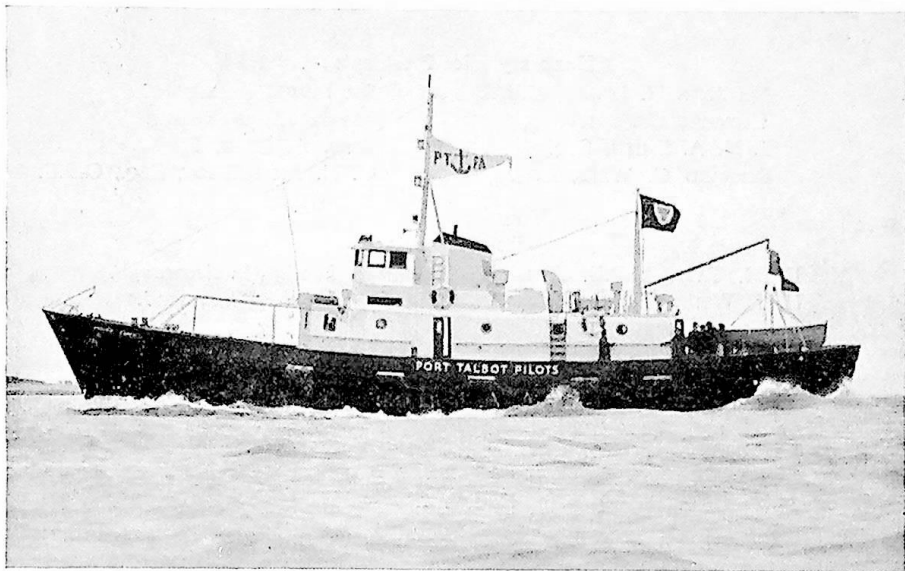


The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 2 Vol. 38

January, 1960



Port Talbot's New Pilot Vessel

Port Talbot Pilotage Authority's pilot vessel Margam Abbey which was launched last August by Lady Marian Byass, wife of the Chairman of the Authority, is now in service. Owing to the exposed waters off the port it is necessary to employ a seaworthy craft which must be suitable and not too large to go alongside vessels in a seaway. Special attention was given therefore to the hull form and strength and to the fendering arrangements. A model of the hull was tested in the tanks of Saunders-Roe of East Cowes, to ascertain its reaction in waves manoueverability and resistance characteristics.

The general particulars of the craft are — length (O.A.) 88 ft., B.P. 80 ft., breadth 20 ft., max. dft. (Aft) 9 ft. 6 ins., displacement (Loaded) 152·68 tons, speed 10·5 knots. The fendering requirements have been met by the inclusion of 1 ft. 3 ins. dia. x 6 ft. long tubular fenders on each bow and from this point aft, four 8 in. diam. x 6 ft. long fenders have been slung in horizontal fashion by chains, at equal intervals on either side.

Stainless steel life lines on either side forward are provided for the pilots for boarding purposes, and friction strips are fitted to the bulwark rails in way of such lines and to approach steps as a safety precaution in bad weather. The pilots and crew have nicely appointed quarters. The vessel was built at Lowestoft by Richard Ironworks Ltd.

HEAD OFFICE OF THE ASSOCIATION :

SHANNON COURT • CORN STREET • BRISTOL

C. D. GRIFFITHS, O.B.E., D.F.C., — General Secretary and Solicitor
to whom all communications are to be addressed

United Kingdom Pilots' Association

**President :**

CAPTAIN SIR PETER MACDONALD, K.B.E.

Honorary Vice-Presidents :

SIR JOHN H. INSKIP, K.B.E.	SIR IRVING ALBERY
LADY APSLEY	MAJOR JAMES BURNIE
J. H. A. SMITH, ESQ.	ALEX A. LOVE, ESQ.
BERNARD C. WEBB, ESQ.	G. N. RICHARDSON, ESQ., O.B.E.

Vice-Presidents :

D. H. TATE, M.B.E. (Tees), 266, Acklam Road, Middlesbrough.
H. J. WYNN (London River), 52, Malvina Avenue, Gravesend.

Trustees :

C. CATTON A. A. HOLLAND H. G. PEAD

Honorary Treasurer :

H. J. WYNN

Executive Committee :*Date elected:*

1959 J. H. INNES (Clyde), Clyde Pilot Office, 16, Robertson Street, Glasgow, C.2.
1958 M. M. MARSHALL (Tyne), 8, Vespasian Street, South Shields.
1959 L. R. SLADE (Cardiff), 111, Windsor Road, Penarth.
1957 D. GRAINGER (Humber), 39, Link Road, Cottingham, E. Yorks.
1957 S. GREEN (Barrow), 63, Furness Park Road, Barrow-in-Furness.
1958 F. V. JANES (Southampton) Sunrise, Lakewood Road, Chandlers Ford, Hants.
1958 R. B. PAGE (Channel), Channel Pilots' Office, Royal Terrace Pier, Gravesend.
1957 W. C. DUNCAN (Cinque Ports), 23, Waterloo Mansions, Dover.
1959 R. D. BALMAIN (London, River) 24, Pine Avenue, Gravesend.

Finance Committee :

THE TWO VICE-PRESIDENTS AND L. R. SLADE

Auditor :

J. B. WATLING, F.C.A. (MESSRS. WATLING AND PARTNERS, Bristol).

General Secretary and Solicitor :

C. D. GRIFFITHS, O.B.E., D.F.C., Shannon Court, Corn Street, Bristol 1.

Editor of "The Pilot" :

ALFRED CURTHOYS, 79, Gloucester Road, S.W.7 (FREmantle 0500).

THE 1959 CONFERENCE — AND AFTER

"THE NUMBER of delegates is a joyful sight. I rejoice that the Association is making strides in the way it is. There are many reasons and the most important is the Letch Report". These words of Mr. J. P. Bennett struck the right note at the 72nd Conference of the U.K.P.A. held in the Court Room of the *Wellington*, Headquarters Ship of the Honourable Company of Master Mariners, Victoria Embankment, London, on November 18 and 19, 1959. The assembly was the largest since the war.

Having started with a reference to the Letch Report we will deal with that first. A resolution was adopted endorsing the terms of the Report and instructing the Executive Committee to obtain clarification of any contentious points — (page 16). The sub-committees of the Association and the Union have since held two meetings (and more are planned) to discuss this matter and pensions. There is no doubt that the general view is that the Report of the Letch Committee is a thoroughly sound instrument and there are no indications so far of any of the signatories calling for a general review.

In order that he may study the position of the small ports, Mr. Griffiths has asked them all to let him have particulars of their members, earnings and the trade for 1959 together with particulars of the rate history and other matters affecting their well being.

On pages 22 - 24 is recorded the discussion on pensions. Mr. Griffiths expressed disappointment that no progress seemed to have been made on the lines of a national scheme but the idea was not necessarily abandoned. "What we want is a clear guide from you as to your pension requirements and what you are willing to do to achieve them", he told the delegates. Conference decided that the Executive should send a questionnaire to local secretaries with a view to obtaining that information.

The matter, however, has gone further than that. The exploratory meeting attended by representatives of both pilot bodies and Pilotage Authorities decided to form a sub-committee with a very definite job to do. The U.K.P.A.'s representatives on the sub-committee will be Messrs. Tate and Griffiths. Others nominated are Messrs. D. K. Redford, Manchester Ship Canal and T. A. Valentine, King's Lynn Conservancy Board representing the Dock and Harbour Authorities Association, and Messrs. S. Rawlings Smith, Principal, and S. C. Whitby, Accountant, of the Pilotage Department representing Trinity House. The "independent" Authorities have so far not appointed their representatives.

The problem of redundancy engaged the attention of Conference for quite a while. The North Channel resolution which gave rise to the discussion and was adopted was in these terms :

"That should redundancy among pilots occur at any port, or within any pilotage district, the pilots so affected should be absorbed so far as practicable into the pilotage services of other ports or districts of a similar status." — (pages 18 - 21).

Mr. Griffiths has since mentioned the matter to Mr. Peter Henderson of the Transport and General Workers' Union and found that Union were interested in the same problem. He hopes that when the two sub-committees meet they will agree on a joint approach to Pilotage Authorities in order to implement the resolution.

The three resolutions in the name of Cinque Ports on the printed agenda were adopted (pages 14 and 15) and one from Southampton on pilotage certificates was merged with a London Channel amendment and approved.—(pages 24 and 25.)

A considerable part of this issue is devoted to the annual report of the General Secretary. Following the usual custom it was read out by Mr. Griffiths. It took him

fifty-five minutes and Mr. Hutchings (who did the timing!) thought that this exacting operation was quite unnecessary. The point was taken up later by Mr. J. P. Bennett and Conference adopted a resolution proposed by him that in future the report be formally moved, seconded and adopted without being read out and that it be in the hands of delegates fourteen days before Conference. As originally submitted the resolution proposed that the report should be adopted "without being read", but Mr. Griffiths suggested, amid laughter, that it might at least look better if the word "out" were added.

The officers of the Association were re-elected, and the only change on the Executive is that Mr. R. D. Balmain takes the place of Mr. D. M. Main who did not seek re-election.

Sir Peter Macdonald presided over Conference until the General Secretary had presented his report and during the rest of the proceedings Mr. D. H. Tate was in the chair. Sir Peter addressed the delegates and said it was nice to see so many new faces. He also spoke of the prodigious work done for the pilots by Mr. Tate and Mr. Griffiths. Conference again observed the long established custom of opening with prayer, which was led by Mr. Wynn.

The following officers, delegates and visitors attended the Conference.

THE PRESIDENT: Sir Peter Macdonald

VICE-PRESIDENTS: D. H. Tate and H. J. Wynn (Hon. Treasurer)

EXECUTIVE COMMITTEE:

J. H. Innes, L. R. Slade, F. V. Janes, D. Grainger,
D. Main, S. Green, R. B. Page, W. C. Duncan.

TRUSTEE: A. A. Holland.

GENERAL SECRETARY AND SOLICITOR: C. D. Griffiths.

A notable absentee was Mr. "MICK" MARSHALL and a message of sympathy with him in his illness was sent from Conference.

Delegates:—

BARRY	J. P. Bennett, F. Llanfear, J. Bennett, E. J. Glover, D. C. Taylor.
BELFAST	A. Trace.
CARDIFF	T. Morgan, W. L. Harris, R. L. Ward, J. E. Wilson, T. C. Alexander, H. C. Higgins, G. H. Jackson.
CLYDE	J. Graham.
<i>Glasgow</i>	K. Conway, A. Pollock.
<i>Gourock</i>	P. R. Bradford.
EXETER	R. H. Morgan, T. A. D. Williams.
GLOUCESTER	T. Stevenson, J. Knaggs.
HARTLEPOOL	F. Berry, J. Hardy, A. W. Wilks, T. W. Plumtree.
HULL	W. Steele.
IPSWICH	J. S. Bowyer, J. Cooke, K. E. Powell, J. A. L. Hughes, J. S. Chambers.
ISLE OF WIGHT	
LONDON	N. Knowles, D. J. Jones, R. S. Percy, J. A. Greenwood, J. D. Sharp, F. L. Baker, G. A. Levack, N. McNeil, R. N. Rowlinson, M. H. Taylor, J. D. Norris, R. Balmain, D. Perry, J. M. Hanson, C. Connolly, E. Hobbs.
<i>Cinque Ports</i>	G. H. Taylor, T. G. Radford, T. Hannaford.
<i>Channel</i>	E. Taylor, R. Sanders, R. H. Farrands, G. Holloway, K. C. Davis, D. E. Warren.
<i>River</i>	W. H. Young, J. B. Skipsey, L. Greet, A. A. Lithgo, W. E. Guy.
<i>Medway</i>	L. K. Mitchell.
<i>North Channel</i>	E. Hare.
MIDDLESBROUGH	E. N. Chambers.
PORTSMOUTH	R. Carruthers, T. W. H. Dalton.
PORT TALBOT	J. W. Watson, J. F. H. Coombes, W. F. Reilly, K. Hutchings.
PRESTON	G. W. Gibbins, J. Wake.
SHOREHAM	
SOUTHAMPTON	
SUNDERLAND	

Visitors:— H. B. Eagle, H. A. Garner, T. A. Jennings, G. Greenham, A. J. Blaker.

At the close, Mr. GIBBINS thanked Conference for the fair hearing given to the small ports and Mr. DUNCAN expressed appreciation of the work done by Messrs. TATE and PAGE on the subject of pensions.

SURVEY OF THE YEAR'S ACTIVITIES —AND THE TASKS AHEAD

by C. D. GRIFFITHS

WE COME once again to the occasion of our Annual General Meeting when, in order to measure progress and take stock of the position our minds naturally turn to the activities of the year that has passed and, in the light of where we find ourselves, give some thought to the next course upon which we intend to set forth. More and more it is becoming an event of great personal pleasure to me. Old acquaintances are renewed as I get to know you better, and those with whom I have had considerable correspondence I have the opportunity of meeting, if all too briefly. It is to the loyalty of the rank and file of this Association that we owe our growing strength, and it is a great encouragement to those entrusted with your destinies that delegates attend with the good wishes of their colleagues to pool ideas for the benefit of all, and indeed to criticise and make suggestions where things appear to have gone wrong.

Invaluable Work of Local Secretaries.

I would also like to take the opportunity in these opening remarks to pay a grateful tribute, as I have done more than once in the past, to the invaluable work and constant assistance I receive from our local secretaries, a number of whom have this year taken over for the first time. We are all, I am sure, most grateful to them. I would not like to suggest anything that might add to their labours, but it would certainly make for administrative convenience and avoid occasional duplication and misunderstanding if pilots would, whenever practicable, consider the possibility of combining the post of secretary to their own committee with that of local secretary to the parent organisation.

The N.M.B. Award.

Turning now to the work of your Executive Committee, you will remember that shortly after last year's Conference there was a further increase in the scales of pay of merchant service officers which, by agreement with representatives of pilots and

shipowners was applied to the pilotage service by increasing the Letch mean figures then in operation by 5%, and Authorities were informed accordingly. By the time they came to give effect to this agreement the year had ended and actual earnings for 1958 were known. This gave rise to some (perhaps understandable) measure of confusion. The shipowners had earlier accepted our contention that the increase was to be automatically applied irrespective of actual earnings at the time, and the Ministry were duly notified. Where earnings for the year were *outside* the agreed tolerance it had been further agreed, in order to avoid two separate bye-law applications (i.e., one to bring about an adjustment of rates as a result of the review under Clause 5, and another to apply the 5% increase), that the two matters should if possible be dealt with in one application. Unexpected difficulties arose however where earnings were *within* the toleration margin. Some Authorities went so far as to contend that if actual earnings came within 10% of the *new* level no adjustment was necessary. Others claimed that where earnings were say 2% above their current mean, there should be only a 3% rise, or where earnings were below the mean, the increase should be more than 5% to bring them up to the new figure. Where actual earnings were more than 5% above the revised figure it was suggested that no alteration was called for at all. These and many other ingenious questions were raised but just these possibilities had fortunately been foreseen when the clause was being drafted.

Association's Interpretation Upheld.

We were careful to provide that in applying N.M.B. awards both the level of earnings and the pilotage rates should be adjusted to correspond. This is, after all, only common sense when it is borne in mind that we also agreed that earnings could vary plus or minus 10% to enable pilots to take their fair share of the normal ups and downs in the trade of their port without either side calling for an adjust-

SECRETARY'S REPORT

ment. It would hardly be right for a busy port to be deprived of the full benefit of an award and a quiet one to get rather more. Were such an interpretation to be applied the return to normality at each port would result in the port that was busy at the time of the award (and therefore got nothing) going to the bottom of its toleration margin and the slack one to the top. Most Authorities accepted this but some did not, and it became necessary for the Association to go to the Ministry for a ruling, with the result that its view was entirely upheld.

Tribute to Ipswich Pilots.

In this connexion I would like to pay a particular tribute to the attitude of the Ipswich pilots. They were one of the unlucky ones. Through no fault of their own they were well below their current Letch figure — I understand largely due to an over-optimistic estimate of anticipated traffic when the previous rate adjustment was calculated. They therefore required considerably more than 5% to bring them up to the new mean and byelaws were duly submitted by Trinity House for, in fact, a 10% increase. The Chamber naturally objected and I was bound to advise the pilots that, despite the sympathy I felt in their particular case, the shipowners were right. They unhesitatingly accepted this advice and we found ourselves in a unique position where pilots, their Association and the shipowners were asking the Ministry to confirm byelaws in a form which would produce less in earnings than their Authority were seeking to obtain. Such was the way the Ipswich pilots honoured an agreement made on their behalf.

The Question of Numbers.

There were of course other cases where the position was the reverse and something less than 5% was required to achieve the new mean. In those cases the shipowners immediately agreed with me, and the full 5% was awarded to preserve the port's relative position above the new basic as it had been above the old. This difficulty however accounted in a number of cases for considerable delay, to the natural dissatisfaction of the pilots. But a far greater difficulty arose at several ports and remains,

one year after the award, still unresolved, namely the question of numbers. This Association accepts without reservation that it was a basic condition of the Letch Committee's recommendations on earnings that the number of pilots licensed was in fact the proper number for the district and that rates should be fixed and where necessary adjusted to produce for that number the net earnings recommended. Unquestionably this is the right principle, but it is proving most difficult to apply in practice.

Ugly Spectre of Redundancy.

Unhappily we have to face the ugly spectre of redundancy at a small minority of ports. It is far better to do so, than to argue that it does not exist. Once it is recognised, there are usually to be found amongst local industrial interests those with sufficient enterprise and courage to take active measures to overcome it. But that is inevitably a long-term policy and the immediate problem is what is to happen to pilots rendered surplus in the meantime. The difficulty is even more acute where numbers have been increased in relatively recent years at the express and urgent request of local shipping interests, as has actually happened in at least one case where the Authority and Chamber of Shipping are today saying that there are now too many.

This Association will honour the terms of the Letch agreement as to numbers and its effect on earnings, but this surely does not mean that the question is to be lightly approached and, with scant regard to the consequences to men and their families, an appropriate figure arrived at by some all too facile mathematical formula, and thereupon the resultant surplus stood-off as so many idle or unwanted machines. Such an approach is in my view not a resort to the Letch agreement but an abuse of it.

Facing it fairly.

True redundancy, where it exists, will no doubt be faced fairly and indeed already has been, with the full consent of the pilots, at more than one port. Rates have been adjusted in a number of places to produce the agreed level for a smaller, and admittedly correct, number and the revenue produced has to be shared between all the pilots licensed. In large ports, where a

SECRETARY'S REPORT

surplus may be small, this may well make little difference, but consider the effect at small ports of some four or six men when, for a possibly quite temporary reason, trade has fallen away and it is accordingly contended (mathematically) that numbers should be reduced by one or possibly two. This may result in a slash of twenty or twenty-five per cent in earnings. Many of these ports, though small numerically, have been doing vital jobs often in difficult waters and earning the good money they should. In my view only after sufficient time has elapsed to be absolutely certain that the trade of a port has gone, should redundancy action be taken. In other cases, unless for well known reasons it is immediately clear that certain trades have gone for good and no new industrial development likely to compensate for the loss is known to be in contemplation, surely the more appropriate course would be to adjust rates to bring earnings for existing numbers just within the lower reaches of the agreed toleration margin.

Do the shipowners realize it?

I am sometimes inclined to wonder whether in pressing this question of numbers to the limit — as is being done at the moment — the shipowners, who know that manning requirements must be geared to meet the maximum needs of a port, are not, perhaps subconsciously, taking into account that even if they are cutting things a little too fine, there will always be available an emergency (unpaid) reserve to fall back on in time of need. Do they perhaps feel that in the circumstances they may well take a risk? A licensed pilot — even if non-existent as far as the pay-roll is concerned — can always be ordered on duty, although I should be happy to protect the interests of any so-called "redundant" pilot who refused to pilot a ship in such circumstances. Clearly if the proper number is less than the actual number it is logical for the watch-keeping system to be organised on a roster which employs that proper number and no more. It would hardly be reasonable to have available the services, free of charge, of "redundant" men for use when there has been an accumulation of shipping due to fog or depletion in num-

bers through illness or other common emergencies which have to be taken into account by an Authority when fixing their manning requirements. **This is an important matter about which we must obviously seek a clear understanding with both the Chamber of Shipping and Authorities.**

Let the shipowners who wish to be reasonably assured that delay to their vessels will not occur reflect very carefully before pushing this question of numbers too far. They are the customers and pilots wish to serve them loyally and well and to render on all occasions every possible assistance in getting their vessels safely and quickly in and out of port. This work will be jeopardised if there are not enough men for the job.

What Action — if any?

Where, however, through permanent industrial changes, local redundancy has to be accepted as a fact, it might be as well for this Conference to consider what action (if any) can be recommended for dealing with the problem. **The possibility of pilots who have become redundant at one district transferring to another where vacancies exist is obviously worth-while investigating.** There is nothing to stop it at the moment provided the pilot concerned possesses the necessary qualifications and is within the age limit for the port. It might however be to the advantage of all interests if this question of transfer could in some suitable way be brought to the notice of Authorities and pilots alike, and possibly some general, if fairly flexible, understanding arrived at. There are of course many important factors to be taken into account and quite a number of practical difficulties to be overcome. If the idea is basically sound and the amount of redundancy justifies it, it might well be worth while pursuing.

There must obviously be no attempt to fetter the free choice of an Authority in making its selection of the pilots it wishes to appoint but an arrangement whereby Authorities desirous of licensing additional men should first consider applications from suitably qualified existing licence holders would appear to be entirely unobjectionable. To give such a scheme a real chance it might become necessary to introduce quite

SECRETARY'S REPORT

simple amendments to bye-laws at certain districts to enable an Authority at its discretion to waive the age limit, period of probationary service and so on, and obviously some rather major changes dealing with the pension rights and future entitlement of a transferring pilot would in most cases be called for, in the absence of a national pension scheme which we now never look like getting.

Suggested Register.

It is true that pilots may not necessarily know where vacancies have arisen and Authorities might equally be unaware where surpluses exist, but it should prove a relatively simple matter for a register of pilots desiring transfer to be kept at the Ministry with their necessary particulars and qualifications and for Authorities to be so informed. A very similar arrangement exists in another Government Department for the supply of personnel in a non-Government service throughout the country which appointing authorities are free to avail themselves of if they so wish, and I understand it works very well.

I feel confident that something along these lines would commend itself to the shipping industry, and indeed a closely related point was dealt with in the deliberations of the Letch Committee when it was recommended that, "... consideration should be given to the desirability of amalgamation in certain [districts] in order to secure economic units of administration; to eliminate overlapping and duplication, and to achieve interchangeability of pilots making for more equitable distribution of work ..."

The Apprenticeship System.

Before leaving altogether the question of numbers, perhaps something might usefully be said here as regards the continuation of the apprenticeship scheme as a method of enlistment to the pilotage service. Where it exists it is of course usually well established if not indeed traditional. In some places the system is undoubtedly well run. In others it might with advantage be looked into, and it is in respect of those ports only that these observations are made.

People with any knowledge of local con-

ditions at certain ports where redundancy unquestionably exists are fully alive to the fact that not only in certain instances are the majority of existing pilots in early middle age, but there is a large waiting list of long since qualified apprentices and nearly double the number of apprentices serving as there are pilots at the moment. Despite this situation new apprentices are being regularly taken on. The Authority must know that there is little real prospect of many of these young men ever obtaining a licence. During the period of their training they undoubtedly constitute a ready source of cheap labour, and in some attempt to keep faith with them, "numbers" have to be kept up. This constitutes a difficult problem for those who are seeking to maintain a reasonable standard for the qualified pilots in such districts.

Plea For Frankness.

Without wanting to tread on too many corns, it is my purely personal view that we should be quite frank about districts where a case for re-organisation and rationalisation clearly exists. In the long run it will benefit the pilots of those districts and that alone is my reason for raising the matter now. It is up to those pilots to consider to what extent their house needs putting in order. They will certainly receive the assistance of the Executive Committee if they need it, and I feel confident the sympathy and understanding of their Authority and the shipowners. In one great industrial port the matter has already been investigated with the result that the apprenticeship system has been abandoned. When the existing supply of qualified and serving apprentices has been exhausted future enlistment to the service will be from the ranks of master mariners or existing licensed pilots of appropriate qualifications.

Annual Leave.

The question of annual leave has of course a bearing on that of numbers, and I can briefly deal with last year's resolution by reminding you that I wrote to all Authorities drawing it to their attention and inviting their sympathetic consideration. At my request each local secretary supplied me with details of existing leave arrangements. To ensure that every pilot was made

SECRETARY'S REPORT

fully aware of the action taken my letter to the Authorities was published in the last edition of *The Pilot* (by which time most people had already had their holidays for this year) and it is now entirely up to local bodies who are dissatisfied with their leave arrangements to take it up with their Pilotage Committees and to report any difficulties to me. I do not doubt that most pilots recognise that inevitably a resolution of this nature can only be a general guide and whilst suitable for large ports may be difficult to apply where numbers are very small.

Delayed Byelaws.

On the question of speeding up a decision where proposed byelaws are in dispute, I am afraid we are likely to hear further criticism this year. It is by no means in every contested case that delays occur, but that they still do, here and there, cannot be disputed. When protests are made it is always contended that the matter is under active investigation and essential inquiries are not completed etc., etc. We are not always blameless ourselves. When particularly awkward questions are asked, it is surprising how long it sometimes takes to get the answers. Then there is the inevitable delay before a hearing date suitable to all concerned can be arranged at the Ministry.

The real trouble of course lies in the impossibility for purely practical reasons of ante-dating an award. If someone could devise a means of doing so they would be conferring a boon upon all pilots.

Salary System the Solution?

In this connexion it is sometimes suggested to me that the only solution would be the introduction of a straightforward salary. Many pilots I know are not wholly opposed to such an idea, but if that were to come about who do you suppose would be your employer? Presumably it would be the port authority, and as there is considerable competition between ports, it could well result in a pilot on occasions being under pressure from his employers to take a course which in his judgement might involve an unjustifiable risk. The depth of water and availability of berths at all states of the tide and matters of that kind are

often widely proclaimed attractions of a port, which are not always matched by the facts.

A pilot's primary obligation is for the safety of the vessel under his control, and you may think it would be regrettable if any change in his status were to result even in the chance of his discretion being in any way interfered with. His first duty must remain as always to his owners.

On the other hand there are many places abroad where pilots are salaried and I have not read of any serious cause for complaint by British shipowners on that account. Nor do I know how they deal with the problem of redundancy. All these matters which may well repay a little thought if we as an Association are to keep abreast of every possibility and alert in the interests of the pilotage service under constantly changing conditions.

Letch Agreement Continues.

You will be aware that I recently reminded all member ports that the parties to the Letch agreement would shortly be in a position to "request a general review" I occasionally hear what seems to me to be somewhat careless talk about "what is to happen when the Letch agreement comes to an end?" It certainly does not come to an end on 31st December next. **It will continue in operation unless and until modified as a result of a general review held at the instigation of one or other of the organisations subscribing to it. I hope I speak for you all when I say that I regard the Letch agreement as the Pilots' Charter.** It may well need amendment in certain matters of detail and clarification here and there, but its principles are surely fundamentally right and sure to stand the test of time.

However you are certainly free to call for a review if you wish. What surely cannot be done is to seek to revise the recommendations to the advantage of pilots without conceding to the shipowners an equal right to press for adjustments in their favour. I have naturally had the advantage of entirely informal discussions from time to time with their representatives, and my advice is that unless there is to be both give and take, it might in the long run be best to leave well alone.

SECRETARY'S REPORT**Points to be Settled.**

I do not mean by this that we have learnt nothing since 1957, and that there are not important matters particularly of interpretation about which it would be desirable to reach agreement. Experience has shown, as I have earlier illustrated, that a combination of circumstances can arise where it has proved difficult to decide exactly how to apply the rules. I also completely agree with the view frequently expressed that there must be an immediate improvement in the machinery for implementing a rate adjustment consequent upon an N.M.B. award. These are matters which I feel confident Mr. Henderson and I, with the help of our sub-committees, will have little difficulty in settling with the advisers of the shipowners.

But what of the fundamental structure of the Report? It would appear to fall broadly into three sections.

First the recommendations as to earnings at the various ports covered;

secondly the recognition that earnings must be allowed to fluctuate within reasonable limits and the circumstances in which rates once fixed can be revised; and

thirdly, the miscellaneous recommendations in paragraph 8.

"The League Table".

With regard to the listed ports and their earnings — which has on informal occasions been aptly described by Mr. Horner as the League Table — no doubt many of you may be thinking in terms of moving up one. Indeed, I have already received a number of applications. It is however essential that if you are seeking a change you should clearly indicate whether you base your claim on the ground that you were wrongly assessed in the first place, or whether you contend that one or other of the conditions referred to in paragraph 6 of the Report has arisen.

If it is the latter, well and good. Let me have the facts of your case and if they can be established within the framework of the Report I am sure the Executive Committee will authorise immediate action on your behalf.

If it is the former, I hope you will give careful consideration to the effect of your

contention upon other ports and to the possibility that you may well upset the whole delicately erected structure, so painstakingly planned by representatives of both sides and evenly balanced under the impartial and expert chairmanship of Sir Robert Letch. If it collapses we shall surely find ourselves back in the jungle again. **Every body of pilots must be fully alive to the fact that one such claim will inevitably trigger-off many others.**

These are matters for you to decide and I do not wish you to think I am expressing any opinion. I am merely discharging my duty by giving you this word of warning and asking you to reflect most carefully before you act.

Joint Action With the Union.

Moreover, in any negotiations we must work in the closest association with the pilots and their advisers in the Transport and General Workers Union, and I am greatly hoping that soon after this Conference we shall be opening discussions together with a view to reaching agreement and forming a common approach to this whole question.

Before leaving this particular aspect of the problem, perhaps it would be as well for me to say how much I recognise that those who advocate restraint or caution lay themselves wide open to the taunt of pulling up the ladder. I think any such criticism would be just as unfair as to suggest that those who seek an improvement in their recommended earnings are willing, if need be, to see the Letch agreement in ruins for the sake of achieving their own selfish ends. I make no secret of the fact that in my opinion one or two ports might well change places without causing noticeable injustice. To say the least of it the problem is a highly delicate one and will call for wise and careful handling.

The Essence of Fair Settlement.

As regards the circumstances in which future rate adjustments should take place and the agreement to allow earnings to fluctuate by 10%, I have received only one complaint, and that was from a port where by reason of an increase in the importance and amount of its trade, the pilots were actually obliged to suffer a reduction in

SECRETARY'S REPORT

rates to bring them back on the field of play. There is no one here who will not understand that they did not like that, particularly when nearly all around them were receiving increases. They naturally felt that there should be no upward limit to earnings, but I hope it will cause none of them offence when I say that the essence of a fair settlement of a complex problem is that in giving satisfaction it should work fairly to both sides and not always to the advantage of one. Although those pilots have had their rates reduced they are still getting their agreed level of earnings.

Dartmouth - Brixham "Experiment".

Turning to the miscellaneous recommendations, I will of course deal with the question of pensions separately. Your Executive Committee, as I hope you all realise, does all it can to keep a careful watch on the interests of the small ports. It is a particularly difficult task for a number of well-known reasons, and for a good few years the position of the Dartmouth pilots has been a cause for some anxiety. When last year the Brixham pilot retired this Association approached the Trinity House with a view to their considering the possible amalgamation of the two districts. The Elder Brethren at once co-operated and arrangements were made for the port of Brixham to be manned by each of the Dartmouth pilots in turn for an experimental period. There was a day when I heard from them very regularly. Apart from a letter nearly a year ago that the new system was working satisfactorily I have heard nothing, and I think we may conclude that all is now well and that the two pilots are at least beginning to earn a more reasonable livelihood from their licenses.

Ownership of Pilot Cutters.

With regard to the ownership of pilot cutters, I feel some misapprehension might have arisen in one or two places as to the exact purport of this particular recommendation. To the best of my knowledge we were dealing with the provision of sea-going cutter services which we felt should be the responsibility of an Authority and separately financed, with its revenue entirely divorced from that of pilots' earnings. We were not seeking to interfere in any way with the

well run communication services provided by boats owned and operated by the pilots at such places as Gravesend and Southampton, and it would surprise me if anyone wanted to see those arrangements altered.

Pensions.

And now I can turn to the question of pensions. As you well know the Association has been interested for many years in this important matter which more than once has been the subject of debate at Conference and the adoption of important resolutions.

Your Executive felt that following a settlement of earnings and conditions of work, this was the next most important task, and they were encouraged by the sympathetic attitude of the shipowners who have frequently expressed their interest. It was for that reason that your representatives on the Letch Committee felt it desirable to raise the question there, and with the co-operation of our colleagues on both sides of the table the Report in due course contained the well-known recommendation calling upon Authorities to review the adequacy of their pension and benefit schemes.

Shipowners' Attitude.

When later on action was being taken to initiate discussions the representatives of the shipowners confirmed their wish to see suitable pension schemes established, but expressed the view that at this stage negotiations should be carried out direct between Authorities and pilots, until plans were more advanced when they would like to have an opportunity of studying the concrete proposals. This seemed an entirely reasonable attitude, and regarding the course of subsequent events you have been kept closely informed through the pages of *The Pilot*, not forgetting the verbal report I made at last year's Conference.

Perhaps I ought to point out at once as far as any national pension scheme is concerned, that as time went on it became more and more clear to Mr. Tate and me that insuperable difficulties lay in the way.

It did not by any means command general support, and in any event it appeared that legislation would be necessary and there seemed little prospect of obtaining the necessary Parliamentary time. We were

SECRETARY'S REPORT

accordingly obliged to abandon the idea — at any rate for the time being.

As you know a letter was written to all Authorities in December last year drawing attention to the problem and setting out some of the matters which appeared to call for immediate attention. By that time an organisation relatively new to our activities was in the field, namely the the Pilotage Committee of the Dock and Harbour Authorities Association. That body represents some eighteen Pilotage Authorities outside Trinity House, including ports such as Liverpool, Manchester, Clyde, Forth, Hull, Bristol and others. There are about a dozen other Pilotage Authorities who so far belong to no central organisation.

I hope I may be permitted to say how much I welcome this new move by Pilotage Authorities in joining a representative Association. It makes our negotiations so much simpler for obvious reasons, and the experiences of your representatives as a result of the meetings which have taken place with their Solicitor and Secretary and their Pilotage Committee leaves every reason to believe that our future relations will be both fruitful and cordial. Their Committee immediately agreed to obtain essential particulars regarding the pension funds of their members which in due course was tabulated and distributed to the independent Authorities all of whom, with the single exception of Swansea, willingly provided similar information regarding their own ports. There was accordingly a virtually complete exchange of information of an identical nature covering almost every fund in the country.

The October Meeting.

The meeting on board the *Wellington* on 22nd October filled the Court Room, and was opened by Sir Peter Macdonald who welcomed the delegates, emphasised the importance of our task and wished us well in our deliberations. Mr. Redford, Chairman of the Dock and Harbour Association's Pilotage Committee was voted to the chair, and a very interesting and helpful meeting ensued. It has to be conceded that in certain quarters there was much indecision and considerable reserve, if not indeed suspicion. In such circumstances a little judicious pressure is usually considered

permissible if one is ever to make a beginning or get anywhere at all and it may still have to be applied. Your subcommittee had been careful to emphasise that as far as this Association was concerned those who were satisfied with their existing arrangements had only to say so. We had no intention of stepping in where we were not wanted.

Ultimately it was agreed that sound pension schemes satisfactory to the pilots concerned would of course be left alone. I may add in passing that, in the opinion of your subcommittee, the pension schemes of one or two bodies of pilots who wished to remain "untouchable" were clearly capable of considerable improvement. That however is a matter for the pilots concerned. As regards the sub-standard schemes, or in places where there were no schemes at all, the meeting agreed that Authorities be urged to put their house in order, or to institute or join with others in instituting satisfactory schemes, and that to assist them a subcommittee be formed of representatives of both Authorities and pilots for the purpose of drafting alternative schemes which could be recommended for adoption locally.

If this sounds to you something of an anti-climax I shall not be altogether surprised. Some of you I know hoped that certain definite agreed recommendations might have resulted — pensions of not less than 50% earnings after so many years service, or something of that kind. Upon reflection I am sure you will realise that a first meeting of this kind was bound to be exploratory only. Individual representatives of Pilotage Committees had no power to bind their Authority, and voting on disputed matters could have proved difficult with, for example, three persons representing the port of Wisbech and one Trinity House, who cover no less than forty-one pilotage districts.

Conference Guidance Necessary.

It is now up to this Conference, in the constructive debate which I hope will follow, to let the Executive Committee know your requirements so that your representatives on the joint committee now agreed upon, can submit them for consideration. Authorities will naturally want to be told clearly what we want so that our requirements can be

SECRETARY'S REPORT

considered in relation to their existing schemes. If the subcommittee is to prepare a model code of bye-laws, containing all the features which constitute good practice in the best schemes, the pilot representatives upon it should be clear in their own minds as to the views of those they represent.

There are a number of technical matters to be considered, such as the maximum permitted level of pension payable without attracting tax liability to the income of the fund, and whether in fact a purely actuarial scheme is necessary and what steps could be taken to safeguard against greater claims on a fund that can be met.

Quite apart from these matters however, which will undoubtedly call for specialist advice, we ought to be able to indicate with reasonable precision the lines along which we are working and be willing to provide answers to such general but no less important questions as what the relationship should be between pension and earnings, whether there are to be direct contributions from pilots out of net earnings, whether standardisation of the sources of income of the fund and of conditions of participation is desirable; what are to be a pilot's rights on voluntary retirement or transfer to another district, and so on.

These and many other important points will have to be considered by the Executive Committee and I know they will welcome your guidance. They will certainly not wish to embark on negotiations completely mandated, but on the other hand it is equally unwise to go there with a blank cheque, and accordingly I hope this Conference will be able to agree upon a number of important matters to assist your representatives in defining the Association's broad objectives.

Model Scheme Possible.

In the end it should prove possible, with the aid of a competent actuary, for the joint committee to draw up a model pension scheme capable of conferring upon a number of pilots greatly improved pension rights than those at present enjoyed. Whilst in some instances the percentage contribution to the fund from gross pilotage and other sources is noticeably less than in others and clearly ought to be brought into

line with more general practice, I feel sure you will agree that the prospect of winning sympathy and support for an over-all raising in pension levels will inevitably be dependent upon the sense of responsibility displayed by pilots' organisations over the question of direct contributions.

It is hardly sensible to expect that the whole of the additional revenue required for this purpose should be found by the shipowners without incurring some measure of opposition from that quarter — with results which I suggest must be obvious.

Pilot Ladders.

A subject which has very naturally always been of particular interest to pilots is the question of pilot ladders, their construction, use, rigging and safety precautions, and you will already have read a great deal of the activities of Mr. Page on your behalf as a pilot member, with Mr. Fulton of Liverpool, on the Safety of Navigation Working Committee at the Ministry of Transport. We all owe a very great debt of gratitude to these two extremely hard working pilots for the thoroughness and skill with which they have tackled the job.

I understand they were successful in persuading the working party to accept a number of important amendments to Regulation 17 of the International Safety of Life at Sea Convention 1952. Subject to any modifications introduced by the Reviewing Committee or the Minister, these will now go forward as part of the United Kingdom delegaton's case at the International Conference on Safety of Life at Sea to be held in London next year. **The Association is grateful to the Minister for having, for the first time as far as I am aware, invited pilots to serve upon his working committee, thereby giving their deliberations the benefit of their practical experience.** I have reason for saying that their contribution on this particular question was greatly valued.

The Smaller Ports.

No survey of the work of your Executive would be complete without a special reference to the position of the smaller ports. I mentioned last year that we had been successful in our negotiations covering the earnings of a number of these, but unfortunately far too many remain in a

SECRETARY'S REPORT

thoroughly unsatisfactory position. There is something seriously wrong when skilled men, many of whom have spent half their working life and more in the service of a port, and are well known and greatly respected locally, frequently earn little more than a deck hand in the vessels they pilot and in certain instances which have been quoted to me, less than the average wage prevailing for manual labourers in their locality.

The difficulties in the way of attaining a satisfactory level of earnings are well recognised, but I am inclined to think, particularly when so much of the trade of these ports nowadays consists of coastal oil tankers and the like that Authorities might well reconsider their attitude and take a bolder line. **The pilots in question are not seeking anything fanciful, and I feel confident that provided their claims are reasonable they will not be so strongly opposed as is sometimes imagined.** Other ports, numerically small, are very busy and doing extremely important work but because of their traditional position have difficulty in getting recognition for their greatly changed status.

Then there is the problem which results from the conversion of so many power stations from coal to oil burning and the consequential loss of the coastal coal trade. That factor coupled with the prospect of far more coal being transported by rail is already having serious repercussions in a number of districts which not many years ago were enjoying reasonable prosperity. The complexity of this problem needs no emphasis, but I would be the last to say that the difficulties are insuperable, at any rate in all instances.

In view of its importance I am hoping that the Executive Committee will agree to conduct at an early date a special review of the position of those small ports where for widely differing reasons I have little doubt the pilots can establish the necessity for something being done as a matter of urgency on their behalf.

This represents what I trust is a fair survey of the year's activities and at the same time gives you some indication of a few of the tasks which lie ahead.

The Humber Problem.

By far the greatest single battle will be to protect the interests of the Humber and Goole pilots. It has been necessary for the Association to submit applications to the Minister under S.18 of the Pilotage Act on behalf of both bodies to provide the correct level of earnings for the proper number of pilots. The matter is at present sub judice and you will accordingly not expect me to discuss its merits. The dispute in essence is over numbers — one of the most difficult problems to tackle.

Closely linked with it, although in fact an entirely independent matter, are the Humber pilots' proposals for a complete re-organisation of their service, with the abolition of the existing sea-station cutter and the establishment instead of a shore-based station at Spurn Point equipped with all the latest and most modern V.H.F. and radar aids and making use of suitable craft for boarding ships direct.

It is a matter of great regret to the pilots that consideration of so imaginative a scheme, which would, if adopted, in the long run prove to the undoubted advantage of all interests, has to take place in an atmosphere of downright hostility between Authority and pilots and when relations are almost at breaking point. It is a state of affairs which has continued far too long and is deplored by the pilots concerned and by this Association.

Prodigious Work of Mr. Tate.

I will conclude by paying what I fear can only be a wholly inadequate tribute to the constant and invaluable assistance I continue to receive from Mr. Tate. This Association would never have made the progress it unquestionably has during the past four or five years but for him. I doubt if pilots generally even begin to realise the prodigious amount of work he devotes to their affairs — and in saying this I know how strongly the Humber and Goole pilots will wish to endorse my remarks. It is no part of his job to do all this, but it will be a sad day for you — and for me — if he ever stops! On behalf of you all I know you will wish me to say how sincerely grateful we are.

DEBATE ON THE REPORT

Moving the adoption of the report, Mr. J. P. BENNETT said it was full of interesting information and he was pleased that Mr. Griffiths had recognised the value of the work done by the local secretaries. Regarding the apprenticeship system the decision must ultimately come from the pilots. He stood by the system. Mr. Bennett also touched on the question of a fixed salary. It was not the first time it had been mentioned at Conference, he said, and it was something they should take notice of. Was there any reason why a pilot should not have a fixed salary? There were other professions comparable with pilotage where it was enjoyed.

Mr. HARDY who seconded said that all the Humber pilots appreciated what Mr. Griffiths had done for them.

Mr. INNES contended that pilotage which basically was a service to shipping could be more efficiently carried out if all the ports were united under one Authority, the United Kingdom Pilotage Authority. At the same time he referred to his Authority on the Clyde as a most excellent one. Their relationship was a very happy one; the pilots respected the members and they felt that the members had a keen regard for the pilots.

The fixed salary kept cropping up in the discussion and at one point Mr. GRIFFITHS assured Mr. (Medway) TAYLOR that he had nothing up his sleeve. Mr. Taylor mentioned a complaint by a shipowner that his ship had been delayed because the pilots at a Dutch port — salaried men — had gone off duty for the weekend.

Mr. D. PERRY did not altogether agree with a central authority and on the fixed salary question, mentioned a scheme prepared at Trinity House which was turned down by the London District, only half wanting it.

Mr. HIGGINS said that all salaried pilots were Government controlled. "We have many privileges which would vanish under such a system" he added.

Mr. NORRIE suggested that in the long run the levels of earnings under the Letch Report were, in fact, salaries.

The other side of the salary case was stated by Mr. Davis who said that the so-called benefits were an illusion. The cause of low earnings in some ports was the lack of pilotage dues paid and a salary would not in itself cure a lack of money. With regard to holidays with pay, North Channel already enjoyed their Letch figure of earnings by working eleven months in the year. Stations which did not operate a sick benefit scheme could obtain coverage from Lloyds for a nominal premium. Standards of service to ships and discipline among pilots, Mr. Davis said, were lower on stations which paid a salary. He drew attention to the standards of service at Antwerp and Rotterdam (salaried pilots) on one hand, and London on the other. It was well known that sickness rates were always higher in salaried jobs. With regard to the Trinity House salary scheme (P9022) money was being offered which was not theirs to give anyway. It was obtained by the pilots without any loss of independence. He also mentioned that without the discipline of the "rate for the job", the service of his station would crack in times of severe stress. The Trinity House "bottomless pit" was not a reserve fund for the equalisation of pay. To start an equalisation fund to pay salaries, all pilots would have to receive less than they did at present in order to create a reserve.

Mr. CARRUTHERS complained that Shoreham had a figure of £1,200 which they could not understand. It did not make sense to the pilots who were doing 400 acts of pilotage a year.

The CHAIRMAN said that Mr. Griffiths and he could not say how Trinity House arrived at that figure.

Some remarks by Mr. DALTON expressing appreciation that "for the first time" small ports had been given a prominent place in the report and shown the consideration they deserved drew a vigorous retort from Mr. JANES on behalf of the Executive. He said that in the past three years half the Executive's time was taken up dealing with matters of general interest and in the remaining half individual ports were considered. Two-thirds of the latter time were devoted to small ports which represented only about ten per cent of the membership. He also

recalled the visits paid to small ports by Mr. Tate and Mr. Griffiths and he himself was available on the south coast for consultation by any neighbouring small ports, but he had never had an application.

Mr. HARE raised a point about the Dock and Harbour Authorities Association. He asked Mr. Griffiths if the pilotage department of that Association served a useful purpose. Mr. Griffiths replied that in the Bristol Channel ports there was obvious

DANGEROUS CARGOES

THERE were three resolutions on the agenda in the name of the CINQUE PORTS. The first of these was:

That in view of the extra risks which a pilot incurs when piloting a tanker or a vessel which happens to be in collision with a tanker, a fund should be created by tanker owners to compensate such pilot or his family should he be injured or lose his life as a result of such an occurrence.

It was proposed by Mr. PERCY who said that following certain accidents in their district and elsewhere many pilots were disturbed by the lack of provision for themselves and dependants should they become involved. In war-time pilots were covered by the Army, Navy and Air Force scheme and the rates of compensation were quite good. It might be said that pilots were in the same position as any other worker and their dependants could have compensation from the courts, but that was not so; the pilot's situation was unique. In the courts it was extremely unlikely that a vessel involved in a collision, would be found to be 100 per cent. in the clear. Even if her share of liability was only ten per cent., it was reasonable to assume that the pilot's error of judgement could be held to have been a contributory cause and a claim for compensation, on the grounds of negligence unlikely to succeed. By the nature of his work, a pilot and his dependants were practically barred from third party awards. Some of those awards were very substantial. Was it right that a pilot should be excluded from such compensation and offered no alternative? Tanker officers received a

apprehension about the formation of the Pilotage Sub-Committee of the Dock and Harbour Association. "It is no concern of ours", he said. "They are perfectly entitled to form it and whether they will be helpful to us or not remains to be seen. It is up to us to see that when we have business with them we present a good case. I have no fear about the tribunal before which we will appear".

The report was adopted.

bonus of anything from 7½ per cent. to 12½ per cent. which was originally called 'Danger Money'. The Letch Report recommended that Pilotage Authorities should review the adequacy of the arrangements for the provision of pensions or other benefits to pilots. The resolution had some bearing on these matters.

Mr. GREENWOOD who seconded referred to the three experimental voyages of the *Methane Pioneer* and said that at the time no one knew anything about the cargo. All the pilot was given was the E.T.A., but it soon transpired that the P.L.A. had issued a red notice clearing the channel in the Thames. It then appeared that the cargo although an experimental one was extremely dangerous. If anything happened everybody else would be compensated and the pilots wanted a definite assurance that their families would be looked after.

In the brief discussion which followed Mr. BERRY suggested a modification of the resolution to include all ships, and Mr. J. P. BENNETT while agreeing with the spirit of the resolution thought there was going to be an "awful fight" to find the person who was going to pay the premium.

Mr. MORGAN and Mr. DUNCAN also spoke, the latter referring to the possibility of a block insurance policy to cover all pilots.

Mr. HUGHES thought the shipowners and the pilots should pay something towards a wives' and orphans' fund.

In putting the resolution to Conference Mr. TATE suggested that it should be left to the Executive to pursue the matter, which would allow some latitude. It was then carried.

Rate Adjustments

The second CINQUE PORTS resolution was:

That steps be taken to ensure that rate adjustments in pursuance of the Letch Report be implemented within a reasonable time.

It was moved by Mr. JONES and seconded by Mr. PERRY, but before it was adopted the discussion showed how strongly the pilots felt over the delays which Mr. Griffiths described as a headache.

"It was one of the unresolved points from the Letch Report" the CHAIRMAN said, "and solutions would be suggested". When there was a N.M.B. award, he added, they had no official means of knowing it and there should be some liaison machinery between the Board and the signatories to the Letch Report.

Mr. CHAMBERS contended that there was no ambiguity about clause 6 in the Letch Report, and there must be some way of implementing it.

Mr. GREEN who was still waiting for the latest award to be implemented at Barrow was all for cutting out the correspondence backwards and forwards and for an immediate implementation of an award at all ports irrespective of the ten per cent. toleration margin.

Mr. GRIFFITHS agreed when Mr. Garner suggested that before any district obtained an increase in rates there must of necessity be a bye-law, but would it be impossible, Mr. Garner asked, to preface all schedule of rates with a bye-law stating in round terms that if any further adjustment was

MONEY AND MEMBERS

THE balance sheet and accounts of the Association for the year ending 31st December, 1958 had been circulated to the ports before Conference. They were adopted by Conference on the motion of Mr. GRAINGER who thanked the Hon. Treasurer, Mr. WYNN, for his endeavours, seconded by Mr. CONWAY.

Mr. WYNN pointed out that the surplus for the year was £580 and in 1957 it was £573. Like Mr. Griffiths, he expressed gratitude to the local secretaries, saying it was no doubt due to them that the membership continued to rise — it was 10 up on the year. Delegates welcomed the news that the funds of the Association still enabled

made by the N.M.B. there would automatically be a surcharge of an agreed percentage until the properly calculated rate was established.

Mr. BALMAIN put his finger on a good point when he asked whether in the event of a N.M.B. award making a reduction the shipowners would give the pilots the same time lag.

Detention Charges

Various experiences of detention were given by delegates in the discussion on the third CINQUE PORTS resolution which was adopted. It was as follows:

That revenue received from detention charges should be excluded from the "Various sources of income customarily brought into account in assessing net earnings . . ."

Mr. KNOWLES who moved it quoted one case where a pilot was detained eleven days knowing well the ship was at anchor. He argued that the best way to reduce detention was to keep the reward for extra services outside the Letch figure.

Mr. SHARP seconded the resolution and among those who took part in the discussion were Messrs. BERRY, DUNCAN and GARNER.

It was made very clear that the purpose behind the resolution was not to provide an additional source of income, or "hidden earnings" (which would be contrary to the spirit of the Letch Report) but to act as a deterrent to those who improperly and wastefully detained a pilot whose services would, both to himself and the shipowners, be far more usefully engaged in other duties.

the Secretary to visit many ports during the year. "That money is well spent" Mr. Wynn said. "The ports appreciate those visits".

Replying to Mr. J. P. BENNETT, Mr. Wynn said that the present membership was 878 and he explained to Mr. Baker who mentioned that Gravesend Channel alone had had nine new members, that the increase of 10 in the total membership of the Association was a net figure. "We get retirements" he said, "but we have replaced them and added 10".

When Mr. Norrie asked if the subscription was adequate the CHAIRMAN promptly replied "Yes, at present".

LETCH REPORT SHOULD STAND

THE LETCH REPORT occupied the attention of Conference for a considerable time but as Mr. TATE said early on, the general feeling was that the report should stand. In the end this was confirmed by resolution which also instructed the Executive to obtain clarification of any contentious points.

The discussion gave Mr. TAYLOR of the Medway the opportunity of putting before the delegates a carefully prepared statement in which he dealt with the suggestions and observations which his district made in response to the General Secretary's letter of 29th August. The first suggestion was that the maximum toleration margin be abolished and the present mean level of earnings be the minimum earnings. They were not asking for an increase in rate, he said, nor to earn more than their just dues under the report but were fighting for the principle that should the pilots of any district earn more than the agreed level plus toleration margin they should not be penalised when such earnings accrued from the benefit to the shipowner of additional services. That penalisation had, in fact, occurred in his district which was the one the General Secretary referred in his annual report. It was brought about by the increase in size of ships and heavier drafts rather than an increase in the number of acts of pilotage — a situation which might easily occur in the future at many ports.

The Long View

Taking a hypothetical case, Mr. Taylor said that if the Medway refinery was out of action from explosion or fire for some considerable time it would cause a temporary upsurge in traffic at one or more other oil terminals and through this they might suffer a similar cut to the Medway's. Again, their North East Coast colleagues were going through a precarious period owing to falling off of the collier trade. Taking the long view in their particular case the collier trade was considered to be a dying one. That was not a gloomy view but an optimistic one. What would replace colliers? In all probability, larger ships in another specialised trade, or general cargoes. That would break the toleration margin and the pilots get a cut because they are handling

bigger ships. An ironic situation indeed!

Some of the delegates were probably thinking "Surely, this is all covered by Section 6 (ii) . . . a change in the nature of the district". Quite right, and once this change had become apparent and stabilised the Medway pilots had two courses open to them, either to apply for an increase in level of earnings, or to apply for a reduction in their number of acts of pilotage. They chose the latter. It should be remembered, however, that this was not an application for a reduction in the amount of actual work done because their percentage of sea pilotage in relation to river pilotage had increased considerably since the Letch Report came into being. They were merely trying to keep the working level in line with the mean level of earnings. The application was before their Authority in March, but despite interviews, correspondence and considerable help from the General Secretary it was "being considered". Such unwarrantable delays were an additional incentive to abolish the upper toleration margin, for why should a pilot not enjoy the fruits of additional work while the Authorities delayed bringing their work back to normal level? The proof that such services in their case were of considerable value to the shipowner was that although in 1958 they broke the sound barrier of earnings, pilotage on the Medway was cheaper than in 1953.

There was no industry or profession where an employer's wage bill per man was less now than it was five years ago, in fact, very much the reverse. After all, pilotage fees were part of the employer's wage bill. The increased size of ships, when the waters did not deepen nor the rivers widen, meant the exercise of greater skill, and more worry for the pilot out of all proportion to the extra tonnage involved. Unfortunately one of the troubles of the Association despite the interchange of ideas and this excellent Conference, was that the majority of pilots were blissfully unaware of the conditions and methods of working of other member ports.

"Freedom To Manoeuvre"

Mr. Taylor emphasised that the abolition of the upper toleration margin did not ask

for anything immediate, it just gave the pilots freedom to manoeuvre if and when the necessity arose and also it still kept the Pilots' Charter intact and workable.

Their second suggestion, he concluded, was that all future surcharges be excluded from the calculation of net earnings. They were looking ahead to the time when there might well be extra payments for nightwork, as already existed in some colonial ports and perhaps a surcharge on ships carrying dangerous cargoes. This would be granted as additional payments for additional risks and it would be farcical even to try to fight for them if they were included in the mean level of earnings.

"The shoe pinches where the Medway is concerned" commented Mr. PERRY.

Mr. CHAMBERS dealt at length with the position of Preston, where he said they had felt from the start that in view of their peculiar circumstances they were wrongly assessed. He told the delegates that he was an ardent supporter of Letch and a staunch supporter of the U.K.P.A. and that he was really seeking the advice of Conference regarding Preston's claim to the Letch figure of £1,200.

The CHAIRMAN said there was no one in the room not extremely sympathetic with Preston and everything possible would be done for them.

Pilot Cutters

Mr. BALMAIN referred to the section of the General Secretary's report dealing with pilot cutters and Section 8 (iv) of the Letch Report on the same subject. "On the river" he said, "we own and maintain a most efficient service. We feel that there will be an effort by Trinity House to take over the boats. In that event are we to rely on the Letch Report, or will the Association fight for us".

Mr. GRIFFITHS: "I feel confident that if any attempt were made by Trinity House to take over the River or Gravesend pilot cutters and you objected, the Association would support you. Trinity House blow hot and cold about this. There are many places where we wish they would take over ownership of the boats but this would naturally involve the repayment to the pilots of their invested capital or the current value of their shares. When this is mentioned the question is rapidly dropped."

"ON THE AIR"

PILOTS and pilotage have been "on the air" quite a bit lately. In November, the B.B.C. devoted twenty-five minutes of the Home Service to the London service.

There were heard speaking on the programme the Principal of the Pilotage Department, the Superintendent of Pilots at Dover, the masters of the cruising cutter *Pathfinder* and the tender *Kihna* — the last named in a possibly apocryphal story of how a wave went down the funnel! — and Cinque Ports pilots, W. C. Duncan and J. A. Greenwood.

The greater part of the programme was recorded on board *Pathfinder* and Raymond Baxter said some very nice things about the ship. It so happened that Mr. Duncan was joining the German ship *Catharina Oldendorff* and "starred" in the description of the operation of shipping a pilot.

ELECTIONS

CONFERENCE unanimously re-elected the President, Vice-Presidents, Honorary Treasurer, and Solicitor. The Trustees, Auditors and Editor were also reappointed.

The ballot for the three vacancies on the Executive Committee resulted in the re-election of Mr. J. H. INNES (63 votes) and Mr. L. R. SLADE (49 votes). The third vacancy was caused by the retirement of Mr. D. M. Main who did not seek re-election and Mr. BALMAIN was elected with 38 votes, only one more than Mr. K. Conway, the unsuccessful nominee.

Mr. GRAINGER proposed Mr. G. N. RICHARDSON as an honorary vice-president. "We have held him in great respect and esteem all our lives" he said. Mr. JANES seconded and Mr. TATE commented "very worthy". The vote was unanimous. (See page 21).

PROBLEM OF REDUNDANCY

THE following resolution was moved by Mr. FARRANDS, seconded by Mr. DAVIS and adopted.

That should redundancy amongst pilots occur at any port or within any pilotage district, the pilots so affected should be absorbed so far as practicable into the pilot services of other ports or districts of a similar status.

Mr. FARRANDS was applauded by the delegates for a very able speech. He referred to the happy coincidence that Mr. Griffiths had also mentioned redundancy in his report.

"Redundancy is a word which we can all take in our stride when it applies to other trades, professions and callings" he continued. "It is only when one is brought face to face with the actual fact of redundancy that the impact of the expression forcibly comes home.

"My channel was faced with this problem only a few weeks ago and the cause of this potential redundancy was not a falling off in trade or a change in national legislation or even a change in local administration. It was due to circumstances affecting another port entirely. If this threat had materialised, the potential redundancy envisaged would have been of the order of twenty-five per cent. of the establishment of the North Channel pilots. With this threat over its head, the North Channel was in a position of being virtually a spectator at proceedings which could have proved eventually disastrous for a large number of its pilots. Through the good offices and foresight of the Cinque Port pilots and the U.K.P.A., the matter was finally cleared up and, we hope and trust, permanently.

Causes of Redundancy

"As the report of the General Secretary had stated, the threat of redundancy is far more serious to individual pilots when it affects small ports but this should not lead to any complacency on the part of the larger ports. The usual causes of redundancy are changes in the trade pattern affecting individual ports, but attention must be drawn to the risk of it occurring by other means. It could result from a weak Authority allowing unlicensed pilots too

great a freedom of action in licensed waters such as shifting ships over limited distances or from anchorage to berths and also to indiscriminate issue of pilotage certificates to masters and mates.

"It could also result from changes in national or local legislation and here is one instance — the creation of separate classes of pilots to perform special work already carried out by licensed pilots of that district. Further, redundancy could also be brought about by major legislation altering the limits of the pilotage district.

A Royal Commission

"Referring back to my remarks about changes in national legislation, an official of the Ministry of Transport has mentioned recently the possibility of a Royal Commission on pilotage some time in the next few years. Should this come about, its recommendations might eventually lead to far reaching changes in the proper number of pilots for many districts. Surely, for this possibility alone, we should prepare a plan acceptable to Pilotage Authorities, to solve the problem of the redundancy that might ensue.

"The main preoccupation of the U.K.P.A. in recent years has been earnings and working conditions. Earnings have been largely settled for the time being by the Leitch Report and so working conditions should be the target for immediate attention. Redundancy is a problem which affects both earnings and working conditions. One of the weakest points of the professional occupation of a pilot is loss of livelihood by a falling off in trade in his particular port. Through no fault of his own, work becomes scarce because of a change in the pattern of trade. This is the major cause of redundancy today and indeed it is a problem that has always been with us. Through this, a pilot can be denied his living and the community is denied the pilots' contribution of skill and experience in the safe handling of ships.

"We have tried to think of the arguments likely to be put forward against a scheme which would solve redundancy by transference to another district. One of the points that may be raised is whether a pilot

is capable of carrying out his duties in another district with which he is not familiar. I suggest that he would have to undergo a probationary training period, possibly the same as that already in force for that particular district. But the major factor here is that a pilot having learned the basic principles and obtained the practical experience in waters of one district can equally apply them in another.

"With regard to pensions it should not prove difficult for our acknowledged experts in this matter to solve the attendant problems. For instance, it should not be difficult to institute arrangements whereby the transferee could make back payments or alternatively realise on existing pension rights. These are matters which given goodwill are certainly not beyond effective solution.

Leitch Scale the Guide

"As regards what should be done concerning redundancy and what plan there should be for transferring pilots from one district to another, I suggest that the Leitch scale should be used as a guide. Providing the qualifications are right, a redundant pilot at a certain grade port should be considered for another port of the same grade, as and when he can be absorbed. The pension rates should be clearly established on the basis of existing contributions. Consideration given to adjustment of age limit on entering providing all other qualifications were suitable.

"Finally, it must be stressed that it is not the intention of the resolution to suggest interchangeability. The resolution deals only with the alternative to redundancy so as to assure a pilot of continuity of work and earnings and to remove the fear of one day being found redundant with no alternative employment."

"We feel that the Association has made real progress in getting the profession back to its pre-war position" said Mr. Davis in seconding the resolution. "Our resolution is an attempt to keep things moving. We think it is within the powers of the pilots and Authorities to ameliorate the problem of redundancy, but we do not want to set up authorities which would play draughts with the pilots and move them about the country; it should involve only those ports where there is a permanent loss of trade."

The Evil Eye

Mr. GIBBINS said that for twenty years the shipowners had been on the crest of the wave but as soon as there was any sign of depreciation and economy became necessary, of course the evil eye would fall on the pilots. Earnings were down at Sunderland and they were afraid to apply to be brought back into the 10 per cent. toleration range in case there was an attempt to carry out a threat to reduce the number of pilots. Since 1939 their numbers had dropped from 29 to 19. That had been achieved by "wastage". "Is it to be carried still further?" he asked. "If we have too many what are we going to do? — sell sewing machines or ladies underwear!"

Mr. DALTON said he could speak with some knowledge as Shoreham was one of the ports where the experiment of transfer had been tried and it proved quite successful. The pilot appointed was replaced very soon afterwards by a mate of a regular trading vessel trading to his previous port! Among the applications was one from a pilot who liked sunshine and another from a pilot who would have agreed to a great reduction in earnings because his parents lived in Brighton! In only a few cases were the applications from ports with true redundancy and the sub-commissioners had no guidance as to who was redundant. In their wisdom they chose the man they thought most suitable.

"The point I should like to make" continued Mr. Dalton, "is what happens after the appointment. The pilot concerned, in our case, must be prepared to spend £1,250 or more; that is, £300 for the boat, no wages for six weeks, six months on 75 per cent. wages, the cost of moving his home and face the invidious position of stamp boy. What it amounts to is that he is subsidising the redundant port to that amount. I know of no industry where anyone made redundant through changed circumstances has to spend so much money without the other party paying a share. What it boils down to is this, a redundant man must either buy himself another post, starve, or go back to sea.

"Now, as we see it, it is more a promotion scheme than a redundancy scheme so let us examine it very carefully before we condone or condemn it. Personally I feel that this Association should formulate with

all parties concerned, a sound scheme by which applications for vacancies should be entertained only from ports where true redundancy exists.

"If the circumstances of the pilot are such that financial assistance is necessary, then an interest-free loan should be made available to him, so making our calling that little bit more secure."

"Wholehearted support" for the resolution came from Mr. BALMAIN who said that before any new men were taken into a service redundant pilots should be given consideration "We have five men on our station from other ports" he added. "They do extremely well and we are glad to have them. Trinity House have taken part in this — keep the ball rolling in our direction."

"This Salary Business"

While he was in favour of the proposal in principle Mr. HUGHES suggested that they "wanted it all ways". "Being self-employed" he said, "we have to take the rough with the smooth. We should think more about this salary business; I think a lot of people are going to change their minds".

Mr. NORRIE said that the small ports were more affected by this question than the large ones. The London district was better able to withstand fluctuations than any port but delegates would be surprised at the anxiety felt on his station — one of the largest in existence — concerning redundancy. They had been subjected to constant agitation to keep the number of pilots down. The problem was bound up with exemptions because when there was depreciation ships would do their own pilotage.

An instance of a port with few pilots was mentioned by the CHAIRMAN — Ardrossan. There were three pilots and their living depended on a tanker every ten days. If the tanker did not come they were faced with redundancy. In the large ports, he said, natural wastage could take care of redundancy but not in the smaller ones.

Milford Haven Pilotage

The development of Milford Haven as an oil base with accommodation for the biggest tankers and its bearing on the pilotage service then came into the discussion. It was introduced by Mr. MORGAN who mentioned that at Cardiff where they were faced with falling trade the number

of pilots had been reduced by 17 from 48 in the past ten years. A general application was made to the Milford authorities asking them to consider candidates from the up-channel ports for pilots' licences. They were told that only those who could qualify for Trinity House pilotage were eligible. "Are we in the Bristol Channel who have been crying out for work to sit down calmly and take this when it is a port within our area?" Mr. Morgan asked.

Mr. GRIFFITHS: Are we to understand from Mr. Morgan that formal application was made to Trinity House on behalf of Cardiff pilots and the reply was that they would not entertain the idea because Cardiff was not a Trinity House port?

Mr. SLADE took up the matter at this point and said that several meetings had been held in the Bristol Channel because Swansea, Cardiff, Port Talbot — every one of them — had been given permission to apply to Trinity House but no individual pilot applied. They had now heard that Trinity House had appointed three pilots from other Trinity House ports to Milford Haven and further that there was no chance of up-channel men being taken on. Mr. Slade added that Milford would affect the trade of Cardiff.

Mr. PAGE said he thought the appointment of pilots would be with the sub-commissioners but any pilot who had the basic qualifications could apply and his case would be considered on its merits. Trinity House were very fair in this matter but naturally they would lean toward a redundant man from one of their own ports.

The CHAIRMAN said that Milford would grow at the expense of its neighbouring ports. It was a problem the Executive were being faced with repeatedly and it must come into any review of the Letch Report. Apropos the resolution Mr. TATE asked what happened if a man did not want to go to a port which was considered comparable to his own.

Appointed for Life

"There should be no compulsion" Mr. PERCY replied. "We must never lose sight of the fact that when a man is appointed to a port he is appointed for life. We must guard it jealously. I would rather favour the amalgamation of ports in order to absorb redundancy."

Mr. PERRY said that the five pilots absorbed by the London River station from other districts had proved very satisfactory. One was not from a Trinity House port, and one was; three came from abroad — Suez and Abadan. Those ports bore no resemblance to the work done in London. The London bye-laws provided that no one over 35 years of age could enter the service. Three quarters of those who might be redundant would be excluded by those bye-laws. A man was appointed purely on his ability as a pilot.

Mr. NORRIE questioned the term "absorbed". He did not think there was any undue influence to get the Suez man in.

The discussion closed on a note of inter-rogation from Mr. TAYLOR (North Channel). "Is it within the powers of a Pilotage Authority to discharge a licensed pilot for any other reason than misdemeanor — if redundant could he be discharged?"

To this Mr. GRIFFITHS gave an emphatic "No".

CAPT. RICHARDSON NOW AN HONORARY VICE-PRESIDENT

IT is very pleasing to restore the name of George N. Richardson among the officers of the Association on the cover of this magazine as an honorary vice-president. Looking through back numbers of *The Pilot* it is astonishing how often his name occurs. In the very first volume it is recorded that he was a delegate at the 1921 Conference. He was elected to the Executive at Manchester in 1927; from 1938 (Liverpool Conference) until 1943 he was a vice-president and for some years he was also a trustee. In 1943 *The Pilot* carried a picture of him taken outside Buckingham

Palace when he was invested with the O.B.E., a New Year Honour for meritorious service in the Merchant Navy. In 1939 he was appointed master of the pilot cutter *J. H. Fisher* and retained his licence. An end to his service afloat came in 1947 when he was appointed Commodore of Pilots following the sudden death of Captain J. M. Holland. He retired at the end of September last year at the age of 70 and we are glad to hear that he is in good health. "His great interest in the well-being of pilots never falters" writes Mr. Grainger.



On his retirement Captain Richardson received a presentation from active and retired Humber pilots. In the picture are, left to right, Mr. J. Hardy, M.B.E., Humber pilot; Mr. W. C. Parrott, Humber pilot retired; Captain Richardson; Mr. F. Berry, Humber pilot; Captain Eric Holmes (the new Commodore and former Humber pilot who for some years was a delegate to U.K.P.A. Conferences); Captain N. Yates, Humber pilot retired.

PENSIONS QUESTIONNAIRE

THE SUBJECT of pensions was introduced to Conference by the General Secretary in a statement regarding the position reached in the discussions with other interested parties.

In some quarters it is a disappointment that we do not seem to have made progress on the lines of a national pension scheme, Mr. Griffiths said. It is not abandoned but there is no immediate prospect for two reasons:

(1) We were told that legislation would be necessary for a national scheme and there was no prospect of the Minister making time for a measure of that kind.

(2) We had to face it that there was nothing like universal support for a national scheme. Those with well established funds naturally guarded somewhat jealously what their forebears had done.

This was the resolution adopted at the meeting in the *Wellington* on 22nd October, 1959 of representatives of the U.K.P.A., the Transport and General Workers' Union, Trinity House, the Dock and Harbour Authorities Association and independent Pilotage Authorities:—

That this Conference appreciates

- (a) That many ports, particularly the larger, have well based, actuarially sound Pension Schemes, and where these exist no action is necessary or desirable.
- (b) Nonetheless, it is also obvious that at other ports, schemes exist which are not well based and may well be deemed unsatisfactory by Government actuaries in view of impending legislation, and at yet other ports no schemes exist at all.

Having considered the foregoing, it is resolved:

That in respect of (b) a clear onus exists on these Authorities to set their house in order by:—

- (i) Seeking expert advice on unsound schemes so that these may be corrected actuarially by the time the legislation referred to is introduced; and
- (ii) In those ports where no scheme exists immediate steps should be taken to initiate such schemes as will

give satisfactory pensions to pilots and their dependents on retirement or death;

- (iii) That in order to assist the implementation of the foregoing a sub-committee of this Conference should be set up in order to assist and advise as necessary."

It was further agreed that the sub-committee should be composed of ten representatives made up by two from Trinity House, two from the Dock and Harbour Authorities Association, two from the U.K.P.A., two from the T. & G. W. Union and two from the independent Pilotage Authorities.

The terms of reference are:—

To draft, in the light of paragraphs (i) and (ii) of the resolution adopted under Item 5 (appointment of sub-committee), alternative pension schemes for pilots and their dependents for submission to Authorities and their pilots for consideration.

It may all sound very loose and indecisive, but think for a moment; there were just over 50 delegates present; they had come with open minds and without any instructions from their Authorities. The meeting was bound to be of an exploratory nature. The Executive were instructed by Conference to get on with the job and we have to do it stage by stage. The first thing was to get this meeting of practically every Authority in the country; that was the first tangible result. It was agreed at that meeting that where a port had a good scheme we would not interfere, and it was also agreed that a number of ports had lagged very much behind. It will now depend on the vision and determination of the sub-committee whether anything is done about that. I am convinced that we have to work with the Authorities — we were unpopular enough in not taking that course over the Letch agreement — and their very presence at the meeting indicates their lively interest in this problem. The position is that we have succeeded in getting this meeting and something approved in principle. The task of the sub-committee is a very onerous and difficult one but we must draft a scheme in the light of what we gleaned from Con-

ference were the wishes of pilots on the matter. We will then submit it to those who would like to have it. Those who desire a scheme which conforms with the recommendations of the sub-committee would then presumably approach their Association or Union to support it before their Authority, and if need be an application could be made under Section 18 of the Pilotage Act. What we want is a clear guide from you as to your pension requirements and what you are willing to do to achieve them.

Mr. BERRY said that while the Letch Report stabilised net earnings there was no comparable stabilisation of gross earnings from which contributions to pension funds were made. If they had that it might be a great asset to the smaller ports which otherwise might be reluctant to take action.

Who Pays?

The CHAIRMAN said it appeared from an examination of all the pension funds which were being operated at the present moment that there was great discrepancy in the income between one fund and another. Quite a lot of these incomes have been specially designed to meet the needs of the particular funds. "The thing about this is" said Mr. Tate, "and it is very contentious; who makes the contribution at the present moment to the pilot pension fund? Before everyone says 'We do' let me say the Chamber of Shipping are maintaining that no matter what may have happened in the past, (and we are thinking of father's and grandfather's contributions), by and large the contributions are, in fact, an employers' contributions. Looking at these as employers' contributions it must mean that pilots should consider paying out of their net earnings some contribution to their own benefit fund. If this sub-committee forms a model pension fund we must look very carefully at this matter of contributions."

Mr. J. P. BENNETT referring to the first reason given by Mr. Griffiths for no progress having been made said that it was strange that Parliamentary time could never be found for the pilots. "May I remind you", he said "your Parliamentary Pilotage Committee is never in operation".

When Mr. Bennett suggested that there had been a change of heart — almost a change of policy — on the part of represen-

tatives of the Association he was challenged by Mr. GRIFFITHS "What change?"

Mr. BENNETT replied that the change was from a national pension scheme. He went on to say that Swansea were satisfied with their pension scheme and did not want a national one. Mr. Clement went to a meeting of the Bristol Channel pilots and told them so. It was very disturbing but they must pay regard to it.

Information Wanted

Mr. PAGE said that he hoped something would come from the delegates about what they thought possible. "We don't really know what the pilots want" he said. "Although we have achieved nothing tangible yet we can show you we have done something by awakening the Pilotage Authorities to what pension schemes there are. Some schemes are being tackled for small improvement, but all our figures show that there is a large number of funds which cannot make a go of it. Can you give some indication whether you would be prepared to go along with a collective fund? Would you consider any sort of merging of a number of smaller ports which would of necessity be the first step in any national scheme although it must be a long way off?"

What Should be the Aim?

The CHAIRMAN said it was usual in general pension practice to have a relationship between pension and income. The Executive Committee in its preliminary investigations related it to the Letch "mean" and had aimed at a pension on it. As a general guide, he was assured by the Ministry of Transport the sort of thing which might be acceptable was two-thirds of income for 40 years' service and pro rata down, which made it about one-half for 30 years' service. He wanted to know what should be the level of pensions for which they should aim. What did pilots think was an appropriate retirement age, and what proportion of the pension should be paid to widows?

Later in the discussion Mr. TATE gave some details of the position at Middlesbrough and mentioned that the pension on retiring at 65 years was about £1,000 a year.

"That is what Middlesbrough can do when there is someone there who takes an interest in the job", commented Mr. GRIFFITHS, amid applause. He then gave details of a Humber scheme for which draft

bye-laws had been prepared and Mr. Grainger following up said, they hoped that with the changes proposed and their numbers maintained in another five years they would have considerable increase.

Replying to Mr. BERRY, Mr. TATE said the Tees scheme was actuarially solvent.

Cardiff inaugurated a scheme to put pilots on half pay. Mr. MORGAN told Conference.

PILOTAGE CERTIFICATES

SOUTHAMPTON had this motion regarding pilotage certificates on the agenda:

That the byelaws governing the issue of pilotage certificates to masters and mates and the conditions under which they are granted be urgently reviewed.

LONDON (CHANNEL) had drafted this amendment:

That this Conference notes the increasing tendency of shipmasters to apply for pilotage certificates, and recommends that authorities give consideration to the introduction of local byelaws requiring the owner of ships, whose masters or mates hold pilotage certificates, to contribute towards the Pilot Fund a sum of 80 per cent. of the pilotage dues applicable to their vessels, in accordance with Section 17 (p) of the Pilotage Act.

The two motions were merged and adopted by Conference.

Mr. HUTCHINGS who moved the Southampton resolution said that their object was to prevent the practice regarding certificates spreading and they were very happy to have the amendment.

Southampton Situation

The case was very clearly stated by Mr. HUTCHINGS. "Our purpose in proposing the resolution", he said, "is to draw the attention of the Association to a situation that has arisen at Southampton concerning the issue of pilotage certificates. Let me say at once that the proceedings are strictly in accordance with the bye-laws, but it will be for you to judge whether, in view of what has happened, the bye-laws should be

amended. At other ports it may be that the situation that has overtaken us has already been foreseen and legislation introduced to keep the issue of certificates within reasonable bounds.

It was hoped, he said, that this would be an incentive to the older men to retire. Two years ago they found they could not carry it out.

A proposal by Mr. PERRY seconded by Mr. HARE that the Executive should send a questionnaire to local secretaries seeking the information required to ensue the best possible pension in the circumstances was adopted.

You will know that Section 23 of the Pilotage Act provides for the granting of pilotage certificates to masters and mates by the local Pilotage Authorities, who are however permitted to frame bye-laws governing the conditions of issue of such certificates in their own district.

"In our district the master of a 16,000 D.W. tanker has made application to the sub-commissioners to sit for the examination for a pilotage certificate. We view with apprehension the granting of pilotage certificates to the masters and mates of such large ships which carry such dangerous cargoes, not only for the sake of the ship herself, but also on account of the risk to other shipping within the district. Under the terms of the outport bye-laws such certificate, if granted, will include other ships of like character. This is a state of affairs that is not acceptable to our station and can hardly recommend itself to the owners of other valuable tonnage using our port.

Abuse of Prevailing Custom

"It is submitted that when the Pilotage Act was drafted, its sponsors never visualised, much less intended, that the provisions of Section 23 should extend to any ship larger than estuarial or short sea traders, for the most part highly manoeuvrable craft, and in our district the issue has previously stopped at this point. The inclusion of large tankers within its scope is a serious departure from the normally accepted practice

and cannot but cause the gravest concern to all pilots.

"A pilot, in our district, before he is permitted to conduct such tonnage has to proceed by three stages, each subject to examination, covering a period of four years, no full draft licence being issued to a pilot in one single act. On the other hand, the successful candidate for a pilotage certificate normally makes only one appearance before the examining body.

"We consider that a certificate holder should not be in a more favourable position in obtaining his certificate than a pilot in obtaining his licence, especially if the tonnage confided to the charge of certificate holders is to be of the same size as that conducted by first class pilots. In order to prevent what in our opinion constitutes a grave abuse of prevailing custom, and to remove a serious anomaly, the Association is earnestly recommended to consider prompt action towards a review of bye-laws so that the use of a pilotage certificate may be restricted to the generally accepted type of vessel enjoying this concession. Also, the conditions applicable to a candidate for a pilotage certificate should more nearly equate those attaching to the applicant for a pilot's licence.

"It is our considered opinion that in all these circumstances it would be reasonable to review any bye-laws where such action be deemed necessary so that restrictions may be introduced in interests of the safety of all shipping."

The delegates applauded Mr. Hutchings' statement and Mr. POWELL seconded the resolution.

Entire London District Concerned

After Mr. McNEIL had spoken on the addendum accepted by Southampton Mr. PERRY said that the matter was one that ran right through the London District and affected Southampton and the Channel ports. There was one point which they could press — it carried on from where Mr. Hutchings left off. It was that their Authority should require from applicants for certificates experience equal to that of the pilot.

"Without further ado Conference should support the resolution" said Mr. CHAMBERS. "In no other profession would anybody be

allowed to take away our livelihood. Where masters do their own pilotage the services concerned should have the opportunity of extracting from the shipowners the maximum figure possible".

Clarification Needed

Mr. J. P. BENNETT said that while the resolution applied to compulsory ports obviously it was bound to affect non-compulsory ports as well. "Just what are we asking for?" he continued. "Are you asking for the 80 per cent. or the abolition of this practice at a restricted tonnage? This point ought to be made quite clear. Personally I am not concerned about the 80 per cent., but about the pilot as a professional man". He added that the question of pilotage certificates did not operate in the same way at any two ports in the Bristol Channel. The Executive should inquire into the number of masters holding pilotage certificates for vessels of a particular tonnage and anything above it. The highest tonnage should be 1,000 net register.

The CHAIRMAN said that under the terms of the Pilotage Act it was impossible to forbid the granting of these certificates but certain deterrents should be put on it.

The discussion closed with a few more points from Mr. HUTCHINGS who said that under the outport bye-laws certificate holders could carry on until they were 70; they had to appear for eyesight test only at the time they sat for their examination and had to make only four trips in every year (in the Southampton district) to get their certificates renewed — without even appearing, it could be done by post. Other ports had been more long sighted. Liverpool, for instance, took time by the forelock in 1936 and imposed restrictions under their bye-laws which made it a very different kettle of fish.

FOLLOWING THE LEADER

Delivery of *Landward* and *Link* which in general follow the design of the Trinity House vessel *Leader* is expected within the next two or three months. *Leader*, which was illustrated on the cover of *The Pilot* in January of last year, is the prototype of a new kind of craft for taking pilots from shore to ship.

CHOICE PILOTAGE

THE Executive Committee at their pre-Conference meeting discussed a request by the Tees pilots to introduce a resolution on choice pilotage of which due notice had not been given. The Executive consented and the resolution was moved at the afternoon session on the first day of Conference by Mr. YOUNG and seconded by Mr. GUY. Immediately strong differences of opinion were revealed. Some delegates welcomed the resolution; some protested that they had no mandate and others plainly warned Conference of the dangers of attempting to take any action.

The CHAIRMAN was most emphatic; no action would be taken. It was a highly controversial matter, he said, and the resolution was allowed to be brought forward on the plain understanding — to which the mover agreed — that no action could be taken on its terms until due notice has been given. It must therefore be deferred until next Conference.

Before the discussion had gone very far the CHAIRMAN called for the next business and the other side of the matter was not fully put to the meeting, but since the Executive gave permission for the subject to be introduced, Mr. Young is entitled to be reported in *The Pilot*. Here are extracts from his statement:

"My submissions are the result of personal observations and of being associated to some extent with the problem. I can assure Conference that I do not raise the subject lightly, nor are the grapes sour!

"I will anticipate the observations of the cynical who may suggest that it might be possible to fool some of the people some, or even all the time by suggesting that this would appear to be the case with choice pilotage appointments.

"If I were satisfied that choice pilots were appointed justly and competitively and thus achieved a deserved reward, then by the same stern weighing of evidence I would not be moving this resolution. How then are choice pilots selected? When this question is posed to those best qualified to answer — choice pilots themselves — it is astounding how many are in that select section of Public Opinion polls, the 'don't knows'.

"One would imagine that Pilotage Authorities or sub-commissioners with their intimate association with all the aspects of a pilot's life would be well qualified in this direction. In practice they are never or rarely consulted.

"The appointment without contract or security of tenure, must of necessity, ultimately be made by the shipowner. But who or what guides his choice? How does a shipping firm already employing a choice pilot ensure succession? The prospective successor has never been on board the applicant's ship. A new firm opening up a trade in a port has no experience to guide them. The shipowner gets round this by paying lip service to the principle that all pilots in a district are of equal merit, by qualification, examination or practice and all he wants is his own pilot to ensure an intimate relationship. Of course if the subject of his selection is not satisfactory, he can always kick him out and succeed by trial and error.

"I do not accept this altruistic pose. All this type of shipowner wants is to ensure that the services of a pilot are at his behest irrespective of the needs of shipping in general using the port and who may be prevented by circumstances from having a choice pilot. To this end he is prepared to disrupt a public service which should by its very name be available for all on equal terms. But even worse, he encourages choice pilots to appoint their successors and made recommendations for appointments to other lines. He is prepared to encourage nepotism despite its known effects through history and produce in pilotage services dissension, jealousies, yes, even hatred.

"Do these choice pilots, these selectors, these dictators in our midst base their recommendations on ability, application or aptitude? They would not be human if the close personal contacts that pilot services produce, did not influence their choice. Does the father admit to his son's shortcomings? or do any of the other relationships that abound in pilot services have no effect on selection? I would deny their right to make any selection.

"The long slow battle to ensure reasonable conditions for pilots is too often

prejudiced by the lack of unity in our own ranks. How can reasonable working conditions be argued in the presence of those choice pilots who regardless of health are prepared to work at all times. What point is there in this Association proposing certain leave conditions against a background of pilots who of their own volition have never taken a holiday in their choice pilotage life?

"I would even suggest that the attitude of some choice pilots to general levels of remuneration is tempered by the financial advantage they have gained. I repeat gained, because in so many instances it is

not earned.

"So many choice pilots claiming professional status on the one hand are willing to accept what is virtually employment with a shipping company and blatantly show where their allegiance lies. They treat their Authorities with scant respect secure in the knowledge that their sponsors will support them if the need arises. The rules and regulations of general application are ignored by these chosen few as often as it is deemed prudent. Not for them watch-keeping — that can be left to those who have not a friend in court, or in port!"

RECEPTIONS BY TRINITY HOUSE AND U.K.P.A.

TRINITY HOUSE held a reception on 17th November, to meet the President, Vice-presidents, officers and members of the Executive Committee of the U.K.P.A. The guests were received in the beautiful library of Trinity House by the Deputy Master, Captain Sir Gerald Curteis, K.C.V.O., R.N. (Retd.) who was accompanied by the Principal of the Pilotage Department, Mr. S. Rawlings Smith, O.B.E., M.Inst.T. The invitation was extended to the wives and the party had the opportunity of seeing other rooms at Trinity House and the treasures they contain.

The Elder Brethren of Trinity House at the reception were: Captains G. P. McCraith (Chairman of the Pilotage Committee), W. R. Chaplin, G. C. H. Noakes, R.D., R.N.R., (Retd.), C. St.G. Glasson, D. Dunn, K. McM. Drake, R.D., and G. E. Barnard.

Trinity House officials present were: Messrs. T. H. Burleigh, M.A. (Secretary), G. D. D'Ombraim, A.C.A. (Principal, Corporate Department), V. G. Stamp (Deputy Principal, Corporate Department), and E. Babbs, (Deputy Principal, Pilotage Department).

The guests included members of the London Pilotage Committee, Messrs. Geoffrey Hinton and H. E. T. Ross, T. D. (shipowners) and D. Perry, D.S.C., R.D., S. C. Williams and N. MacNeil (pilots).

From the Ministry of Transport came Messrs. D. C. Haselgrove, R. W. N. B. Gilli-g and A. Broadley, O.B.E., and from the

Chamber of Shipping Messrs. L. J. H. Horner, O.B.E., and J. B. Greenwood.

* * * *

It has become the established custom for the U.K.P.A. to hold a reception in the Court Room of the *Wellington* on the evening of the first day of Conference. This was again a very successful function with a larger attendance than hitherto, due in some measure to the closer link which has been established with the Pilotage Authorities. As usual the occasion gave the pilots attending Conference the opportunity of meeting representatives of various interests concerned with the pilotage service.

There was a special welcome for Sir Robert Letch whose famous report is now being spoken of as the Pilots' Charter.

The guests were received by the President and Mr. Griffiths. Sir Peter's personal guests were: Sir E. M. Cooper-Key, M.P. and Messrs. Peter Kirk, M.P., John Arbutnott, M.B.E., T.D., M.P. and Julian Risdale, M.P.

Among those invited were:

MINISTRY OF TRANSPORT & CIVIL AVIATION. Messrs. L. J. Dunnett, C.B., C.M.G.; P. Faulkner, C.B.; D. C. Haselgrove; R. W. N. B. Gilling; A. Broadley, O.B.E.; J. A. Horne and C. S. Michlewright.

TRINITY HOUSE. Captain Sir Gerald Curteis, K.C.V.O., R.N.; Captain G. P. McCraith; Captain K. McM. Drake, R.D.; Captain R. J. Galpin, R.D.; Messrs. T. H. Burleigh, M.A.; S. Rawlings Smith, O.B.E., M.Inst.T. and E. Babbs.

CHAMBER OF SHIPPING OF THE UNITED KINGDOM. Messrs. G. Hinton; H. E. T. Ross; G. Smith; J. Houston Jackson, G. W. Powell; D. M. Robinson, J.P.; H. J. Wakefield; Captain J. L. Watson; L. J. H. Horner, O.B.E.; J. B. Greenwood; L. C. Eversden; R. C. Oades and Gifford Gordon.

HONOURABLE COMPANY OF MASTER MARINERS. Air Chief Marshal Sir Frederick Bowhill; Captain H. E. Morison, D.S.C., R.D., R.N.R. (Retd.); Commander B. Wemyss-Gorman; Captain Chase; Captain Frankcom; Captain C. W. B. Mitchell and Mr. D. H. W. Field.

PILOTAGE AUTHORITIES. Barry: Messrs. J. W. Duncan (Chairman) and R. J. Thomas (Secretary); Belfast: Mr. E. W. P. King; Boston: Mr. R. Fountain; Cardiff: Mr. T. C. Warren-Evans and daughter; Hull: Mr. J. H. Haworth; Middlesbrough: Mr. R. Sieling, F.A.C.C.A.; Port Talbot: Mr. E. A. C. Howells; Sunderland: Messrs. A. Mann (Chairman) and Mr. S. Burgess (Pilot

Master); Wisbech: Councillor H. Potter and Mr. R. A. Ward; Exmouth: Mr. A. Esilman.

TRINITY HOUSE PORTS. Southampton: Captain P. A. Morgan (Chairman); Shoreham: Mr. S. F. Youles (Chairman).

TRANSPORT & GENERAL WORKER'S UNION. Messrs. T. O'Leary, O.B.E. and P. Henderson.

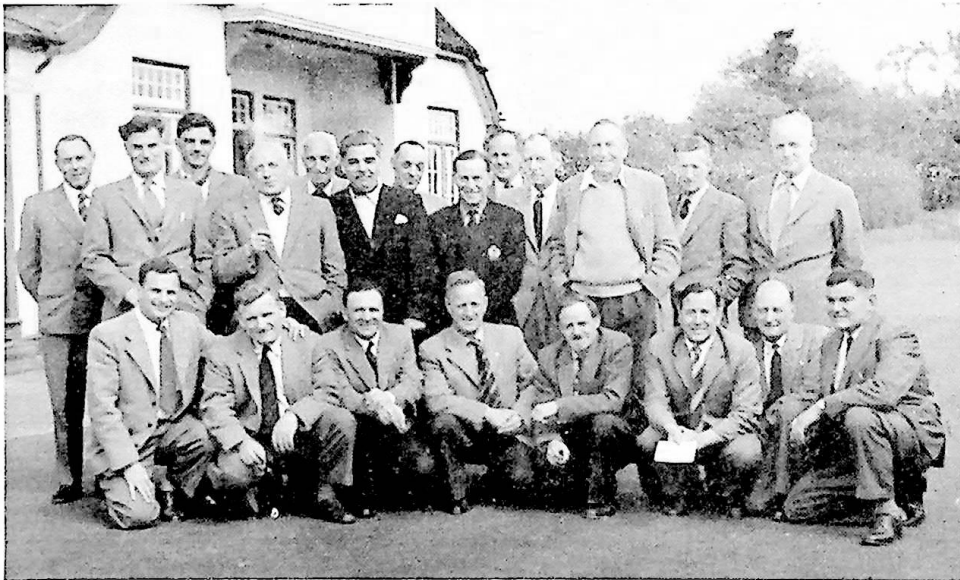
DOCK AND HARBOUR AUTHORITIES ASSOCIATION. Mr. T. A. McLoughlin.

"A GREAT FRIEND"

"A fine fellow and a great friend of this Association". The PRESIDENT used these words in paying a tribute at Conference to Mr. WOOLMER T. C. SMITH, Clerk to the Honourable Company of Master Mariners who as reported in our last issue died on 11th September.

Conference endorsed the President's tribute by standing in silence.

TRINITY HOUSE PILOTS GOLFING SOCIETY



This picture was taken at the meeting of the Trinity House Pilots' Golfing Society at the Rochester and Cobham golf course reported in the last issue of *The Pilot*. In the row in front, left to right, are: N. MacFarlane, Channel; P. Levack, Channel; C. Anderson, River; D. Hunter, River; J. Young, River; P. Jones, North; B. Dey, Channel; T. L. Broome, River. Behind: T. G. Radford, Medway; G. L. Campbell, River; J. Roe, North; J. Trowsdale, Cinque Ports; L. Marshall, Cinque Ports; W. Webster, Cinque Ports; R. Milne, Medway; A. R. Pow, River; B. Q. Dunham, North; W. D. Smith, River; J. Griffin, River; N. F. Dawson, River; R. Percy, Cinque Ports.

UNITED PILOTS' C.C.

THE RESULTS of the matches played by the United Pilots' Cricket Club, Gravesend last season were as follows:—

Stephris 100 (Mitchell not out 33, Brook 5 for 35): U.P.C.C. 104-5 (A. Pow 38).

U.P.C.C. 121-9 (P. Edwards 32, C. Lea 24, Warner 7-40): H. M. Customs 123-3 (Ellingham 44, Baker 40).

Hartley Country Club 216-9 (Hamilton not 87, S. Lunn 3-58): U.P.C.C. 138 (T. Smith 29, A. Pow 34, M. Taylor 42).

U.P.C.C. 152-9 (S. Lunn not 32, T. Pickering 27, W. Owen 22): Thames River Police 141 (Crowther 24, Brook 4-40).

U.P.C.C. 144-5 (T. Smith 57, W. Owen 33): United Banks 157-7 (Fright 49, A. Edwards 4-40).

U.P.C.C. 34 (Bowers 5-19): Medway Police 28 (Brook 3-15, Hunter 4-3).

H.M.S. *Worcester* 224-9 (Mirehouse 55, Hodges 80, Rowlinson 6-48): U.P.C.C. 172-8 (D. Hunter 54, H. Lunn 26).

U.P.C.C. 224-7 (T. Smith 54, S. Lunn not 46): Trinity House 146-9 (Goulbourn not 38, Taylor 6-47).

Meopham 258-6 (Cook 91): U.P.C.C. 106 (S. Lunn 43).

I.P.M. 238 (Hirchfield 60, R. Brook 7-97): U.P.C.C. 79 (Marable 6-33).

U.P.C.C. 107 (M. Taylor 35): H.M.S. *Worcester* 108-2.

H.M. Customs 175-7 (Preston not 56, S. Lunn 3-23): U.P.C.C. 150 (S. Lunn 58, Preston 3-9).

Royal Mail Lines 269 (Liddiard 69): U.P.C.C. 81-5 rain stopped play.

U.P.C.C. 126-5 (D. Hunter not 55, M. Taylor not 33): United Banks 63 (A. Edwards 5-20).

Gravesend 260-4 (H. Wilson not 145): U.P.C.C. 120 (T. Smith 34, Couves 7-38).

Meopham 126 (Gunyon 63, M. Taylor 7-51): U.P.C.C. 127-6 (S. Lunn 40, M. Taylor 41).

U.P.C.C. 40 (Eldridge 5-40): Medway Police 41-4.

Kingstons XI 288-6 (Kingstons 105): U.P.C.C. 122 (H. Lunn 43).

U.P.C.C. 174 (A. Edwards 45, J. Matthews 44, H. Lunn not 30, Lewis 5-41): Trinity House 133-9 (Turner 43, M. Taylor 4-37).

Obituary

MR. HARRY SMITH, *Gravesend*

THE death occurred on 17th September, 1959 of Mr. HARRY ALBERT SMITH of Gravesend who served on the Executive of the U.K.P.A. from 1929 until 1942. He was 72 years of age and was a river pilot until his retirement in 1953. The *Gravesend and Dartford Reporter* said: "In his 38 years on the river, Capt. Smith held the proud record of having piloted 9,500 ships up the Thames. These ships had the overall tonnage of 44 million tons.

MR. P. N. EDMONDS, *North Channel*

Retired London Trinity House North Channel pilot Philip Nourse Edmonds died on 26th September, 1959, at the age of 69. He first went to sea in 1905, serving his time in the barque *Heathfield*, (Archibald Russell, owner). He sailed as second officer of the barque *Tasmania*, and then had a spell in the steamers of the Houlder Line. In 1914 he served as chief officer of the barque *Bargany* from Newport, Mon. to Port Nelson in Hudson's Bay, after which he was chief officer in the steamer *Lingan* in the St. Lawrence coal trade. During this period he was able to improve on the observance of the Load-line Regulations. Mr. Edmonds then joined the Royal Naval Reserve and his first command was H.M.T. *Dapper*.

Joining the London pilot service in 1919 he worked at the North Channel station until his retirement, except for a period of general service in the London District and on the River Clyde during the second world war.

Mr. Edmonds took a keen interest in pilotage affairs, serving on the North Channel Pilots' Committee for the greater part of his life as a pilot. He also represented the London pilots on the London Pilotage Committee. A fearless man, with plenty of initiative, he strove at all times to increase the reputation and status of his profession, and was most popular with and respected by his colleagues. His passing is widely regretted. — K.C.D.

U.P.C.C. 212-8 (M. Taylor 45): Gravesend Police 212-2 (Hirchfield not 106).

U.P.C.C. 128 (M. Taylor 33): Kingstons XI 237 (Dodd 92).

LOCAL SECRETARIES



Aberdeen	...	W. A. Gervaise	...	Aberdeen Harbour Pilots, North Pier, Aberdeen. Pilot Office, The Harbour, Ardrrossan.
Ardrossan
Amble	...	J. H. Wall	...	23 Ocean Road, Amble, Northumberland.
Barrow-in-Furness	...	R. Raby	...	32 Roa Island, Barrow-in-Furness.
Barry	...	J. Bennett	...	Brent Knoll, Port Road East, Barry, Glam.
Belfast	...	A. G. Starkey	...	6 Rosetta Avenue, Ormeau Road, Belfast.
Berwick-upon-Tweed	...	T. N. Richardson	...	Pier House, Berwick-upon-Tweed.
Boston, Lincs.	...	A. V. Howard	...	25 Main Ridge, Boston, Lincs.
Bridgewater	...	P. D. Thomson	...	16 Esplanade, Burnham-on-Sea, Somerset.
Brixham	...	E. J. Mardon	...	Ridley, Berry Head Road, Brixham.
Cardiff	...	H. C. Higgins	...	17 Heol-y-Deri, Rhiwbina, Cardiff.
Clyde :-				
Glasgow	...	J. H. Innes	...	Clyde Pilot Office, 16 Robertson Street, Glasgow, C.2.
Gourock	...	K. Conway	...	1 Drums Terrace, Greenock, Renfrewshire.
Dartmouth	...	R. R. Gatzias	...	24 Lower Street, Dartmouth.
Exeter	...	P. R. Bradford	...	48 Camperdown Terrace, Exmouth, Devon.
Falmouth	...	E. Carlyon	...	Pilot Boat Association, 14 Arwenak Street, Falmouth.
Fowey	...	W. L. Dunn	...	53 West Street, Polruan, Fowey.
Gloucester	...	L. C. Taylor	...	Pilotage Office, Sharpness, Glos.
Goole	...	H. Richman	...	Concord, Thorn Road, Hedon, Hull.
Grangemouth	...	A. McArthur	...	Pilot Office, The Docks, Grangemouth.
Hartlepool	...	T. Stevenson	...	7 Heugh Chare, Hartlepool.
Hull	...	D. Grainger	...	Humber Pilots' Society, 50 Queen Street, Hull.
Ipswich	...	W. Steele	...	45 Dereham Avenue, Ipswich.
Isle of Wight (Inw'd)	...	K. E. Powell	...	25 Union Street, Ryde.
Leith	...	T. R. Wilson	...	12 Beresford Gardens, Trinity, Edinburgh.
London :-				
Cinque Ports	...	J. D. Sharp	...	Naburn, Eythorne Road, Sheperdswell, Kent.
Channel	...	M. H. Taylor	...	30 Grange Road, Gravesend.
River	...	E. J. Hobbs	...	67 Hollybush Road, Gravesend.
Medway	...	G. H. Taylor	...	56 Minster Road, Sheerness.
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.
Newhaven	...	W. Cross	...	62 Hill Crest, Newhaven, Sussex.
Par	...	F. Dunn	...	Trinity House Pilots, Doonside, Par, Cornwall.
Plymouth	...	E. Rogers	...	Pilot Office, 2 The Barbican, Plymouth.
Poole	...	A. W. James	...	15 Harbour Hill Crescent, Poole, Dorset.
Portsmouth	...	L. K. Mitchell	...	Trinity House Pilots, Victoria Pier, Portsmouth.
Port Talbot	...	E. Hare	...	8 Bath Street, Port Talbot.
Preston	...	H. Halsall	...	Pilotage Office, The Docks, Preston, Lancs.
St. Ives	...	R. J. Martin	...	Trewyn, Higher Ayr, St. Ives.
Shoreham	...	R. Carruthers	...	Cordillera, Croft Avenue, Southwick, Sussex.
Southampton	...	K. J. Hutchings	...	Pilot Office, 18 Queen's Terrace, Southampton.
South Shields	...	R. Marshall	...	Pilot Office, South Shields.
Sunderland	...	G. H. Donkin	...	8 Melvyn Gardens, Sunderland.
Teignmouth	...	J. E. Broom	...	5 Strand, Teignmouth, Devon.
Workington (Whitehaven and Maryport)	...	J. R. Tennant	...	Brooklyn, Crow Park, Whitehaven, Cumberland.
Wisbech	...	E. M. C. Dale	...	90 Edinburgh Drive, Wisbech.
Yarmouth	...	C. Bewley	...	35 Sussex Road, Gorleston-on-Sea, Yarmouth.