operation and understanding between Port Authorities and pilots.

Closely associated with this question is of course the making of Control of Movement Orders, and you will remember that by Section 21 of the Harbours Act, 1964, the

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body responsible for their administration must include "a person nominated by the Pilotage Authority for the District concerned". It is greatly hoped that not only will the person so nominated be a licensed pilot, but also that he will be invited to take an active part in the drafting of the Scheme from the outset. If we have been cold-shouldered in the past perhaps to some extent we have asked for it. Maybe I am the tactless culprit. Whilst pilots, as practical mariners and possessing specialised knowledge and experience, can doubtless make a valuable contribution, we must, I feel, avoid being too assertive, and bear in mind that there are other views to be considered and others whose opinions may be entitled to some weight. It is, as ever, so much a question of personal relations, mutual respect and confidence. Without that we will get nowhere. I am not unmindful of the difficulties that many pilots have experienced over a prolonged period, and in so far as I can I will use my best endeavours to remove them in the hope that progress along the right lines will ultimately result.

In my view far better co-operation between Harbour Authorities and pilots is an essential pre-requisite to improved port efficiency.

Exactly how this is to be brought about is a matter for discussion, but direct representation of pilots upon their Port Authority or the setting up of suitable marine consultative committees, as is at present under consideration on the Humber, seems to offer a likely line of approach and I greatly hope to hear some views expressed on this when my report comes to be debated.

The Future of the Pilotage Service

There can be little doubt that within the next few years the whole profession of pilotage as it exists to-day and has done fundamentally from time immemorial will come under review at Government level and may well undergo substantial change. It is therefore the responsibility of every pilot to ensure that he is well informed and is conversant with the reasons for the various proposals - their advantages and disadvantages - in order that right decisions can be taken and the Executive be left in no doubt as to what members' wishes are.

The action which the Committee will then take is, of course, a matter for them, but I am quite certain it will be pursued with vigour and in close co-operation with all like-thinking people and organisations so that your views and the grounds on which they are based can be clearly, and I hope convincingly, represented at the highest level. In everyone's interests it is most undesirable that there should be any prolonged period of uncertainty which, amongst other things, tends to be all too readily used as an excuse for delaying decisions and action on almost every current problem of any importance or difficulty. In saying this I do not wish it to be thought that we are in a position to enforce immediate change or extract unalterable declarations of policy, but we can at least get our own house in order and, in conjunction with those sharing the same objectives, be absolutely ready with the case we intend to present.

There seem to me at least three alternatives - but there may well be others.

First, the recommendations of the Rochdale Committee in relation to (i) the unification of control at the major ports; and (ii) the transfer of pilotage functions to the newly constituted Port Authorities, are well under way. Amalgamation of various dock owners and conservancy bodies has already taken place on the Clyde, and is at an advanced stage on the Humber and at Southampton, Middlesbrough and the Firth of Forth, to name the most important. With the exception of the port of Southampton, I believe I would be right in saying that the new Estuarial Authorities, when in being, may well be seeking to take over control of pilotage. The practice will unquestionably spread as "fragmented management and ownership" progressively disappears.

The policy of this Association on the transfer of pilotage functions to Port Authorities was agreed at the 1963 Conference and you will remember, for the reasons well set out by the sponsors of the resolution and those who spoke in support, was strongly opposed to any such course.

Nevertheless we have to face the plain fact that times have changed and are continuing to change very rapidly, and the days of the small independent Pilotage Authority

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may possibly be numbered. I do not overlook that there are quite a few medium-sized ports where, with the full support of their pilots, the Authority may intend to put up a strong fight for preservation as an independent body. On the other hand, at certain important places the Pilotage Authority itself is raising no objection to its own extinction. Small wonder that some pilots are therefore finding difficulty in deciding upon the attitude they ought to adopt.

Secondly, whilst this process was taking place we found ourselves confronted in June last with what has come to be known as the Mikardo Report following the investigations carried out by a Study Group of the Port Transport Industry set up by the National Executive Committee of the Labour Party.

That document was quickly followed by the publication in July of the Government's White Paper on Transport Policy. It is not my intention to attempt any summary of these documents here, but broadly, as I understand it, the ultimate aim is public ownership of the ports, when pilots would presumably - although I agree not necessarily - in due course become State employees under the direct control of Regional Port Authorities, acting through their Group Operating Committees and Dock Managers. This certainly seems a not wholly unlikely sequence of events, particularly if responsibility for pilotage is by then in the hands of the Port Authority.

It goes without saying that the White Paper merits the most careful study, as also do the leading observations in the trade journals commenting upon it. The declared object of the policy, as far as our ports are concerned, is the establishment of a vastly more efficient ports system, with modern facilities designed to make us far more competitive and thereby produce greater all-round prosperity. I have heard many pilots express interest in the possibility of a salaried service, with the certainty of income and better defined conditions of employment, hours of work etc., which could be expected to result.

This accordingly brings me to the third possibility, and that is the implementation of the second part of the 1963 Conference

resolution recommending the formation of a Central or National Pilotage Authority, with Regional Committees for purely local and domestic problems. The immense advantage of standardisation of working conditions, administrative arrangements, transferability of pilots etc., quite apart from the powerful arguments in favour of keeping the Pilotage Service completely out of the hands of the Port Authority, are to a greater or lesser extent already well known. Fortunately, at the time of preparing this report I have received a resolution from the London Pilots Council which in effect seeks confirmation of the 1963 decision recommending the creation of a Central Authority, and the case in support will, I know, be very ably placed before you for your consideration. I will therefore refrain from comment here. The organisation proposed virtually exists at the moment, as every pilot knows, and, very largely, it would be nothing more than an extension of that. Legislation may indeed be necessary. It was always represented to me that it would be, but I am not altogether certain that, at any rate in the absence of opposition, it might not be possible to achieve what is wanted by means of a Pilotage Order.

It is only natural that, whether or not you want to become a salaried official or under what form of administration you would prefer to work, you will consider carefully how any changes are likely to affect you. At the same time I feel confident that every pilot will recognise to the full the absolute necessity of avoiding an approach to these problems dictated solely by considerations of narrow self-interest. Such action is inevitably doomed to failure and very rapidly becomes transparently clear to those upon whom final decisions will rest. There are obviously many problems to be taken into account and our aim should surely be, after making a thorough study of the alternatives, to support that course which not only appears in the long-term best interests of pilots, but at the same time also seems to us best calculated to provide both the highest standard of service to the shipowners and the maximum contribution towards the improved efficiency of our ports. As there is unquestionably a wide diversity of interests,

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the correct solution will be found only if there is a willingness on all sides to accept such modifications as may prove to be necessary to establish what can clearly be shown to be the best over-all plan. It could be, of course, that if our ports are nationalised the new National Ports Authority would consider the desirability of pilotage remaining an independent organisation, in which event you may well think that the decision of those responsible for the final plan will to a large extent depend on what the alternatives appear to be. If a sound proposal can be submitted for the creation of a Central Pilotage Authority along the lines outlined above, and having responsibility for the administration of an acceptable National Pension Scheme, the prospects of the profession as a whole maintaining its present independent status would presumably be greatly enhanced. At least, therefore, we should try to reach agreement amongst ourselves as to what we want. If we fail, others may make the decision for us.

It is unfortunate that so important a discussion will have to take place without the advantage of hearing the Union pilots' views, but no doubt we will be meeting their representatives for any exchange of views in the very near future.

Conclusion

Quite apart from these questions of such far-reaching general importance, I continue to be busily engaged in the local affairs of both large and small member ports. Matters of very great moment are at present under consideration in the London District, on the Clyde, at Middlesbrough, Southampton, the South Wales ports and Milford Haven, to mention the most outstanding. Time will not allow me to refer to their problems in any detail, but no one will wish me to bring these somewhat disjointed remarks to an end without a word about the Humber pilots.

It is, of course, common knowledge that a Harbour Re-organisation Scheme affecting their district has reached an advanced stage, and under its terms as drafted the Goole and Trent pilots are also directly concerned. That is a matter which, is unnecessary to enlarge upon here except to say (I trust correctly) that everything is under control,

One most important matter is, however, worthy of special mention. Very understandably the pilots wanted direct representation on the proposed Humber Local Board. The National Ports Council were not prepared to recommend this, nor did the British Transport Docks Board (the proposed new Estuarial Authority) consider it appropriate. At the same time, after hearing the reasons for the pilots' claim at an informal meeting in London, it was suggested that their requirements could in fact be more effectively met by the setting up of a local marine or nautical consultative committee consisting of the senior technical officers of the Docks Board at Hull, and representatives of the Humber, Goole and Trent pilots. There is every hope that such a committee, whose terms of reference will enable every practical or technical maritime problem to be discussed by those best qualified in direct consultation with each other, will prove completely satisfactory in practice. The matter at the moment is still under consideration, but there seems every prospect that it will be acceptable to all concerned and will ensure that essential degree of close consultation from the outset on all schemes affecting the work of pilots which in the past has been so sadly lacking.

What has been so encouraging is to have watched the steady development of the Humber ports over the past three or four years. The dark days, still so fresh in our memories, have gone - I hope for ever. In those times much hardship was suffered by the pilots and their families, and the struggle to alleviate them was prolonged. If I have said this before I make no apology for repeating it. Success would never have been achieved but for the enduring patience and loyalty of every pilot, and the constant help Mr. Tate and I received from their own committee. We shall always be thankful for that. To-day we find a great and fast developing industrial port with ever increasing modern facilities and a brand new major oil terminal. This is the result of combined effort and co-operation, and those concerned have set a fine example for all to follow. We know the strength of the Humber pilots' resolution to play their full part in the battle to achieve maximum efficiency and its

Secretary's Report

automatic corollary, maximum prosperity. We wish them the good luck they so richly deserve, and can only conclude by saying that we count it our good fortune to be meeting in their great city for our Annual Conference this year.

May I, on behalf of every member of the Association, express to them and to the civic, shipping and commercial authorities our very sincere gratitude for the warm welcome and most generous hospitality that has been extended to us.

Bristol. C. D. GRIFFITHS.
September 1966.

“YEAR OF CONSOLIDATION”

It has been usual in the past when the Secretary read out his report for it to be thrown open for discussion. Although it was not an item on the agenda, this time the position was much the same, but Mr. JOHN EDMONDSON was the only one who had prepared a speech on the subject. This is substantially what he said:-

First of all, said Mr. Edmondson, I wish to thank Mr. Griffiths for his annual report which, this year, is somewhat shorter in length than those of recent years. This is due to the absence of copies of important correspondence which, as he so rightly points out, is because the year has seen no desperate struggles with the Chamber of Shipping or Pilotage Authorities, at least on a national front, but rather, it has been a year of consolidation.

Nowhere has this been more evident than in the London Pilotage District. In recent years you have listened to delegates from the various London Districts declaiming against our Authority. Since last year there have been dramatic changes at Trinity House and there is now an atmosphere of conciliation and co-operation towards the pilots that seemed almost impossible of attainment when we all met a year ago, and we have every reason to hope that this spirit of goodwill will prevail.

The implementation of 100 days in the London district, I regret to say, is not yet attained, one station only of the five in the District, and that the smallest, has been able to fully implement the agreement. This

failure is due, in the first instance, to the immense amount of statistical research that was necessary before we were able to present our case for acceptance by Trinity House and the Chamber of Shipping.

We had no difficulty in obtaining acceptance of time for administrative duties and sickness, and the two sea stations have been able to obtain a considerable reduction in the number of hours spent cruising, but we have not been able to obtain the extra pilots necessary to enable us to have 100 days clear of duty, with the consequent, and vital, adjustment of the rates, because of the delaying tactics of the Board of Trade. One station, the Channel, actually had the proposed bye-laws for amending the pilotage rates lodged with the Board of Trade before the prices standstill. There they are still lodged. We have run aground on the rock of the Prices and Incomes Act.

So, the considered opinion of our Secretary and Solicitor that adjustments of the pilotage rates would not be an infringement of the Act, holds out to us some glimmer of hope, and it is with regret that I note the absence of our President. We would have been most gratified to listen to the words of such a distinguished personality in the field of our national financial policy, and I trust that Mr. Griffiths will press his argument with our President on behalf of all those stations still trying to implement an agreement made over a year before the “freeze”.

On the matter of pensions I will say little. This is probably the most important, single item which this Conference will discuss, and it will suffice for me to say that by now you will all have had an opportunity to discuss thoroughly on your respective stations the report of Sir Herbert Tetley, copies of which were presented to us at last year's Conference, and, also, the more recent report from Mr. Tate.

It must be obvious to us all that the sooner a national scheme is implemented, the better off we will all be when we retire. Quite simply, every year of delay will mean a smaller pension, so let us resolve to go to the Chamber of Shipping, without further delay, not just as United Kingdom Pilots, but as pilots united in our desire for the birth of this scheme.

The subject of port V.H.F. and radar is one that must, at times, have exercised all

our minds, sometimes even to the point of exasperation. Despite the splendid figures produced by the P.L.A. and other port authorities showing the number of ships using their ports which are fitted with V.H.F., it is not possible to get a true picture and differentiate between those ships, many of them coasters, which use the port regularly on several passages per week, and probably fitted with V.H.F., and those all too many ships, super tankers and even vessels owned by British liner companies which are not fitted with V.H.F. and some not even fitted with radar.

Nevertheless, we welcome the proposal, first raised at this Conference last year, to provide a radar simulator course for pilots, but we must ensure that, should the day come when the establishment of traffic control from a shore based centre is an accomplished fact, the people issuing the instructions are our own professional colleagues who have an intimate knowledge and appreciation of the problems facing the pilot on a ship's bridge.

This brings me to the future of the pilotage service. During the last few years docks and ports and their organisation have been the subject of study of committees, councils and commissions, and we have been treated to a wealth of reports and white papers. Last year I drew to your attention the constituents of the National Ports Council which sat under the chairmanship of Viscount Rochdale. Since then we have had the Government's White Paper on Transport Policy and the Labour Party's Report of the Port Transport Study Group—And to whom did the learned people who drafted these documents turn for their knowledge of pilots or pilotage administration, or pilotage matters generally?

The report of the Port Transport Study Group tells us "Our witnesses have included dockworkers, trade union representatives, port employers, British and foreign shipowners, port authority chairmen and executives, docks managers, representatives of industry, experts in industrial relations and members of other statutory bodies connected with the Port Transport Industry". — pilots — pilotage authorities — pilotage associations — No, gentlemen, to none of these.

Yet, the very generalisations in these reports, which have not sought our opinions

or advice, pose a very real threat to our future wellbeing. Paragraph 61 of the report states: "There are, for instance, functions which have never been carried out on the level of individual ports — principally navigation, conservation and dredging. In the case of navigation, the creation of unified regional authorities will not by itself settle all the difficulties. There need to be some changes in the maritime law giving new regional authorities control over vessels within their area." What control?

It might well behove our association to consult with the M.M.S.A. on this point, because I am sure that no shipmaster, just as no pilot, wants control of his vessel to be taken out of his hands and to be directed from ashore — A faceless voice issuing directions emanating from an organization in which we have no representation and in whose policy we have no say.

Paragraph 79 of the Study Group Report — recommends that there should be Regional Port Authorities incorporating ALL ports in the country, while section 'c' of the next paragraph states: "The functions of the Regional Port Authorities should be to act as the sole operator of all port services such as towage, lighterage, pilotage, conservancy and navigational control".

You will have the opportunity, later in Conference, to debate a resolution dealing with this very matter, and I urge you to give it every attention.

Finally, may I, on behalf of the London District Pilots, endorse Mr. Griffiths's last sentence. It is a great change for the London pilots to be "playing" on an away ground, and we do thank the Humber pilots, and the other people and organizations of Hull who have done so much to give us such a very warm welcome.

Mr. Griffiths replied to some of the points raised in the discussion. Among them was the position of the Trent men when their new Authority was established. He said they would be legally entitled to representation and he would see that they got it.

He understood that there were six applications for pay increases pending and he had told the Board of Trade that the pay standard would not justify any delay in introducing these increases which were designed not to increase the individual earnings of pilots but to license and pay for additional staff.

NEW CENTRALISED AUTHORITY

Support for London Resolution Against Control by Port Authorities

The two resolutions on the agenda were then dealt with. The first of these was in the name of London and was moved by Mr. R. E. Sanders, Chairman of the London Pilots' Council and seconded by Mr. N. R. Knowles Chairman of the Cinque Port Pilots' Committee, Vice-Chairman of London Pilots' Council and elected member of the London Pilotage Committee and member of the Thames Joint Consultative Committee. It was eventually carried, 35 voting for it.

"That this Conference is opposed to pilots and pilotage services being controlled or administered by Port Authorities, and considers it to be in the best interests of the shipping industry, the pilots, and the nation, for the government of pilotage to be entrusted to a new Centralised Pilotage Authority."

Mr. Sanders contended that the Rochdale Committee had never, at any time, offered cogent argument in support of its recommendation that the United Kingdom's pilotage services should be relegated to Port Authority control. Notwithstanding this, the recommendation had since been wholly accepted by the Labour Party Study Group on the Port Transport Industry and by implication at least, by the White Paper entitled "Transport Policy", while port authority officials were giving the notion their most ardent support for obvious and elementary reasons.

Despite the critical nature of this recommendation, neither the Rochdale Committee nor the Labour Party Study Group nor indeed even the Minister of Transport, had ever once given the pilots and their Authorities the facility of decent and democratic consultation before so disposing of the calling.

The relegation of pilotage services to Port Authority control was, said Mr. Sanders, a markedly retrograde step seeing that it must impose upon pilots certain obligations which could well conflict with their fundamental responsibility of faithfully serving ships and shipmasters. Furthermore, the institution of an employer/ employee relationship as between a port authority and a pilot allowed of direct intervention in the practical aspects of ship manoeuvre and movement in ports and port approaches; seeing that, in practice, this intervention

could derive from port officers having no command or handling experience in the waters under their control, the safety of life, limb and property might well be placed in jeopardy.

Mr. Sanders offered that the surest guarantee of continued productivity and enhanced efficiency in the conduct of shipping to and from the ports of the Kingdom lay in the creation of an Independent Central Pilotage Authority comprising elements from all interested parties.

Mr. Knowles said that, in common with certain of his colleagues, he was closely associated with pilotage government and administration through his membership of the London Pilotage Committee and the Thames Joint Consultative Committee. In the light of experience thus accruing he felt qualified to offer an opinion on the respective virtues of both bodies.

He reported that while the London Pilotage Committee, consisting of representatives of shipowners, pilots and Elder Brethren (themselves shipmasters of consequence), sought only to facilitate and expedite the conduct of vessels through the pilotage district by every means available to them; the Port Authority, viewed from a seat on the Consultative Committee, seemed much more preoccupied with the processes of bureaucratic control and that he (Mr. Knowles) had a "mountain" of paper from the latter mentioned body in support of his contention.

Mr. Knowles was certain that absorption

into the fabric of port management must seriously impair the integrity of the service tendered to shipmasters by licensed pilots and urged the Association to accept the resolution because it was the only way in which the services of pilots could be organised to the benefit of all concerned.

Mr. Farrands gave vigorous support to Mr. Sanders' resolution. From the European Maritime Pilots' Association records he was able to show that only about seven per cent of the European Associations' four thousand odd member pilots were employed by Port Authority, a pattern which was followed by those other countries who were awaiting membership of the Association viz: Denmark and Finland.

It was clearly not mere coincidence that, in ten European nations, some of whom were regarded as being the most advanced seafaring peoples of all, and others whose port operational efficiency was extolled the world over, the function of pilotage was almost wholly kept out of port authority hands.

In referring to the reasons for this Mr. Farrands mentioned the Canadian pilots who, when searching for a system to recommend to the Canadian Royal Commission on Pilotage, ultimately selected the German system after giving every European organization the closest possible inspection.

After drawing the Association's attention to the dangers inherent in the application of certain part of the Harbours Act, Mr. Farrands wound up by advising Conference that the surest protection of the integrity of the pilots' calling lay in giving the resolution unanimous support.

The discussion continued for a considerable time strong opposition coming from the Hull quarter. Mr. Berry suggested that the resolution was born of a natural uncertainty towards the future shared by all pilots to a greater or lesser extent.

Anxiety to preserve the independence of their profession, and a resolve to promote and enhance their status in both the community and the shipping industry, had prompted much consideration and discussion, from which it would appear that two courses were open to them. The first was to establish an identity within a plan for re-organization upon a local or regional basis. Alternatively they might through the Asso-

ciation attempt to keep pilotage outside any scheme for the improved efficiency of ports and their ancillary services. Surely every pilot recognised the urgent need for a national plan for the nations' ports and estuaries. The impact of the Rochdale report fizzled out when it appeared that its recommendations were only to be adopted in a piecemeal manner, but the subsequent interlude had, following the Mikardo Report, demonstrated only too clearly the intended pattern of future port re-organization. It was significant that recommendations at one time apparently discarded were now the very substance of the July White Paper on Port Transport.

Pilots' "adequate representation"

Mr. Smith said that Hull would not support the London move because they had already supported a National Ports Council recommendation that the Docks Board should be the overall authority, including pilotage. This was on the understanding that the pilots would be allowed adequate representation. The Docks Board staff whom they had met were very astute and had been most co-operative.

Before Mr. Sanders replied to the critics Mr. Tate summed up the position and said there was a great deal of fear that the profession was being assailed. In the past they had experienced an iron curtain coming down with a loud clang against any proposals they had made, but was the proposal the most efficient remedy. They could not know until they had sorted out some of the chaff.

When the resolution was put to the vote very few hands were raised against it.

The decision on this resolution was considered by the Executive Committee immediately after the Conference. Mr. Rhodes then agreed to provide the committee with the summary of the reasons in support of the resolution. This document he presented to the Executive at their meeting on 7th December, 1966, but as they had not had time to consider it Mr. Griffiths had copies circulated. In a covering letter Mr. Griffiths wrote:

"The members of the Committee will probably take the view that the implementation of this resolution, like others affecting pilotage on a national basis, will depend to

a large extent upon the degree of general support which it commands amongst all pilots. I did not obtain any very clear picture from the discussions which arose during our recent meeting.

As will be known from our subsequent discussion with the Union representatives, the matter is very shortly to be considered by them, and Mr. O'Leary will be writing to me immediately thereafter.

"In the meantime no doubt Executive members will wish to make up their own minds first as to whether they support the idea at all (as there are obviously some who do not), and, if they do, as to the suggested constitution, terms of reference and method of operating of the proposed Central Authority and the part that is to be played by local committees. No doubt in view of the Government's decision regarding public ownership of the ports and the Rochdale and Mikardo proposals for the transfer of pilotage functions to Port Authorities, careful thought will also be given as to whether the grounds for opposing the takeover of pilotage by Dock and Harbour Authorities have been adequately and convincingly set out in the enclosed document, so that whoever in the Government is dealing with this question will be able to see for themselves exactly why pilots are opposed to such a step, and the disadvantages to the shipping industry and port efficiency which would result if they were to be adopted."

The document submitted by Mr. Rhodes was as follows:

Having given careful consideration to the resolution offered to, and accepted by, the Annual Conference on the 26th October last, the Executive Committee of the London Pilots Council promulgates the following summary of reasons why the resolution should be implemented :-

1. The Association after many years of consideration of this and allied problems, is of the opinion that the Port Transport Industry, the Shipping Industry, the Nation and indeed the Pilots themselves are not best served by the number and variety of Pilotage Authorities which exist in the Kingdom at the present date.

2. The Association believes that this complex of Authorities should be replaced by a new single Central Authority to organise and administer the service of Mari-

time Pilotage in the Kingdom, implementing its requirements at the pilot stations through a system of regional sub-authorities.

3. Such an Authority should, in the opinion of this Association, assume responsibility in pilotage matters for :-

1. The drafting and promulgation of all pilotage legislation at national, regional and local levels.
 2. Providing effective administrative and operational liaison, at all levels, with the appropriate Government Departments, the National Ports Authority, representative bodies of Docks and Harbours, the Chamber of Shipping of the United Kingdom and all similar foreign Pilotage Authorities.
 3. The grouping and classification of ports for pilotage purposes.
 4. Establishing the limits of pilotage districts.
 5. The recruitment, training, examination and appointment of pilots for the Service.
 6. The establishment of pilots at the various ports and districts with especial powers in the consideration of redundancy, transfer and the like.
 7. The negotiation of earnings agreements, the apportionment of pilotage dues, the collection of dues and the disbursement of pilots' emoluments etc.
 8. The establishment of appropriate work indices for the ports and regions.
 9. The practical dispositions required for the good government and discipline of the pilots.
 10. The provision and maintenance of all Pilotage Service equipment, fixed and floating.
 11. Recruitment, training, and maintenance of personnel ashore and afloat for Service requirements.
4. In the consideration of the Association however, the structure of the new Authority should allow of and encourage full initiative at the regional and local levels in practical operational affairs.
5. The Association is convinced, after a close study of all relevant factors, that the creation of an Authority such as is envisaged must prove to be infinitely more advan-

tageous to all concerned (not even excepting the Port Authorities) than to pursue a policy of piecemeal absorption of the separate Pilotage Services by individual ports. The Association holds to the view that the calling of maritime pilotage is of sufficient functional and intrinsic value to this maritime Kingdom as to fully warrant the creation of a separate Service on national lines.

6. Furthermore the Association believes that to increase the fractionalisation of a Service which is presently operating at less than its proper potential, because of its inadequate system of government and administration, is likely to lose for ever the very special contribution which the calling is capable of rendering in terms of specialist advice at the international as well as the national, regional and local levels.

7. In its consideration of recent major maritime legislation in this Kingdom, the Association cannot forbear from remarking that the absence of an independent pilotage representation would most seriously react to the disadvantage of every interested party when the time comes for the consideration of Control of Movement Orders and the like.

8. The Association would remark that, with all of its manifold failings and inadequacies, the present system of pilotage administration has always allowed for effective Pilot/Shipowner direct liaison. It is offered therefore that any new order of things must perpetuate this circumstance which is, in the view of the Association, in the best interests of all concerned.

9. In composing this summary of reasons the Association has taken advantage of its liaison with the representatives of the various pilotage bodies which together form the European Maritime Pilots' Association. As a result of this the Association is able to advise that maritime pilotage is almost exclusively an independent Service at the ports of the greater maritime nations and that this is especially the case at those important near Continental ports which are so often exemplified as worthy of emulation by this Kingdom.

10. Finally, the relegation of the profession of maritime pilotage to the level of port employment is, it is offered, a thought which is wholly incompatible with the importance of the calling.

The whole purpose of the Service is to provide shipmasters using the Kingdom's ports with expert, unbiased and up-to-date information concerning the practical circumstances of navigation. The consideration that this integrity of service might be in the slightest degree diminished by pressure from a Port Authority, whether it stems from the commercial, political or labour components, is wholly unacceptable from any standpoint.

The document was signed by R. E. Sanders, Colin Rhodes and Richard Farlands.

* * *

The subject occupied the attention of the Executive for a considerable part of their meeting on 7th December, 1966.

We are happy to say that Mr. Tate and Mr. Griffiths have been able to arrange a meeting with the Union representatives which is to take place at the end of the month for a further exchange of views on the future of the pilotage service.

Through the assistance of the President Mr. Griffiths was recently afforded the advantage of high level talks at the Board of Trade, in which he sought to inquire whether the Government was committed to any particular policy on pilotage in the light of its decision to proceed with the plan for the public ownership of the ports.

Still an Open Question

It is understood that the question remains a completely open one, and members will particularly have noticed that the Government's White Paper on Transport Policy does not specifically adopt the suggestion made in the Mikardo Report that pilotage should come under the control of the proposed Regional Port Authorities.

It is likely that in the course of the next month or so the Board of Trade will be inviting the comments of this Association on the Government's plan for the nationalisation of ports in so far as it affects the future set up of the pilotage service. This is a matter which will be very carefully considered by the Executive Committee in conjunction with the Union pilots, in the hope that a common policy can be agreed upon which makes a maximum contribution to increased efficiency in the ports and at the same time adequately protects the proper interests of pilots.

CONFERENCE DECLINES TO ASK FOR DEPARTMENTAL COMMITTEE OF INQUIRY

The Humber failed to get the support of Conference for this resolution.

That this Association invite the President of the Board of Trade to appoint a Departmental Committee of Inquiry to report upon the efficiency of the Pilotage Service organization throughout the United Kingdom.

In moving the resolution Mr. Berry said:

This is the tenth Conference of this Association since the publication of the Letch Report upon the earnings of pilots. To some pilotage services, this established stability in salaries that had hitherto been unknown. In other ports, and the Humber should be included here, the Letch Report only realised true significance when finally bracketed to a Work Index.

The principal of relating pilots' salaries to the relative responsibility that they assume now seems to be firmly entrenched. Closer examination of the Report, however, does indicate that at least some of its signatories were of the opinion that rationalisation of the administration in certain districts may well be generally advantageous. Inherent also is the condition that mean salary level is for the proper number of pilots, assuming no doubt that this number can be mutually agreed upon by interested parties. The summary of pilotage returns, published by the Board of Trade, illustrates that a basis for comparing not only salaries, but also the relative efforts needed to obtain them is virtually non-existent. This is surely a paradox, even a comparison of work indices serves no useful purpose without an intimate knowledge of the local and geographical conditions. Tradition also appears to influence the manner in which some pilotage services operate, and very often the roots of these traditions have long since been removed. The time is now ripe for independent investigation into the working and administration of all major pilotage services in an effort to try and obtain some coherent basic standards on which to apply local peculiarities and requirements.

When pilots' salary levels were adjusted to give effect to the revised National Maritime Board scales that came into operation in March of last year, an explanatory letter sent from this Association to all Pilotage

Authorities, clearly required every pilotage service to determine that the most efficient and economical use of manpower available for duty is inherent in their working system. This is in itself commendable, but while offering the incentive of additional leave to the pilot services that are able to effect economies, was manifestly unfair to stations unable to do so, also it pre-supposes pilots and authorities exercise complete autonomy over the working system adopted in a particular district. Examination of our working system has, for instance, disclosed that it is geared to a local arrangement for allocating berths and labour, which we contend is outmoded, precluding optimum use of pilots' available for duty, but what is perhaps even of greater consequence, is the fundamental cause of the congestion, chaos and complete dislocation of the progress of ships through our ports, following a protracted period of fog.

Other ports no doubt have similar problems.

The impact of the Devlin Report has yet to be appreciated, but it is evident that an uninterrupted flow of ships between their appliances and the sea and in spite of inclement or adverse weather conditions, is a paramount requisite if full economic advantage is to be gained from a permanent labour force. Surely pilotage services should be prepared to cope with this situation and enable pilots to make a real contribution to the prosperity of this nation and its shipping industry.

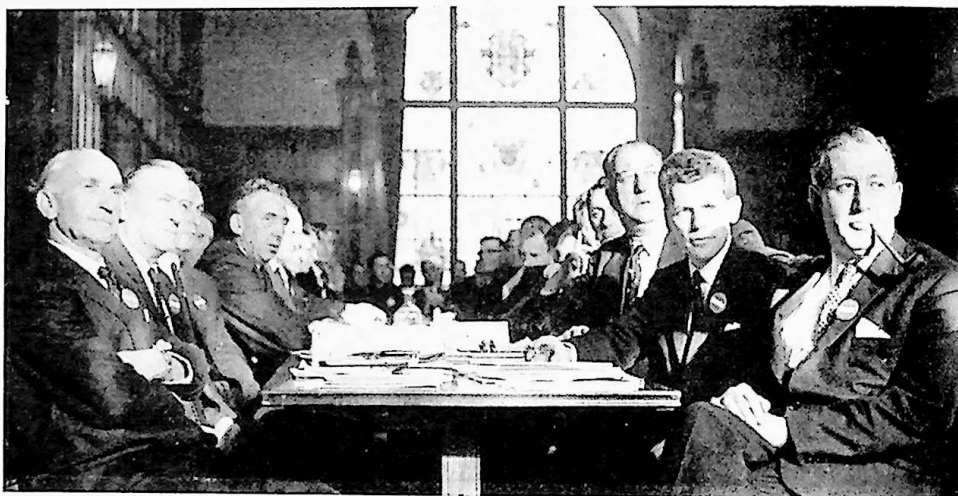
Traditional methods that do not produce optimum results must be eradicated. We need go no further than consider the traditional use of the "G" flag in an age of universal radio communications, when mandatory ordering of inward pilots is the logical solution. We should be flattered that following the most searching investigations into the progression of ships through our

ports, not a single word of criticism has been levied at the way we perform our duties. However, organization and management, over which we have but limited control could no doubt be effectively improved.

An independent inquiry at ministry level is most likely to disclose administrative shortcomings, and would perhaps produce the best basic structure upon which all

pilotage services should be modelled.

Mr. Barrett seconded and amused Conference by a suggestion that ships would not be piloted "at the drop of a hat". Messrs. McMillan and others spoke briefly against the proposition and directly it was put to the vote the opposition made a count unnecessary.



The port side of Conference looking down the room from the bridge or platform. On the left at the table is Mr. E. L. Hare and opposite him is Mr. H. A. Burton from the Tees. Also in the group are Mr. G. A. Coates another Tees delegate and Mr. J. Bennett of Barry.

E.M.P.A. WORTH WHILE? —YES CERTAINLY SAYS MR. FARRANDS

Reporting on the activities of European Maritime Pilots' Association Mr. Farrands said that the annual general meeting in Gothenburg last year marked the end of the first three years in the life of that Association and the end of the three year term for its officers.

Had it all been worthwhile?

Had the Association made sufficient progress towards achieving its aims?

Were the Continental pilots still as enthusiastic for E.M.P.A. as they were in the beginning?

The answer to each of these questions he considered was an emphatic yes.

He prefaced his report with a suggestion that Conference would like to congratulate Mr. Tate on being elected a Vice-President of E.M.P.A. and a member of the Executive Committee. A member pilot of the Dutch delegation had referred to Mr. Tate as an outstanding pilot, and Mr. Janes had described him as a pilot who came forward only once in a generation.

"I have been fortunate" said Mr. Farrands, "in having the privilege of working with him in furtherance of the aims of E.M.P.A.". He referred to the extra burden placed on Mr. Tate's shoulders when consideration was being given in 1963 to joining E.M.P.A. He paid tribute to the unfailing patience of Mr. Griffiths in dealing with the waves of corres-

pondence to which he had subjected him. It had always been his regret that the many responsibilities of Mr. Griffiths had prevented him from attending meetings of E.M.P.A. where his advice would have been most valuable.

Turning to the activities of E.M.P.A. Mr. Farrands continued :- During the three years up to the general meeting in Gothenburg, E.M.P.A. has been the means of exchanging and recording information on all aspects of pilotage in member countries, promoting a solidarity between members by establishing an effective understanding of the many increasing problems confronting pilots today. It has taken action in many instances in the interests of maintaining and improving the status and the conditions of employment of pilots. It has sought to improve our knowledge of technical developments in the interests of shipping and port organisation.

The activities of E.M.P.A. have caused it to become known in world wide shipping circles and have led to application for membership from pilots' associations outside Europe but this year's meeting decided that the time is not yet opportune to think in terms of an international pilots' association. E.M.P.A. must first consolidate itself on an European scale before venturing further afield. Formation of an international association would probably involve additional expense and one could not expect to load E.M.P.A.'s secretary and his willing assistants with extra responsibilities at this time, men who have to do a full year's pilotage service and have to sacrifice a tremendous amount of their spare time with no financial reward.

At the London meeting of E.M.P.A. last year, a delegate proposed that working groups should study the legal aspects of pilotage, working conditions, earnings and technical aspects of pilotage and that the Executive Committee should decide as necessary the subjects which each group should study and report upon. The Executive Committee decided to implement this proposal and plans were placed before the annual general meeting this year along the lines suggested.

Four Study Groups

The meeting welcomed the setting up of four working groups of pilots specially chosen because of their interests in a

particular subject. It was felt that such a scheme would mark the start of stage two in E.M.P.A.'s development and a very important one. However a note of warning was sounded in relation to the work of these groups and it was that E.M.P.A. would have to decide on a definite policy on pilots' responsibility, pensions, working conditions etc. The groups must have a target to aim for otherwise their work would be largely useless. It may not be possible for everyone to have the same earnings for example but a common policy and a target could, be worked out.

Group A which deals with the subject of earnings. Although E.M.P.A. is in the possession of a great deal of information on this subject, the relative value of earnings can be a little misleading when direct comparison between countries is made on total net figures. Consequently a formula has been evolved which enables comparisons to be made, the formula contains such factors as cost of living index, gross national product per capita etc. The index figure arrived at will indicate relative values of the highest, lowest and average earnings of the various members.

Group B is responsible for studying and reporting on subjects dealing with the technical aspects of pilotage. These include radar, communications, developments in ship construction and design, port facilities etc. Shore based radar and bridge design have already been the subject of research and discussion by E.M.P.A.

Group C is responsible for studying such subjects as indicated by the Executive on the legal aspects of pilotage. These include points such as pilots status, responsibility and liability.

Group D is charged with the responsibility of studying and reporting on working conditions and pensions. Here one of the tasks is to get a common policy on what is a fair year's work, the definition of working hours and when a pilot is regarded as being on duty, days clear of all obligation for duty. A subject which concerns us all at the moment. In most member associations of E.M.P.A. the normal work which each pilot is expected to do is based on hours of duty and this appears to vary between 45 and 47 hours

a week and includes piloting, cruising, travelling, watchkeeping etc. However the days clear of all obligation for duty varies considerably and from figures available can be as little as 47 days and as much as 178 days.

Mr. Verhoef, Dutch pilot responsible for Group D, has prepared a very comprehensive questionnaire which has been sent to all members. I am afraid that this means a very great deal of paper work and research but the detail required is essential to the proper study of working conditions and pensions. Mr. Levack has very kindly undertaken to help Group D and as you may know, he has circulated the questionnaire to all U.K.P.A. stations. I would ask all stations to do their best in answering the 250 questions. Of course you may not know the answer to some of them and may not care to answer others. (I myself would not know how to answer one question which I saw - "Is the consumption of alcohol by pilots in your district high, moderate or low"?)

E.M.P.A. Recommendations on tankers etc.

It would be less than honest if it were not said that progress of action on the E.M.P.A. Recommendations concerning tankers and attendant port facilities has been disappointingly slow. The finalised version of the Recommendations agreed to at the London A.G.M. of E.M.P.A. last year were sent to the International Chamber of Shipping, International Chamber of Commerce and the International Union of Marine Insurance with the request that these bodies give consideration to submitting them to the Inter-Governmental Consultative Organisation.

The Secretary of E.M.P.A. reported to the Gothenburg meeting this year that the Recommendations had been returned to him, addressees unknown. Since then the correct addresses has been ascertained and the International Union of Marine Insurance has indicated that it will discuss them at its forthcoming conference in Barcelona. Also in London last year, it was agreed that each member country request its own Government to give consideration to the submission of the Recommendations to I.M.C.O. As far as it can be ascertained the only two Governments who have taken any action so

far are that of the United Kingdom and Germany. Action to be taken by E.M.P.A. will be discussed at their Executive Committee meeting next month.

Finally I understand that there will be a World Tanker Conference held in Great Britain in 1967 specially geared to an exchange and discussion of views on safety matters. I would hope that pilots may be represented and if possible European pilots should the occasion demand.

Pilot Ladders

Ten thousand E.M.P.A. pamphlets on pilot ladders were distributed by pilots to shipping and maritime interests. Member countries have reported some improvement but there were still far too many ladders of a vintage type and of the pre 1965 pilot ladder rule class.

Distribution of the E.M.P.A. pamphlet to each member of the U.K.P.A. had the effect on my station that for the first time I heard pilots talking knowledgeably about the requirements concerning pilot ladder facilities and about experiences they had had in boarding and landing from ships whose ladders did not conform to the Rules.

I do appeal to all pilots to report cases of defective ladders and ladders which do not conform with the 1965 Rules. Mr. Griffiths is ready to take up reported cases with the Board of Trade and/or the shipowner concerned. The E.M.P.A. has also promised to do the same. This is the surest way of obtaining improvements in a matter that can have extremely serious consequences especially to those pilots who board ships from sea cutters in all weathers and under very difficult circumstances. At the E.M.P.A. Annual Meeting this year, Mr. Tate raised the question of boarding small coastal tankers in a seaway where a ladder cannot be provided. I am sure that many of you have had experience of this and a frightening experience it can be. The technical sub-committee of E.M.P.A. was asked to look into this and to report on what action could be taken.

In general the pilot ladder facilities provided by the bigger British shipping companies are very good but those of some foreign ships are scandalous.

The Netherlands Standards Institute which forms the Secretariat of the International

Standards Organisation held a meeting last March to discuss proposals for an international standard on pilot ladders and the E.M.P.A. recommendations contained in their pamphlet were extensively discussed and incorporated into the final recommendations. Eight E.M.P.A. pilots including Mr. Balmain attended this meeting and provided the personal representation of practical pilots in matters which affects their safety. This is a refreshing change.

Shore based Radar Stations

At the 1964 Annual General Meeting of E.M.P.A., a resolution was passed which ended in these words . . . "Having heard the experience of practical pilots from ports where shore based radar was installed, the maximum benefit could only be achieved and the safety of navigation best served when such installation was operated by pilots of the district concerned."

The opinion of E.M.P.A. contained in this resolution has now in fact been proved by the German pilots. They had been pressing their Authority, the Ministry of Transport, to allow them to take over the management and operation of the Elbe radar chain covering the entire length of the Elbe. Eventually the Ministry agreed to give the Elbe pilots a year's trial at the Brunsbuttel radar station which covers the upper half of the river approaches to Hamburg, some 37 miles. The results of the trial were very satisfactory and the German Government has agreed to hand over the entire Elbe radar chain covering some 80 miles and also agreed to hand over the radar chain covering 40 miles of the Weser from the sea cutter to Bremerhaven. It is also hoped that the chain covering the River Ems will also be handed over when completed in 1967. This agreement came into effect last August.

The operating system is that a civilian employee will be on duty at each station and he will inform the pilots when the visibility falls below 3 kilometers (1.6 miles). Three to six pilots will then be called from the duty watch at the pilot station, the number depending on the weather conditions and traffic and they will operate the radar, one to each set.

During the trial period, suitable pilots were trained on the shore radar, those who

showed special gifts for being able to deal with the problem of interpretation of the displays and communication by v.h.f R/T to the pilots aboard ships. The system of remuneration for this service by pilots is that the Government pays a lump sum to the Brotherhood each year, based on an average of 950 hours of fog or poor visibility. The German monthly acts of pilotage depend entirely on hours of duty which include watch keeping, travelling, cruising, piloting and stand by time and I understand that the lump sum will represent seven pilots earnings on the Elbe for instance.

Helicopters

Those of you who were present at the London A.G.M. of E.M.P.A. will remember the Elbe Pilot Cutter, *Kommodore Ruser* which brought the German delegation to London. Her after deck is fitted for landing and take off of helicopters and we were given demonstration flights up and down the Thames.

Very recently the Dutch pilots have interested themselves in the possibility of supplying pilots to ships in the port approaches by helicopter and I have just learnt that a dozen New Waterway pilots will be stationed at a naval base and placed on board ships bound for Rotterdam if requested by the ship concerned. The Authority has stated that such a service will shorten waiting periods for ships if their owners are prepared to pay the higher cost of the service.

I have also just learnt from the Amsterdam pilots that a similar experiment will be carried out there. 40 of the 63 pilots have already volunteered to take part providing proper insurance is guaranteed.

Last week representatives of the Government pilotage authorities of Belgium, Holland, Denmark, Sweden and Norway attended a meeting in Germany to discuss pilots earnings, hours of duty, leave etc. While they were there, they were to be shown the practical operation of supplying pilots to the Elbe sea cutters by helicopter. These incidences show the growing interest in the use of helicopters at busy ports where sea cutters are operating. To see whether there is an economic advantage in such a system which would reduce delays to shipping and reduce wasted and

non-productive hours of duty spent by pilots waiting on cutters. One wonders whether such a service could be integrated with others to make it an economical proposition, such services as air sea rescue and even in the future the supply of personnel in port approaches to ships having only a skeleton crew aboard, the latter being visualised by tanker owners. This development and its implications will be discussed by E.M.P.A.

During the course of the last year,

CAPT. A. E. GADD WAS 89

Captain A. E. Gadd, who has died in hospital at Southampton, aged 89, was a member of a family well known in Trinity House pilotage circles. He served as a pilot at Southampton from 1909 to 1947 and handled the world's largest liners, the *Queen Mary* and *Queen Elizabeth*. He was made an O.B.E. for his work during the war when he piloted newly-built destroyers on their trials, supply ships, hospital ships and troop-ships.

Captain Gadd, who served as Captain of Southampton Master Mariners Club from 1940 to 1943, went to sea in sailing ships and later joined British India. The family pilotage link is maintained to-day by Captain Gadd's son, Captain Kenneth Gadd.

Lloyds List.

* * *

SENIOR PILOT AT SOUTHAMPTON

Capt. Jack Holt has been appointed senior pilot and chairman of the Trinity House Southampton Pilotage in succession to Capt. J. Watson, who retired after piloting into Fawley the largest tanker ever to use the port.

Capt. Holt is a native of Southampton. His grandfather and three uncles, on his mother's side, were all Trinity House pilots.

He served from 1916 to 1920 as an apprentice with Harris and Dixon and Canadian Pacific shipping companies. On getting his second mate's certificate he joined the British Tanker Co.

He obtained his master's foreign-going certificate in 1924.

E.M.P.A. has taken action to support its members in a number of instances and has been engaged in a considerable amount of correspondence to assist members with their problems. We are in an association of some 5,000 pilots whose problems in the main are identical to our own and whose are principally to improve the status and conditions of employment of pilots.

As Mr. Coates said at the last Conference "We are in good company".

Capt. Holt became an inward sea pilot, Isle of Wight district, in 1931 and was transferred to the outward service from Southampton in 1946.

From 1935 until 1962 he was choice pilot to the French Line. He had the distinction of piloting the *Normandie* on her maiden voyage in 1936 and the *France* on her maiden voyage in 1962.

In 1956 the French Government awarded him the Order Merite Maritime in recognition of his services to French shipping.

In 1945 he was appointed to the Cunard Line when the Queens and other large liners returned to the port. He continues to be Cunard's choice pilot.

Capt. Holt's home is at Luccombe Road, Southampton.

Southern Evening Echo.

* * *

CABIN BOY AT 13

Mr. Leonard Bell who for 39 years was a Trinity House pilot at Bridgwater, Somerset, has retired.

He first went to sea as a cabin-boy of 13, when he was taken on a ketch at Bridgwater. He joined various vessels at Cardiff and Bristol and over a long period he served in the Merchant Navy. During World War I he was on convoy duty.

Subsequently he was captain for about eight years of a tug-boat working out of Bridgwater, of which he is a native and while on the tug he obtained his pilot's licence. After some years, the tugs were scrapped.

NATIONAL PENSIONS SCHEME

The morning of the second day (27th October) was devoted to the "proposed National Pensions Scheme" which was No. 4 on the agenda and was in fact the major item of the Conference. The subject was debated for about two hours and in the end a resolution was passed without opposition which read.

The United Kingdom Pilots' Association, having considered the Report of the Government Actuary to the President of the Board of Trade dated the 14th October, 1965, recommends the establishment of a National Pension Scheme for pilots and their dependants, provided that the Scheme ultimately agreed safeguards the pension rights of every pilot at the time of transfer and that pilots are adequately represented at the formation of its constitution.

The idea was proposed by Mr. Rhodes and seconded by Mr. Grier while Mr. Coates slightly improved the phraseology.

Mr. A. C. Poyser who is acting as consultant actuary to the Association was present at this session and opened the subject. Two men of the London District came with prepared speeches and both paid tribute to the tremendous effort which had been put into the scheme by Mr. Tate. "I am sure", said Mr. W. S. Clark, "that without his perseverance and tenacity there would be no national pension scheme for us to discuss".

"The effort had been going on for some nine years" said Mr. Clark, "since in fact the Letch Report recommended that pilotage authorities should review the adequacy of their pensions provision. The first meeting of the pilotage authorities and the pilots was held in October 1959 seven years ago this month, and they concluded that there was no simple solution to the problem - an understatement if ever there was one!

"However our purpose here today is to look forward. It is no use moaning about the wasted years. Let us make up our minds that whatever else we do we will not sit around talking about it for another seven years! Here we have a national pension scheme drawn up in broad outline."

While agreeing wholeheartedly with the concept of the scheme, he said, they did not agree with some of the details proposed. For instance should pensions be based on 30 or 35 years service? Should they be based on the average of the last three or five or ten years' earnings? These were only details which no doubt could be resolved.

They welcomed the decision of Trinity House to act as "Host" Fund. As they understood it, this was only a technical move to obtain Income Tax approval for the new Fund. In actual fact, if it was decided to go ahead with the national scheme, on the founding date, each Benefit Fund would transfer to the Consolidated Marine Pilots' Pension Fund, or whatever it was to be called. There was no question of Trinity House having anything to do with the administration of it.

Mr. D. K. H. Kinloch said that the sub-committee of the London Pilots' Council had investigated and made a most careful study of the Government Actuary's report and had given unanimous recommendation to the London Pilots' Council that the five main London stations supported a national scheme as the best way of improving their pensions.

"Naturally, we require safeguards", he continued "but these, I think Conference will agree, are absolutely reasonable. No doubt, members of other ports will desire similar safeguards.

"We ask 'That no individual will suffer a loss in the level of his existing benefit rights and that the Central Committee of the Trinity House Benefit Fund be adequately represented in the formation of national pension scheme should it come into being'. This requirement which has the overwhelming support of the Cinque Ports pilots, is all we ask, for we feel that we must give this Association our fullest support to get the national scheme off the ground.

"We are of the opinion that once this support has been given at the inception, we can resolve our queries at the phasing stage, the main item here being, the period of 35 years quoted in Mr. Tate's memorandum. Clearly, this is not acceptable to the London stations where entry is at an average age of 32 to 33 years. Nevertheless, we feel that this point, together with others of less overall importance can be readily resolved."

Support for the scheme was pledged by Mr. Frank Berry, of the Humber pilots, but he said there were some aspects of the national fund that were detrimental to the local scheme.

He asked for an undertaking that future entrants to the Humber pilot service would not be forced to join a national fund instead of the local scheme.

The chairman, assured him that there would be no attempt to introduce rules and regulations which would strangle the Humber scheme.

"There will be no coercion," said Mr. Tate.

The delegates were told that investigations into other schemes had disclosed that none produced a 50 per cent pension.

Mr. A. C. Poyser, said that some of the present individual port schemes were poor. In some ports no scheme existed at all. Under the national scheme the majority of pensions would be improved.

Objections that might be raised because it might produce a smaller pension could be met by operating an additional contributions system to make up the amount.

Mr. Tate said that the minimum requirement of the scheme was half pay on a non-contributory system.

Cardiff's Attitude

"Cardiff have not come to oppose the Scheme" said Mr. Morgan "we would welcome it with both hands if it were possible or feasible for us."

Many pension schemes, he said, came into existence nearly a century ago and were based on 25 years' service. Cardiff supported the request of Mr. Hare of Port Talbot that this basis should be considered rather than 35 years. It would be wrong to fix the new level of pensions on the last three years or even ten years. He submitted that it should be on the Letch level of earnings. They had heard in recent times in the West Country of a pilot earning about £5,000 a year. Suddenly there was a drop in trade and the earnings at about £1,000. The reason for the falling off of trade need not concern them, but having paid contributions on a level of £5,000 should they agree to a pension based on half pay of £1,000, being the mean of his last three years earnings? Surely all must agree that the Letch level was the only fair and safe yardstick.

How could they allocate a sum per pilot to be transferred to the new fund from a pension fund that was based on a percentage taken out of gross pilotage and paid out at the same level for all pensioners at the age of 65 irrespective of years of service, provided that that pilot had completed over 20 years service? There were many such schemes in other ports when pensions were not the accepted thing. The difficulty at Cardiff was that there was no easy way of arriving at a per capita contribution for pilots. It would appear that while they wanted the scheme at Cardiff mathematics would make it impossible for them to join.

TWO NEW EXECUTIVE COMMITTEE MEMBERS



Mr. F. Berry



Mr. K. Grant

In the elections for the Executive Committee Messrs. T. W. Fleming (Clyde) and S. Green (Barrow) were re-elected and the remaining two positions – Mr. G. W. Dunn (Humber) not seeking re-election – were filled by Mr. F. Berry (Humber) and Mr. K. Grant (Southampton).

Mr. Berry first attended Conference in 1953 and is well known among members for his timely comments in debate and for his personality which is brought out in the photograph above. He is a Hull man having been born there in August 1924 and following three years' attendance at the Hull Trinity House Navigation School he became an indentured Humber pilot apprentice in October 1939. After six years he left the pilotage service and was with the Stanhope Steamship Company and the British Tanker Company. He was licensed as a Humber pilot in February 1949 and his interest in the service is borne out by the fact that he has served on the pilotage committee for almost eleven years.

Unlike Mr. Berry, Mr. Grant had not been seen at Conference until last year. He was indentured with Houlder Bros. in 1933 and served as a junior officer in the Blue Star Line for two years before joining the Union Castle Line in 1939 and served with them as chief officer and master. He was licensed as an Isle of Wight Inward pilot in 1948 and transferred to the Southampton Outward service in 1958. He is a member of the Honourable Company of Master Mariners, is married and has two daughters. Another quality is his penmanship. It is a joy to receive one of his clear and beautifully written letters in these days when handwriting seems to count for so little.

TECHNICAL DEVELOPMENTS AFFECTING PILOTAGE

by R. H. FARRANDS

I would like to start by referring to a contribution by David Perry, London River, appearing in *The Pilot* of March 1964. It was called "A Time for Decision" and its content which I shall try to summarise forms an introduction to and indeed the basis of what I have to say. Briefly Mr. Perry said that in these days rewards were the result of collective bargaining and that it was essential for pilots to have something to bargain with. In this respect pilots had a number of natural advantages, not the least were the understanding of local harbour conditions together with a wide knowledge of modern merchant ships and modern equipment. He suggested that in consequence our profession should take in such matters as technical developments both in the field of electronics and even in the wider field of harbour development and modernisation. The pilotage profession provided a virtually untapped source of expert experience of the practical operation of every port in the U.K. and expert knowledge which could be used in devising methods of improving electronic equipment now extensively fitted in modern ships. Mr. Perry finished by saying that it was upon a pilot's skill and experience that the successful operation of many expensive projects will finally depend.

While what Mr. Perry had to say about collective bargaining may not be in accord with some political thinking at the moment, the value of a pilot's services and consequently his right to earnings depends and will increasingly depend upon his technical ability and what I have to say now relates primarily to pilotage and its realisation to the technical developments which have and are taking place aboard ships and in port facilities to expedite the safe passage of a ship in and out of port.

In comparison to the shipping world, vast sums of money are poured into the development of navigational systems in aircraft and into systems of control at airports to make landing and take off safer. Much research is devoted to automating these processes

in order to help the pilot and reduce accidents due to human error or adverse weather conditions. In contrast to the lavish sums of money spent in the provision of instrumentation and electronics in the aircraft industry, the shipowner has in the past been notoriously conservative in his readiness to provide shipping with modern aids to navigation. This is probably due in part to men of the sea who are inclined to be resistant to change and suspicious of any new fangled device which may be installed aboard their ships. However, things are beginning to change possibly due in part to the fact that shipowners faced with competition from the air have reinsured by entering the airline business and have realised how primitive are the facilities for navigation in their own ships.

Much more thought is now being given to instrumentation and electronic aids to navigation but a word which we are hearing more and more of is automation. Whereas in the aircraft industry, automation is being introduced to reduce human error and increase safety, in shipping its main purpose is to reduce the number of the crew both on the grounds of the shortage of seamen and the rapidly increasing crew costs. In the forefront of the drive are the tanker and bulk carrier owners. Because this class of ship spends some 85% of its time at sea, its crew costs amount to some 40 to 50% of the voyage costs; the Shell Company estimates that a semi-skilled man costs them approximately £6000 a year.

In June this year, the French Shell tanker *Dolabella* sailed on her maiden voyage. The owners cannot claim to have made the first attempt at automation but it is certainly the most comprehensive. The *Dolabella* has an organisation chart all of its own. First comes the master. Secondly the head of operations who has beneath him three watch keeping navigational officers, three seamen and a radio operator. Thirdly the head of maintenance and repairs with his three engineering officers and eleven

skilled men. Cooks and bottle washers make up the remainder. Shell sees its way to getting the crew down to 24 once the equipment has been proved and further savings are eventually possible with more mechanisation. The day is envisaged when a skeleton crew is used for deep sea work and extra personnel are flown on board by helicopter for the trickier job of entering harbour.

This new concept of crew organisation is likely to change the status of the master and it has been suggested that he could be likened to a manager of a company depending on the closest of collaboration with the head of the operations department and the head of the maintenance department. Some pundits think the change will be more drastic with the eventual disappearance of the master as the least productive man aboard. A meeting of the Institute of Navigation fixed for December will discuss "Is there a future for the captain".

The point I wish to make here and it is the point that Mr. Tate made to the European pilots recently is this - pilots equate their status and responsibility and thus their earnings to the masters of ships but pilots must also realise that their value to shipping will increasingly depend on their technical ability and knowledge used in progressing a ship in and out of port under all conditions of weather and visibility with the help of electronic aids which are being evolved and foreseen in the near future. The safe passage of a ship in pilotage waters tends to become a combined operation using the facilities on board ship and those provided ashore. Thus the pilot will tend to become a site manager and a specialist in his own craft and it follows that his unique knowledge and experience must influence the course of technical developments. His particular requirements must be made known in order that he may have the facilities to carry out his duties in the most efficient manner having due regard to the safety of navigation.

Facilities to carry out his duties. Many of us older pilots remember ships with open bridges and no protection from the weather. Men on the bridge frozen stiff or baked alive, men draped in oilskins with rain pouring down the back of their necks. The man at the wheel peering hopefully at a

compass which more likely than not had a huge bubble floating about inside. Bridge design has come a long way since those days and it is now realised that men cannot carry out their duties efficiently or concentrate unless working in comfortable conditions, particularly pilots who often have to spend many hours in utmost concentration and watchfulness. The pilot must have up to date equipment to carry out his duties efficiently and be in a position to use the equipment to its fullest extent, the bridge is his control position and must be designed to take into account his particular needs.

I think it is fair to say that the trend in bridge design and instrument layout stems mainly from advice to shipowners from their seagoing masters and marine superintendents who have been masters before coming ashore. Their particular requirements are of course concerned with deep sea and coastal navigation and not too much thought has been given to the requirements for pilotage. Although a ship averages only 5% of its time in pilotage waters, some 65% of all collisions take place there and therefore it is of the utmost importance that a pilot is provided with efficient facilities for pilotage in narrow channels and for docking and berthing. To name a few - good all round vision, positioning of indicators, compass repeater, v.h.f. R/T handset and radar P.P.I. in a central position on the foreside of the wheelhouse. In large ships v.h.f. facilities in the wings of the bridge for communication with tugs, visual verification from the wings of engine movements and helm orders. I think it is sometimes forgotten by those responsible for bridge design that pilots have to deal with ships of many nationalities and the difficulties that arise through language problems.

I do not wish to go into the bridge aft controversy here, enough has been said in the past to make the pilot's position clear. But it does seem to me that shipbuilding economics and the fact that ships' officers prefer to work and live aft has been allowed to override safety factors in narrow channels. This applies particularly at night and in conditions of poor visibility. One contributor to a well known journal suggested that the answer was to put the pilot or the master up into the crows nest.

I do not wish to get bogged down with

detail here but a word about radar. Pilots must encourage shipowners to fit the latest designs and be in a position if necessary to operate the radar themselves to obtain the best results. Too often sets are badly tuned and working below maximum efficiency; new ships officers, not acquainted with a particular model are often not conversant with getting the best out of a set; in some cases where a true motion attachment is provided, officers do not know how to operate it. This surely calls for standardisation of radar sets controls, with internationally recognised symbols, visible at night time. I would also like to hear pilots' views on the type of radar set which gives a true motion presentation but, by mechanical rotation of the tube gives a ship's head up display.

In 1963, pilots from London and E.M.P.A. attended a convention on safety and reliability of sea and air transport organised by the British, French and German Institutes of Navigation. One of the subjects discussed was bridge design and due to the interest shown, the Institute of Navigation made this a subject for study by their technical committee. U.K.P.A. stations and E.M.P.A. countries were asked for their ideas on bridge design and their answers showed that there was a considerable interest taken by pilots in the subject. Mr. Sanders volunteered to write a paper on bridge design and the ideas of the U.K.P.A. and E.M.P.A. pilots were incorporated in it. The paper has been given to the Institute of Navigation and circulated to all E.M.P.A. members.

More recently Mr. Harding, Medway pilot, and I attended an exhibition in London on ships' gear, principally to inspect a full scale model of a bridge and its associated instrument layout. This is evidence of the growing interest in the subject and one to which I hope pilots will make a contribution. Kelvin Hughes who engineered the model were most interested in Mr. Sanders' paper and wish to have discussions on it. This illustrates one way in which pilots' particular requirements in bridge design can be made known in the interests of safety of navigation in pilotage waters - tools with which to finish the job.

I made reference earlier to technical developments in port facilities to expedite the safe passage of a ship in and out of

port. This brings me to the subject of shore-based radar and communications which will play an increasingly important part in the efficiency of pilotage services. It is of course recognised that a ship's radar is the prime factor in getting a vessel in and out of port during periods of bad visibility assisted if possible by a port's information service on v.h.f. R/T giving conditions of visibility, traffic situation and navigational information. Nevertheless in a winding channel approach to a harbour, the ship's radar is often not able to see round the corner, its transmission being blocked by factory buildings and high ground, and it is most important at times to know what is round the corner and whether the channel or reach is blocked by anchored ships.

The information will be a help to the pilot in making up his mind whether to continue or come to safe anchorage. The shore-based radar display gives the picture from a stationary point and not subject to errors sometimes experienced on board due to movement through the water. It can inform the pilot of the position of buoys or small objects which may get lost in the groundwave of the ship's set. A ship's set is not always working at maximum efficiency and masts, sampson posts and derricks often produce blind spots when the ship's scanner is badly sited, and of course there are many ships where it is the company's policy not to fit radar at all.

All these factors make the installation of shore-based radar and radar chains highly desirable in a busy port with a high density of shipping. Wasted time is very costly to all forms of transport not in the least sea transport where the running costs have risen to very high proportions and not forgetting also the cost of shore gangs standing by to load or discharge a ship which has been delayed by fog. The port authority or river authority also looks on shore-based radar as a means of surveillance of the traffic in the area under its jurisdiction, a means of disciplining small craft and barges which tend to navigate in the middle of the channel or cut corners without any regard to the safety of large ships in confined waters. It no doubt sees shore-based radar as a means of controlling the flow of traffic in foggy weather and solving the problem of congestion in these circumstances and the problem

of clearing the congestion after long periods of fog.

Following criticism of major ports contained in the Rochdale Report and the passing of the Harbours Act which gives port authorities considerable power should they wish to have it and the promise of Government money to finance development of ports, there has been a rush by port authorities to prove how forward looking they are and why their particular port should be given preference in schemes to modernise their facilities. Inevitably this means many schemes for shore-based radar and radar chains, (very expensive projects) and therefore it is essential that the pilot be taken into consultation in the planning stages and in the operational stages later on because it is he who is the major factor in utilising the advantages which such systems can bring to shipping and port operation.

But of course the pilots must know what they are talking about when their advice is sought and therefore I suggest that the U.K.P.A. should be in a position to give advice to the pilots of a port where such projects are contemplated and to this end we must in part depend on the experiences of pilots where such systems are already in operation.

Historically speaking, it was Liverpool who were the pioneers in the world of shore-based radar to supervise traffic in a harbour area. That was in July 1948. Since then harbour radar has entrenched itself as a special type of radar in many other ports and probably now two of the most advanced systems are that in operation on the Elbe River approaches to the Kiel Canal and to Hamburg and that in operation on the New Waterway forming the approaches to Rotterdam. Each port and its approaches are very different geographically and different systems have been evolved to suit the circumstances; this is true for all ports of course.

Taking Hamburg and the Elbe first; the actual harbour or port of Hamburg is covered by six displays centred in the Hamburg Harbour Pilots Station and operated by the pilots themselves drawn from the duty watch at the station. Certain pilots have been selected and trained to do this and it has proved very successful. The Elbe for some 80 miles from Hamburg down to

Elbe I Light Vessel where the sea cutters are stationed, is covered by a radar chain with displays centred at Cuxhaven and Brunsbuttel. It has always been the contention of the Elbe sea and river pilots that the efficiency of shorebased radar services would be increased considerably if the pilots themselves were able to operate the radar during periods of poor visibility. They maintained that they could accept responsibility for their advice to shipping whereas civilian employee operators were restricted to giving positional information only, as their authority would not be willing to accept such responsibility in the case of collisions or strandings due to incorrect advice. They maintained that they knew the individual pilot and the handling characteristics of the ship concerned. They also claimed that pilots on shore-based radar could help to reduce the congestion caused by ships blocking the channel while waiting to enter the Kiel Canal.

Eventually the German Government allowed Elbe pilots to replace the civilian operators for a trial period at the Brunsbuttel Station which covers the upper half of the Elbe. In May last year, the Elbe pilots took over at very short notice and started to train selected pilots who were suitable for the job. The experiment proved to be very successful and was particularly commended by shipmasters. The German Government has agreed as a result to hand over the radar stations at Brunsbuttel and Cuxhaven covering the entire length of the Elbe and the radar chain centred at Bremerhaven covering 40 miles of the Weser from the sea pilot cutter to Bremerhaven. Pilots will man the central stations when visibility falls below three kilometres (1.6 miles). Remuneration will be paid to the Pilot Brotherhoods based on a total of 950 hours of fog or bad visibility per year.

I think that the German pilots are to be congratulated on their perseverance and on the success which their efforts have achieved. However, one or two things must be said. Firstly the pilots already manage the pilot cutters and stations provided by their Government so in effect transfer of radar stations is made somewhat easier. Secondly, pilotage in Germany is non-compulsory but payment of a pilots' maintenance tax is paid by all vessels over 500 tons and con-

sequently operation of the shore-based radar does give the pilots some control over small ships which do not normally take a pilot in clear weather.

The port of Rotterdam is geographically very differently placed and consists of an artificial canal some 20 miles long connecting the sea to the various harbours forming the port. The radar chain consists of three stations covering the harbours and their entrances to the New Waterway and four stations covering the length of the New Waterway from Rotterdam to the sea pilot cutters. In contrast to the Elbe and Weser where transmissions are fed electronically into central stations, four separate stations manned by civilian operators, are sited along the sides of the New Waterway, each station being responsible for approximately a five miles stretch. The system can be likened to a railway line with the operators receiving ships and passing them on to the next station; it works very efficiently and deals competently with the enormous flow of traffic in and out of port. The system of control under conditions of poor visibility is that the authority does not impose any order of entry but does restrict the number of ships accepted by the radar chain to four per operator and endeavours to maintain a flow of four ships per hour in each direction. The supply of pilots for outward bound ships is also strictly regulated so that the radar operators can deal with the flow, safely and efficiently. As far as communications are concerned with the radar chains, both German and Dutch pilots are provided with portable v.h.f. R/T sets, international channels being allocated to each section.

Another interesting development at Rotterdam is the provision of a voluntary service by the Pilot Master's radar at the Hook to help ships find the sea cutter in poor visibility and help ships to get clear of the congested port approach after dropping the pilot at the sea cutter. This again is possibly a form of remote pilotage but outside pilotage waters.

Talking of the sea cutters serving the port of Rotterdam, I would like to bring to your attention an experiment which is to take place and that is the serving of pilots to ships by helicopter. A dozen pilots will be stationed at Valkenburg and placed on board a ship by helicopter if requested. The

Rotterdam Authority stated that a helicopter service would greatly speed up pilot procedure and shorten waiting periods for ships if their owners were prepared to pay the higher cost of the service. A similar experiment will be tried out at Amsterdam where 40 out of 63 pilots have volunteered to take part providing insurance is guaranteed. Those of you who were present at the London A.G.M. of E.M.P.A. will remember the Elbe sea cutter *Kommodore Ruser* where experiments in supplying pilots to the cutter by helicopter have been taking place for some time. The costs of such projects are high but if it can be integrated with other services, it might be economical. The ferrying of men to a ship manned by a skeleton crew is a case in point; airsea rescue another.

Mr. Harding, Medway pilot, gave an excellent account to the 1964 Conference on RATAN and shore-based radar. To remind you, this is a system of transmitting the shore-based radar picture direct to a ship which receives it on board by means of a television set. This system has a great deal to be said for it and would allow the pilot to see for himself the picture received ashore without having a shore operator to act as an interpreter. The experiments at Sheerness and Southend appear to have fizzled out due to lack of financial support from the Ministry of Transport and lack of interest generally. This is a subject which a specialised group of U.K.P.A. pilots should discuss. If there is merit in it, the pilots should take the lead. Pilots must take an interest in technical developments and not let it be a case of events overtaking pilots.

Finally I would like to say that pilots must make themselves more publicity conscious. Little is known of the magnificent job which they do. Too often a master arrives at a pilot station with a sigh of relief. A pilot will get the ship safely to its destination at times under appalling conditions of fog and lack of proper or efficient equipment. The master may go to head office or his agents and be congratulated on bringing his ship in under adverse conditions and saving a great deal of money. A master has forgotten that it was the pilot with his specialised knowledge and his technical ability which achieved the safe passage. Too often a photograph appears in the papers of a bad collision in pilotage waters with

the usual inferences drawn. No one realises a pilot's difficulties or of the hundreds and thousands of ships which are safely brought in and taken out under difficult circumstances. Public relations is something which I suppose is alien to the sailor but is still a most important feature of contemporary life and one which we ought to do something about; to put the pilots' job on the map and counteract ignorant statements which appear in certain nautical publications.

R. H. Farrands.

October 1966.

Elections continued from page 25

MR. RHODES NOW TREASURER

The President was re-elected on the proposition of the Chairman and there was a keen competition among the delegates for the honour of seconding so that it almost goes without saying that the decision was unanimous.

Likewise there was no doubt about Conference's desire that Mr. Tate should remain in office as senior Vice-President, but the position of junior Vice-President presented a different problem in the face of Mr. Wynn's determination to "fade out".

Mr. Chambers proposed Mr. Rhodes and Mr. Hare promptly seconded. Mr. Balmain was also suggested but would not allow his name to go forward, so Conference unanimously voted for Mr. Rhodes.

There is no rule requiring the junior Vice-President to act as Treasurer so with Mr. Wynn dropping out after having done the job so well for many years who should take it on? Naturally all eyes seemed to be turned to Mr. Rhodes. The delegates were rather amused by the embarrassing position and promptly elected him Treasurer.

In the meantime the votes in the Executive ballot had been counted and the matter at the top of page 25 shows what happened. The other officers remain as heretofore including of course, Mr. C. D. Griffiths.

SOCIAL FUNCTIONS

The Hull pilots were excellent hosts and saw to it that their guests had no dull moment.

The social programme started with an afternoon function immediately after the pre-Conference meeting of the Executive Committee. By then most of the delegates had arrived and were given an official welcome by the Lord Mayor and Sheriff. In the evening the Lord Mayor entertained to dinner the members of the Executive Committee.

The Humber Conservancy Board entertained the pilots and visitors to luncheon in the Guildhall. Mr. F. Atkinson, Chairman of the Board, presided at the function and the guests included the Lord Mayor, the Sheriff and Mr. J. Good, Chairman of the Humber Pilotage Committee.

Mr. Atkinson said that for some time the board had felt that some improvement was necessary for the collection and transmission of vital information on the movement of ships in the Humber Estuary.

A Port Information Service had therefore been established at Hull, fitted with the most modern equipment and instruments. It was, of course, fully co-ordinated with the dock authorities, which ensured a valuable two-

way traffic in vital information.

Thanking the Board for their hospitality, Mr. Tate, said that in the past, the relationship between his association and the Board was perhaps "not of the best."

There was now a changed atmosphere, the utmost co-operation and great help.

Again at the Guildhall, following the afternoon session of the Conference the U.K.P.A. gave its reception. More than 400 people attended. Among the guests were representatives of national and local shipping organizations; London Trinity House and Hull Trinity House, Port Authorities, Humber Conservancy Board, the Honourable Company of Master Mariners and the National Ports Council. Commander H. Pursey, M.P. for East Hull was also present. In the unavoidable absence of the U.K.P.A. President, the guests were received by Mr. Tate.

Afterwards, guests were entertained at a buffet dance given at the Skyline Ballroom by the Humber Pilots.

While the men were busy at Conference on the second morning the wives and friends were given a special treat at the docks.

Finally there was a reception given by the Hull Chamber of Shipping and Commerce at the Eden Country Club, Willerby.



At the Humber Pilots' buffet supper dance at the Skyline ballroom after the U.K.P.A. reception on the Wednesday evening. Seated in front are Mr. F. Staniforth, the Lady Mayoress, the Sheriff's lady, Mrs. Staniforth and Mrs. H. Forrester. Standing behind left to right are Mr. Frank Atkinson Chairman of the Humber Conservancy Board, Mr. C. D. Griffiths, Mr. M. Blackburn, the Lord Mayor, the Sheriff, Mrs. Barrett, her sister Mrs. C. Taylor, Mrs. M. Blackburn, Mr. and Mrs. E. Peasegood, Mrs. Atkinson and Mr. D. Barrett looking none the worse for the strenuous time he had as Chairman of the Conference sub-committee on behalf of the Humber Pilots' Society.

WHAT MR. DITCHBURN REALLY SAID

After the Conference Mr. M. DITCHBURN was confronted with objections from the local shipping circles with regard to the report in the *Journal of Commerce* on his speech at Conference about the evasion of pilotage by the non-sending of E.T.A.s and the development of bulk carrier discharge off the port of Whitehaven into smaller vessels. He looked into the matter and said he could well understand the objections which had been voiced. In his speech he made no suggestion whatsoever that pilotage evasion was even being considered by the charterers hiring the bulk-carriers or that they were evading pilotage by the use of coasters to tranship the cargo from Whitehaven roads to the port.

It will remove any misunderstanding if we give the text of Mr. Ditchburn's speech which follows :-

Evasion of Pilotage through the non-sending of E.T.A.s (Estimated Time of Arrivals).

Vessels arriving in the Whitehaven - Maryport pilotage district, namely *Dutch vessels*, have at times failed to send E.T.A.s and on arriving off the ports, having the correct signal displayed requesting a pilot, to find no pilot available. The pilots, having no notification of this vessel's E.T.A. are not in attendance, and consequently, even though the vessel in question qualifies for compulsory pilotage, the vessel proceeds inwards to the master's orders, with the result pilotage has been evaded, we think deliberately, and the pilot is unable to claim his fee.

I have had a claim for pilotage under these conditions submitted to Trinity House, and they ruled that pilotage could not be claimed. Instances like this surely gives a foundation to the pilots' argument that the sending of E.T.A.s should be made compulsory. In all fairness, I must add here that with regard to the sending of E.T.A.s by the regular traders to the district the information supplied by the shipbrokers is irreproachable.

Another case where a Dutch vessel arrived off the port of Whitehaven and correctly requested the services of a pilot. Unfortunately the engine of the pilot boat would

not start and during the period I was looking for another boat to put me on board the Dutch vessel, the local agents advised the vessel by R/T of the existing circumstances and on hearing the position the master proceeded inwards without a pilot. In the meantime I had hired another boat, but proved to be too late to carry out the act of pilotage. Who then pays for the hire of this boat? On presenting my pilot bills to the master for inward pilotage, he refused to sign.

This case was also submitted to Trinity House who again ruled in the shipowners' favour stating that pilotage could not be claimed.

In conclusion on the basis of the above two cases, I determine that the time has arrived, especially now when all types of modern communications are available, that the existing pilotage bye-laws should be altered or modernised. A little in the pilots' favour, instead of leaving them in their present form where they can seemingly be interpreted in the shipowners' favour at all times.

The development of the discharge of bulk carriers at anchorage off the port of Whitehaven into smaller vessels.

During the last twelve months the discharging of bulk carriers up to 20,000 tons, into smaller vessels, has been developed off the Solway Firth port of Whitehaven.

Primarily, I must explain that the maximum size for a vessel using the port of Whitehaven is length 270 feet, beam 40, giving a vessel of about 2,500 tons, deadweight, with a draft of 17 ft. Owing to the restriction in the number of vessels the port can handle at the one time, the main users of the port in order to maintain the required level of production at the factory, decided to import their cargo from Casablanca, using 18,000 ton bulk carriers and discharge the cargo in the roads, weather permitting, and as an alternative, say with fresh northerly winds, permission was obtained to facilitate discharging in Wigton Bay, into smaller vessels.

The receivers of the cargo, who are the main users of the port of Whitehaven, own three cargo vessels, which are continually

employed trading between Whitehaven and Casablanca, and whenever practicable are used to tranship the cargo from the bulk carrier.

When the operation bulk carrier commenced in July 1965, the pilots advised the receivers that in the event of the carrier entering the pilotage district, the vessel would qualify for compulsory pilotage, which meant that the pilot would board one mile west of St. Bees Head and conduct her to an anchorage which the pilots have since called the discharging position. They were also informed that the ferry ships used to tranship the cargo to Whitehaven dock, would also require the pilots' services.

During the discharge of the first bulk carriers, a dispute arose about the payment of pilotage. The pilots considered that the job of taking the ferry ships from the berth in Whitehaven dock to Whitehaven roads should constitute one act of pilotage, and the job of taking the ferry ships from the roads to the berth alongside the bulk carrier should be a separate act of pilotage, and duly presented two pilotage bills to the shipbrokers for payment. However, the shipbrokers disputed these bills, contending that the act of pilotage from the berth in Whitehaven dock to the berth alongside the bulk carrier should constitute one job and, by-passing the sub-commissioners of pilotage for the Whitehaven - Maryport, district, consulted Trinity House direct, who ruled in the shipowners' favour, stating that acts of pilotage should be termed one job, the result was that the pilots were only paid for one pilotage.

Following this dispute, to avoid any further misunderstanding, the pilots arranged a meeting with the transport manager of the receivers, two shipbroker's representatives and two pilots, to discuss the pilotage rates to be applied to any further bulk carrier operations.

At this meeting on learning that the bulk carrier trade would increase in the year 1967, and that to avoid any further dispute it was suggested the bulk carrier may be discharged outside the pilotage area, the pilots in their own interest decided to accept the receivers' terms, i.e., that the act of pilotage from Whitehaven dock to the roads and thence to the berth alongside the bulk carrier should be classed as one job. It was

also agreed that the ferry ships used for transshipping the cargo wherever possible, would be vessels of their own, that is the receivers' fleet, which are as I have already explained normally used. Also in the event of having to use coasters as ferry ships it was agreed that the pilots would be informed.

During the month of September this year, unavoidably, it was found necessary to use a coaster as a ferry ship to discharge the bulk carrier. The coaster used was one of less than 1,500 tons gross, which does not qualify for compulsory pilotage, providing the vessel concerned had not traded outside the home trade limits. Unfortunately, as far as the pilots were concerned, this vessel, was classed as home trade, and did not require the pilots' services. It must be mentioned here that one of the normal ferry ships was used in conjunction with the coaster, the other two ferry ships normally used were not available. Another bulk carrier was discharged last week and the normal ferry ships were again used.

In conclusion, I would emphasise that in my opinion and that of my colleagues, this type of discharge could prove successful at many of our main ports. In recent shipping reports it has been stated that a 1,000,000 (one million) ton vessel may be constructed in the not too distant future and under present conditions would not be able to dock at many of this country's ports, if any, and would therefore have to be discharged in the manner I have been explaining.

It is therefore time now for the pilots to act, and ensure that adequate provision for pilotage under these conditions are given a firm foundation.

The speech by Mr. Ditchburn was practically the closing event of the Conference. It did not provoke a lengthy discussion but one delegate warned of the danger of not using the correct number of tugs when manoeuvring vessels. Pilots, he said, should not in any circumstances agree to economising on tugs if it led to hazarding their ship.

SENIOR MEDWAY PILOT RETIRES

MR. ROBERT MANSON, the senior pilot on the Medway station has retired on the age limit from the Trinity House pilotage service after 36 years of piloting and 48 years at sea. He first went to sea as an apprentice at the age of 17 with the firm of George T. Redhead of Newcastle. This was during the first world war, and he was torpedoed early in 1918 in the Irish Sea, but in his own words "suffered no hardship whatsoever".

"Bob" Manson had one ambition as a lad - to be a River pilot, and eight years later, on qualifying for his master's certificate he joined the collier firm of Wm. Corg & Son to gain experience of the Thames and Medway. In 1929 he was appointed to the Trinity House pilotage service at Garrison Point, Sheerness.

A few months after the outbreak of the second world war Mr. Manson was transferred to the Dover station. Owing to war conditions he was sent to the Clyde in August 1940, but his stay was short and in 1941 he returned to the Medway.

Mr. Manson was the last of the pre-war pilots at Sheerness of which there were seven. Over the years the station has grown and the complement is now 31. A large proportion of the Medway pilots' work is the handling of oil tankers going to and from the B.P. (Kent) Oil Refinery at the Isle of Grain which came into operation in 1953. He was one of the pioneer pilots who broke this new ground and with the stepping up in the size of ship used in this trade his knowledge and skill were invaluable in laying the foundations of the pilotage procedure for this major oil terminal. As the port progressed he became more involved in the negotiations with the industry and firmly pressed home the pilots' requirements for the safe handling of such large vessels, at the same time understanding the problems of the shipowner. The equipment available in those days was inferior to a large degree yet much was accomplished thanks to the skill, determination and loyal service given by Mr. Manson and his colleagues during the crucial build-up period.

At a farewell party held on the 21st October. Mr. and Mrs. Manson along with many guests, people with whom, (as Bob put it himself), he came in contact while



Mr. R. Manson

piloting ships, were entertained by the Medway Pilots' Association. As a token of respect for our senior pilot a suitably inscribed gold watch was presented to him. Mrs. Manson was presented with some Venetian glass of her own choice and two bouquets of flowers, one from the pilot boat crew.

We shall all remember him as a genial, friendly companion and hope he has many happy years of retirement along with his charming wife.

A.D.

ANOTHER PILOT IN CONSULTANT CAPACITY

Mr. P. J. Hannan late of the London District has been appointed nautical consultant to the Gorthon Lines. This Swedish firm will be increasing their trading to this country. Mr. Hannan is a retired member of the U.K.P.A.

AND SO TO PRESS

Now it is all over I realise what a feeble effort I made with what was really my swan song. Perhaps it would have been better to have waited for a lead from the Chair because having withdrawn from Conference proceedings for a time in charge of Mr. Balmain, it was not possible to know what had transpired in my absence, although coming back to a round of applause one assumed no bricks had been flying about, but it did produce for a few moments the lump in the throat which any pilot must feel in "swallowing the anchor". The thought should have been uppermost in my mind was that throughout the years I had enjoyed the happiest of relations with the members of the U.K.P.A., and indeed some who have chosen to ally themselves to the Union camp at no time has there been any hitch towards us.

There paraded across my memory many of whom the present generation has never heard, but earlier editions of *The Pilot* contained a record of their points of view. I should like to name them all but by odd tricks of memory some names escape me.

For the same reason I have some difficulty in answering the question "How does the U.K.P.A. compare with what it was in your early days and through the years?" I never shared Sir John Inskip's lament that in the old days the Association was better served by its Executive, meaning that the men were better able to discuss and act on the problems of the day.

With Mr. Tate at the helm and Mr. Griffiths functioning at Head Office you are in particularly good hands and I look forward to meeting some of you again.

A.C.

LOCAL SECRETARIES

Aberdeen	...	J. Cattenach	...	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	...	A. Brines	...	9 Brookeborough Avenue, Carrickfergus, Co. Antrim, N. Ireland.
Boston, Lincs.	...	H. Fountain	...	55 Kingsway, Boston, Lincs.
Bridgwater	...	C. Muller	...	1 Rowan Close, Puriton, nr. 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.
Gourock	...	T. W. Fleming	...	5 Ashton Road, Gourock, Renfrewshire.
Colchester	...	C. Hills	...	26 Regent Road, Brightlingsea, Essex.
Coleraine	...	W. Dalzell	...	Harbour Office, Coleraine, Co. Derry, N. Ireland.
Dartmouth	...	R. R. Gatzias	...	29 b Lower Street, Dartmouth.
Exeter	...	H. J. Bradford	...	22 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	...	C. A. C. Milsom	...	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	Humber Pilots' Society, 50 Queen St., Hull, Yorks.
Ipswich	...	L. E. Fane,	...	16 Mersey Road, Ipswich, Suffolk.
Isle of Wight (Inw'd)	...	W. L. D. Bayley	...	25 Union Street, Ryde.
Leith	...	L. M. Smith	...	64 Trinity Road, Edinburgh 5.
London :-				
Cinque Ports	...	J. A. Cresswell	...	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	...	T. G. Hannaford	...	175 Wards Hill Road, Minster, Sheppey, Kent.
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	...	B. R. Woodruffe	...	Greenisle, South Hook Road, Gelliswick, Milford Haven.
Neath	...	A. Boshier	...	8 Thorney Road, Baglan, Port Talbot.
Newlyn	...	J. Geddes	...	11 Donnington Road, Lidden Estate, Penzance.
Par	...	R. F. Dunn	...	The Ervals, Eastcliffe, Par, Cornwall.
Plymouth	...	E. Rogers	...	Pilot Office, 2 The Barbican, Plymouth.
Poole	...	E. S. Haines	...	Pilot Office, The Quay, Poole, Dorset.
Portsmouth	...	P. A. Hawkesworth	...	19a High Street, Old Portsmouth, Hants
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	...	A. Bramley	...	3 Willow Close, Lancing, Sussex.
Southampton	...	K. E. Powell	...	Pilot Office, Union-Castle House, Canute Road, Southampton.
South Shields	...	T. A. Purvis	...	2 Parkside Avenue, Tynemouth, N. Shields.
Sunderland	...	S. Hall	...	Pilot Office, Old North Pier, Sunderland, Co. Durham.
Taw & Torridge	...	V. W. Harris	...	Fernlea, Pitt Hill, Appledore, N. Devon.
Teignmouth	...	J. E. Broom	...	5 Strand, Teignmouth, Devon.
Trent	...	W. L. Smedley	...	10 Skelton Avenue, Grammar School Road, Hull, Yorks.
Workington	...	M. Ditchburn	...	68 Loop Road North, Whitehaven, Cumberland.
(Whitehaven and Maryport)
Wisbech	...	E. M. C. Dale	...	90 Edinburgh Drive, Wisbech.
Yarmouth	...	C. Bewley	...	35 Sussex Road, Gorleston-on-Sea, Yarmouth.