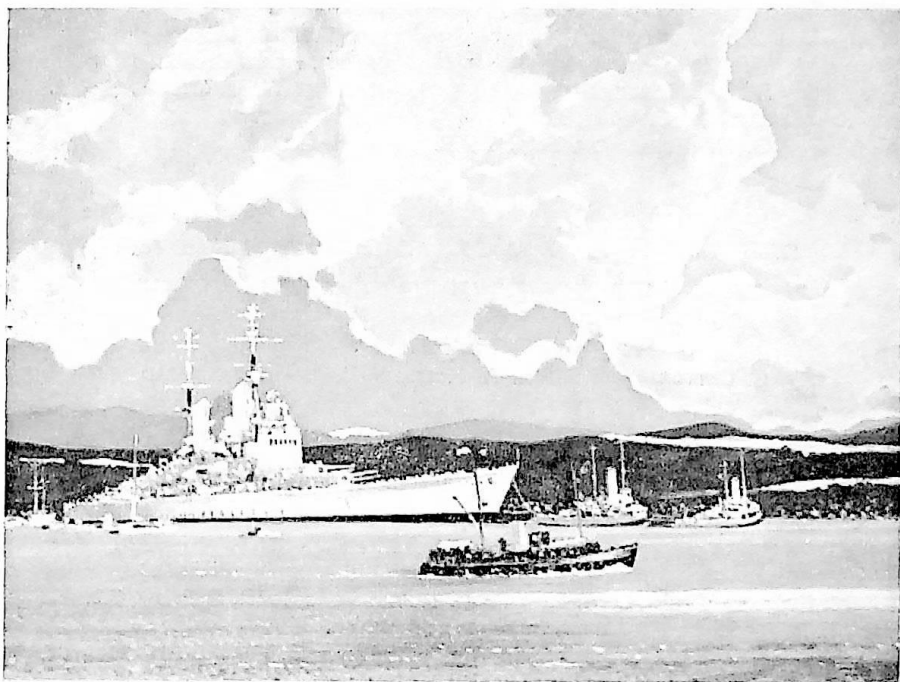


The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 2 Vol. 39

February, 1961



THE CLYDE pilot cutter Cumbrae is in the foreground of this picture from a painting by A. H. Turner of Glasgow entitled "The Last Voyage" commemorating the arrival off Gourock on 9th August, 1960 of H.M.S. Vanguard. At this point she embarked her pilot for the last lap of her voyage through the Garelock Narrows to the breaking-up yard. In the background are the hills of Argyll and Loch Long.

The Cumbrae is the largest in the Clyde service and was commissioned in 1937 being built expressly for boarding work at the Cumbrae Heads, the outer limit of the Pilotage District. She is 101 tons and has a diesel engine of 333 h.p., giving her an average speed of $10\frac{1}{2}$ knots in all but the very worst of weather. She is fitted with radio telephone and V.H.F., and has radar for positioning and guiding vessels requiring a pilot in fog.

We are indebted to Mr. Turner for permission to use his picture and to Mr. J. H. Innes for bringing it to our notice.

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 :

LADY APSLEY	SIR IRVING ALBERY
THE HON. LADY INSKIP	MAJOR JAMES BURNIE
J. H. A. SMITH, ESQ.	CAPTAIN W. H. COOMBS, C.B.E.
BERNARD C. WEBB, ESQ.	ALEX A. LOVE, ESQ.
G. N. RICHARDSON, ESQ., O.B.E.	J. H. FIFE, ESQ.

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.
1959 L. R. SLADE (Cardiff), 111, Windsor Road, Penarth.
1960 D. GRAINGER (Humber), 39, Link Road, Cottingham, E. Yorks.
1960 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.
1960 W. C. DUNCAN (Cinque Ports), 23, Waterloo Mansions, Dover.
1959 R. D. BALMAIN (London, River), 24, Pine Avenue, Gravesend.
1960 G. W. GIBBINS, 1 Featherstone Street, Roker, Sunderland.

Finance Committee :

THE TWO VICE-PRESIDENTS AND L. R. SLADE

General Secretary and Solicitor :

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

Auditor :

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

Editor of "The Pilot" :

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

AFTER THE CONFERENCE

THIS OPENING PAGE is devoted to the latest news on some of the matters discussed at the Conference last November. The business of the Conference is fully recorded on subsequent pages and it will be seen that the subject which occupied far more time than any other was the application of the latest National Maritime Board adjustment to the pilotage service. Four or five resolutions bearing on different aspects of the problem were adopted and these were considered at a meeting of the Executive Committee on 12th January.

The Secretary then reported that it had been arranged for the two bodies of pilots (U.K.P.A. and Union) to exchange views with the object of reaching agreement on outstanding points of construction and procedure arising under the Letch Agreement. A meeting had been arranged for 26th January at the Chamber of Shipping to discuss these matters and if agreement were reached an approach would be made to the Ministry of Transport with a view to establishing what had been described as "press-button procedure" for the implementation of future N.M.B. Awards.

With regard to the Conference resolution moved by Mr. Grainger and carried unanimously that in the event of it being held that the proper number of pilots was less than the actual number, they should work to a roster of the lesser number, the Executive felt that this particular aspect should be left to the Chairman and Secretary to raise in their discussions with the Chamber about the interpretation of the Letch Agreement.

The Secretary reported to the Executive the progress which had been made at all member ports on giving effect to the agreed 11 per cent. increase in net earnings in pursuance of the latest N.M.B. adjustment. It was observed that Trinity House had been very slow in submitting their proposals to the Minister and that in a number of instances pilots in other districts had their increase in operation before Trinity House had submitted applications to the Minister in respect of their own ports. It was felt that no useful purpose would be served in raising this matter in view of the impending negotiations for improving the system to be adopted in future.

Problem of the navigating bridge.

The Executive paid a great deal of attention to the Conference resolution regarding the position of the navigating bridge on large oil/ore carrying vessels. Mr. Tate reported that the problem appeared to be one of international importance as he had received a letter from the Canadian Merchant Service Guild whose members were experiencing the same problems, and who have written to various international organisations on the subject. It was arranged that Mr. Janes in conjunction with other members of the Executive should prepare a considered article for publication in *The Pilot* and other journals.

On the subject of pensions Conference passed a resolution of confidence in the Pensions sub-committee after hearing a statement by Mr. Page, and authorised it to continue on the course outlined. Mr. Tate reported to the Executive that the latest revised draft of the "Nine Points" considered essential in any satisfactory scheme had been approved subject to minor amendments which the Chairman, Mr. D. K. Redford, had undertaken to make and to dispatch to the interested parties for final approval. The document is expected at an early date.

Port Talbot's application.

The Port Talbot pilots have applied for re-assessment of the Letch level of earnings. Immediately after Conference they submitted to their Authority a letter on the subject, the draft of which had been submitted to Mr. Griffiths. Their original Letch figure was £1,200 but they are now earning at the rate of about £1,900 a year. Conditions have changed fundamentally at Port Talbot as is apparent to all who know the port and town, and there is reason for believing that both the Authority and local shipping interests are in sympathy with the pilots' case. Once it is officially known that the Authority supports their application the next step will be to seek the approval of all other parties to the Letch agreement before bye-laws are submitted to the Minister.

THE CONFERENCE

THE CUSTOMARY eve of Conference meeting of the Executive was held on board the *Wellington* on the afternoon of 1st November, 1960 under the Chairmanship of Mr. D. H. TATE. On each of the two following days there were two sessions of Conference in the Court Room of the Honourable Company of Master Mariners.

SIR PETER MACDONALD presided at the opening session and on the platform with him were the Vice-Presidents, D. H. Tate and H. J. Wynn and the General Secretary and Solicitor C. D. Griffiths.

Members of the Executive Committee present were J. H. Innes, L. R. Slade, D. Grainger, S. Green, F. V. Janes, R. B. Page and R. D. Balmain.

Mr. W. C. Duncan wrote a breezy letter regretting that he could not attend owing to ill health and a reply in the same vein was sent from Conference wishing him a speedy recovery. We are happy to report that he attended the January Executive and was in good form.

There were nearly 60 delegates and most of the principal ports in membership with the Association were represented. The following signed the attendance book:

Delegates:—	
BARRY	J. P. Bennett.
BELFAST	C. Dick.
CARDIFF	C. R. Dinas, J. E. Wilson, H. Richards, H. C. Higgins.
CLYDE	
<i>Glasgow</i>	J. Summers.
<i>Gourock</i>	K. Conway, D. McDonald.
GOOLE	W. H. Perry.
HUMBER	J. Hardy, J. Cawes, F. Berry, P. E. Moxon, C. E. Allinson.
ISLE OF WIGHT	D. Kernick, R. W. F. Pelling, J. Bowyer, P. G. Driver.
(Inward)	
LONDON	
<i>Cinque Ports</i>	C. R. R. Macauley, N. R. Knowles, E. Crewdson, J. M. Mattocks, D. J. Jones.
<i>Channel River</i>	T. M. Williamson, N. McNeil, M. H. Taylor, G. L. Baker, A. V. Baker, J. M. Hanson, E. J. Hobbs, J. D. Norie, D. Perry, W. Errington, W. S. Clark.
<i>Medway</i>	T. G. Hannaford, C. A. Rhodes, A. A. Davidson.
<i>North Channel</i>	K. A. Sutherland, K. C. Davis, R. H. Farrands, R. E. Sanders, P. Holbrook.
PORTSMOUTH	L. K. Mitchell, P. A. Hawkesworth.
PORT TALBOT	E. L. Hare.
PRESTON	E. N. Chambers.
SHOREHAM	R. Carruthers.
SOUTHAMPTON	K. Hutchings, C. J. Pearce, W. A. Moses, P. Howells.
SUNDERLAND	G. W. Gibbins, G. H. Donkin.
TEES	S. V. Edge, G. A. Coates, J. Towell, D. Williams.
Visitors:—	A. A. Holland (Trustee), H. B. Eagle (retired), J. Bennett and F. W. Llanfear (Barry), J. M. Cairns (Channel), H. Jackson (North Channel), T. Morgan (Cardiff), H. A. Garner, T. A. Jennings, G. Greenham.

THE PRESIDENT paid a tribute to the Executive and Mr. Griffiths for their work during the year on behalf of the pilots, and mentioned in particular the latest National Maritime Board adjustment. Agreement had at last been reached. All that remained was to get for the smaller ports the same terms as the larger ones, or at any rate some reasonable increase. At the last Conference pensions had been uppermost in their minds. It was a very complicated subject and progress had been slow, but he hoped some agreement would be reached by the time of the next Conference. Sir Peter declared Conference open and wished it every success. He then left for another engagement and Mr. Tate took the chair.

Before starting the business Conference observed its time honoured custom of prayers which were led by Mr. Wynn.

The report of the Secretary and Solicitor was then considered.

A LOOK BACK OVER THE YEAR'S WORK

by C. D. GRIFFITHS

IN MY RECENT LETTER to ports giving details of Conference arrangements and inviting resolutions for debate, I explained that it was not my intention this year to place before you anything like the lengthy review which has been my practice in the past. Instead I propose to confine myself to the more salient activities of your Executive and perhaps draw attention to one or two of the particular difficulties and problems with which we are concerned. Before, however, we turn our attention exclusively to matters of business, I know it will be your wish that I should make a brief reference to the loss during the year of two very different men, each of whom made an outstanding contribution to the work of the Association.

Sir John Inskip.

In April last Sir John Inskip passed away after a brief illness. There were many great figures in pilotage circles during his day, whose names will never be forgotten, and together they pioneered for the common good, and directed the affairs of the Association to its present solid foundations. No one will ever be more respected than the late Sir John to whose wisdom and judgment pilots will for all time be indebted. It has been a great honour that Lady Inskip has graciously consented to accept an invitation to become one of our Vice-Presidents in his place.

Mr. M. M. Marshall.

The other outstanding figure who is no longer with us is Mr. M. M. Marshall, the most senior member of the Executive Committee and a well known and popular figure at every Conference for many years. He endeared himself to all by his practical and blunt common sense, his deep sincerity and unflinching good humour. He has been sadly missed on the Executive Committee since his long illness deprived them of the benefit of his wisdom and experience. To the families of both we extend our sincere sympathy.

Worth Fighting For.

Perhaps we may now turn our minds to the work which the Association has under-

taken on your behalf during the year. As there are always at least two aspects of most pilotage problems — national and local — perhaps I may be forgiven if, in the first place, I direct your attention to the very first object for which the Association was formed. It can do no harm to remind ourselves of this, and in the many difficulties and conflicts which are encountered, it is always helpful to have clearly in mind what our purpose is, namely:

to promote, foster and maintain by the formation of branches of the Association in any part of the United Kingdom a mutual bond of brotherhood among licensed pilots of all ports of the Kingdom, so as to ensure by the combination of the whole body to each and to all the rightful possession of the privileges and rights hitherto enjoyed, and to seek to improve the status, pay and conditions of service of licensed pilots, and generally to safeguard and watch over their interests.

That is an object worth fighting for. What has already been achieved has to be constantly defended, and much remains to be done. Pilots come and go, representatives of Authorities and shipowners change, and officials at the Ministry, who play so vital a part in the complex and many-sided problems affecting the profession of pilotage, transfer from one department to another. Nothing is constant and what we believe to be well recognised and firmly established, often has to be fought for all over again.

Ceaseless Vigilance Essential.

This is a state of affairs which demands ceaseless vigilance and your Executive are constantly being called upon to protect the interests of pilots at one port or another, or an individual member of the Association, whose position is being improperly assailed. We are frequently reminded (when it suits their case) that pilots are self-employed, and independent, professional, fee-earning men. I cannot call to mind any other profession whose members are subject to criticism, control and attack from so many different quarters, each of which claims the right to have a say in what he shall earn, the clothes

Secretary's Report.

he must wear, when he must work and when he may not, and even where he must live. If in the course of his responsible and often dangerous duties some accident occurs, however minor, his conduct can be made the subject of a full-blooded inquiry, and his very livelihood put in jeopardy. Little wonder that the interests of pilots require to be carefully watched over, and that the Executive Committee feel justified in claiming that heavy responsibility should be rewarded with adequate remuneration and reasonable working conditions.

Good Faith of the Chamber.

"To seek to improve the status, pay and conditions of service of licensed pilots" the rule goes on to say. You know what has been done, and what we are in course of doing towards these ends. In an appendix to this report there is set out a table showing the position of member ports covered by the Letch report since its publication. So much for the work of the Executive on the question of earning. I am, of course, fully aware that due to the delay in agreeing the percentage figure insufficient time has elapsed to enable the majority of Authorities to submit byelaws to give effect to the N.M.B. increase of August last, and furthermore that on the two former occasions when similar adjustments were made serious delays occurred which it is of vital importance to reduce to a minimum this time.

This unsatisfactory aspect of the application of Clause 6(1) of the Letch Report is to be the subject of debate and I will accordingly confine myself at this stage to saying that while it is not always easy to convert N.M.B. adjustments into a percentage figure for universal application, I fully agree that there is room for much improvement in these arrangements. If we fail to reach agreement delay is unavoidable, but I accept entirely that that is not the only cause of the delays which have occurred. I do however wish to state most categorically that there is not the slightest justification for suggestions which have been made in some quarters that there have been deliberately delaying tactics by the Chamber of Shipping of the United Kingdom. We must not be resentful if they do not at once agree with our point of view and if, in

consequence, certain consultations have to take place. Although obliged to differ from them (as I still do) over the conflict which arose on this occasion, I have complete confidence in the absolute good faith of the Chamber in their desire to give effect to the Letch Agreement and to co-operate in instituting any adjustments for which provision is made with all reasonable expedition.

Despite every effort to the contrary, written agreements always have and always will constitute a fruitful source of argument as to construction, and no matter what appeal may be made to give effect to the spirit as well as the letter of the bargain, I doubt if one is ever justified in accusing one's opponent of bad faith, and certainly not when in subsequent arbitration his view prevails. I do not in the least mean by this that I agree that the method of applying the latest adjustment to rates and earnings in fact gives effect to what we all intended any more than I agree with the method whereby they seek to apply the provisions of Clause 3 on the question of numbers, but I am prepared to accept that there is possibly room for more than one honest opinion about these controversial matters.

Problem of Stability.

Coupled with a satisfactory level of earnings was the desirability of achieving a measure of stability and avoiding the constant threat of attack on rates. Here again, this is a matter with which I have dealt in previous reports, and you are all familiar with the restrictions recommended in the report itself to prevent recurrent rate applications. Unhappily stability becomes meaningless if men, properly licensed by an Authority, are to be regarded as so many figures on a black-board to be rubbed out and changed with the rise and fall in traffic according to some ill-considered and utterly fortuitous mathematical formula based on figures which have never been agreed.

I consider that there are instances where the interpretation of this particular section of the Letch Agreement is harsh and unconscionable in the extreme. To fix a level of earnings for a port, and then to claim, without previous discussion and careful investigation and negotiation, that by the application of purely chance figures it can

Secretary's Report.

be shown that there are surplus pilots, who are accordingly to be ignored and treated as non-existent for the purpose of rate calculations, is surely to invite serious trouble with both hands — particularly when they give the lie direct to their own claim, and reveal for all to see that they do not themselves believe in it, by declining to agree that such redundant pilots may also be omitted from the duty roster. It is saying to pilots, at one and the same time, you are unnecessary and therefore no provision will be made for your earnings, but you must remain on duty in case we are wrong and we might need you to avoid the serious consequences of our error.

I am aware that the report says that pilots in such circumstances may earn less. That is a statement of fact. It is inevitable, but it is equally true, that the position can only arise when the pilots concerned are told that they are surplus.

If Authorities and shipowners are honest about this, why are they so sensitive about the warning which I have thought it only proper to give, that the "supernumeraries", even if called upon, will refuse to pilot ships, upon the ground that they have been plainly told that they are unwanted?

I am anxious to hear the views of delegates upon this question. If you all agree I will do my utmost to seek an understanding with Authorities and shipowners as to how this situation ought to be handled. I am sure a natural sense of justice and desire for fair play will prevail in the end. Few people expect to have it both ways all the time, and if they do, it is usually not long before they are stopped.

How Many Ships?

There can be no doubt that it would go a long way towards solving this problem if agreement could be reached in every port as to the number of ships in and out (with their ancillary services) which each pilot should perform annually to earn his Letch level. This principle is actually in operation throughout the London District although at certain stations the pilots are not satisfied with the figures. No doubt, after a local investigation, it should prove possible to reach agreement with Trinity House for

such adjustments to be made as prove reasonable.

This again is a matter which is by no means new and I venture to think, if the idea commends itself to delegates, would best be dealt with at local level, at any rate in the first instance. It would be helpful to the Executive to be told whether pilots feel that they are likely to experience any real difficulty in reaching agreement with their Authority on this question. Do delegates consider that it is at least worth while trying?

Annual Leave and Time Off.

Directly associated with the establishment of a work index is agreement as to the amount of annual leave and time off in lieu of weekends and Bank Holidays. When you have decided according to your established system of working, and after making due allowance for average absence for sickness, administrative duties etc., how many days per annum each pilot is available for duty, it should not prove an insuperable task, given good-will and proper understanding, to arrive at a satisfactory work index for each port.

I hardly feel qualified to offer advice as to how best to get about this task, but I should have thought it might be wise to agree it first with the Pilot Superintendent or other equivalent officer of the Authority and then put the proposals to the Committee for consideration and approval. It is a task which I venture to commend and which I have reason for saying might well be viewed with considerable favour by the Chamber of Shipping as making a valuable contribution to the smooth running of the Letch Agreement.

Pensions.

If we can now turn aside from the ever pressing problems of earnings, numbers, leave and time off to consider for a moment the equally important question of pensions, I will try to give a brief account of what has been happening. This matter constitutes a separate item on the agenda and as our negotiations have now reached the stage where we have agreed not to disclose details I will confine myself to a simple progress report.

Secretary's Report.

I would however like to preface these remarks with a few purely personal observations. The subject of pensions is one which, by the nature of things, makes an appeal to the individual which varies according to his age. There can however be no doubt that most people are sufficiently prudent, particularly in these days of high taxation and the devaluation of money, to recognise that without an adequate scheme it is well nigh impossible to make anything approaching reasonable provision for retirement or dependents. It should therefore be properly regarded by all as a matter of equal importance with pay and conditions of work.

The Executive Committee feel that if they can put this question on a firm and satisfactory basis, and in line with modern standards, they will have performed a by no means insignificant service to the pilotage profession as a whole. That is what it seeks to do — not for one or two of the larger industrial ports, but for every port in the country and, as you know, being a nation-wide scheme, we are working in close co-operation and indeed completely jointly with the pilots of the Transport Workers' Union.

Invaluable Work of Mr. Tate.

For one reason and another progress has been disappointingly slow. At last year's Conference I was able to report a meeting between representatives of all Pilotage Authorities with the pilots and that a sub-committee had been appointed to pursue the matter along certain terms of reference which were approved. Since then there have been a number of meetings with the Union pilots and, as you are all aware, Mr. Tate prepared a questionnaire for distribution to every member of the Association. The great majority of pilots were good enough to complete and return this document which Mr. Tate thereupon dissected and analysed. His exhaustive researches were subsequently compiled into a comprehensive report which was duly presented to the Executive Committee at its meeting in March. The minute of that meeting dealing with this subject reads as follows: "The Committee unanimously endorsed the view expressed by Mr. Page that it was one of

the best and clearest documents relating to the highly complex problem of pensions which had ever been presented, and the Secretary was instructed to record the appreciation of the Committee for the invaluable work undertaken by the Chairman".

A Nine Point Memorandum.

Copies of the questionnaire and Chairman's report were passed to the Union pilots who, to preserve uniformity, agreed to use the same document to ascertain the views of their members. These, when duly obtained, coincided to a remarkable degree with our own and it was thereupon decided that before summoning a meeting of the joint sub-committee it would probably prove most helpful if the two bodies of pilots could agree a statement setting out what in their opinion constituted the minimum essential requirements of a satisfactory pension scheme. This step was duly taken and embodied in a nine point memorandum which was circulated to the representatives of Pilotage Authorities and the first meeting of the joint sub-committee took place on board the *Wellington* on 6th October last — nearly a year after the inaugural meeting we had striven so hard to bring about.

Nevertheless the sub-committee has now got down to serious consideration of the pilots' proposals and it was recognised on all sides, as I am sure you recognise too, that the task was both responsible and complex. The next meeting has been arranged for Tuesday, 8th November at the offices of the Dock and Harbour Authorities Association in London. You will understand if I say no more about the details of our discussions at this stage.

Removing Misunderstandings.

I feel however that it would certainly not be out of place if I were to remove one or two possible misunderstandings. There is no question — at any rate at present — of seeking to establish anything in the way of a national pension scheme or central common fund, although it is possible that one or two of the smaller Authorities might be invited to consider the desirability of combining with other Authorities in order to

Secretary's Report.

establish a joint scheme. Moreover, there is no question of anyone trying to tell you what you must do. The object will be to offer guidance and advice where it may be needed.

As I understand it, when in due course the joint sub-committee agree upon the basic essentials of what can be regarded as a sound scheme, pilots and Authorities at every District will be given a copy and invited to consider to what extent their scheme matches up with the proposals. If no action is desired by the pilots of a particular port, there the matter will end as far as they are concerned. If pilots consider their pension scheme falls short of the recommendations, then they will no doubt approach their Authority with a view to discussing suitable amendments and the all-important question of how to finance improvements. If unhappily deadlock is reached between pilots and Authority, the pilots will be free to seek the assistance of their organisation for such action as seems appropriate.

There is accordingly nothing on the one hand to be suspicious about, and no hope on the other of achieving improvements unless the whole problem is thoroughly investigated in a responsible manner and willingness is displayed where necessary to make a personal contribution out of net earnings.

Humber Disappointment.

I do not normally deal in my annual report with individual problems, but I have so frequently been obliged to mention the difficulties experienced by the Humber and Goole pilots that I feel I must record the most disappointing result of the appeal made to the Ministry of Transport under the Pilotage Act on behalf of both bodies of pilots.

In each case our application was for the appropriate Letch level for what we considered to be the proper number of pilots. The vexed question of what is a reasonable number of ships for the pilots at each port to do per annum, having regard to their working system and special local conditions has been outstanding for very many years despite the efforts by the pilots of both ports to get their Authority to discuss the

matter. The pilots' claim has been consistent throughout, whereas one only has to look at the records to see that the Authority have acted according to no principle at all.

A problem of this nature is essentially a practical one which can only be satisfactorily resolved by those having an intimate knowledge of the District and the nature of the job. This surely must be the case when the only issue is as to the number of ships each pilot should be expected to handle to earn his Letch mean.

In the case of the Goole pilots a small increase was given, but the Humber pilots' application that rates be adjusted to provide the Letch level for 90 pilots failed altogether.

Unjust to the pilots

There is no alternative but to accept the Minister's decision but this does not prevent it from being regarded as thoroughly unsatisfactory and unjust to the pilots. It raises the whole difficult question as to whether the present system for settling pilotage disputes of this particular nature is not in need of complete revision, in order to bring it into line with the far more satisfactory procedure adopted in the case of practically all other industrial disputes.

These observations involve no criticism whatsoever of those who are called upon to advise. I consider they are set an impossible task, but this is a state of affairs that clearly ought not to be allowed to continue. It can however only be altered by legislation and there is little prospect of that in the foreseeable future. Meanwhile the shipowners at both ports will now have to face the consequences of the decision for which they must accept a full measure of responsibility. The pilots will work to the number now held to be sufficient for the traffic and circumstances of the District. They will also, on my advice, keep careful individual logs. No pilot should hazard his ship or risk his own licence, and if exhausted after a reasonable tour of duty, will have no alternative but to hand over to the master or put the ship to a safe anchorage to await a relief. This obviously is the only prudent and reasonable course and presumably the Authority and shipowners fully accept it.

Secretary's Report.**Smaller Ports Helped.**

You will remember that I reported last year upon the efforts being made to help the lot of the smaller ports. The majority are of course Trinity House out-ports, and I am glad to say that in a number of instances increases have now been granted and at others applications are pending. Due consideration will I feel confident be given to the effect of the latest improvements throughout the Merchant Service and where possible and desirable such adjustments made as seem reasonable and practicable. On a former occasion Mr. Tate and I visited Trinity House and discussed the suggested levels for these small ports and we are hoping a similar opportunity will be afforded us again this time.

Letters have been written to the Authorities concerned drawing attention to the increases which now become operative throughout the Letch ports and inviting their assistance in ensuring, wherever possible, equal treatment for their pilots. It is of course recognised that different considerations may well apply, and in the case of a few of such ports the pilots themselves no doubt readily accept that things may well be better left alone. During the year I have had the pleasure of calling upon a number of these ports accompanied by Mr. Tate and I believe these visits have been much appreciated, and the opportunity for discussing their problems with the assistance of a practical pilot of wide experience greatly valued.

Milford Haven.

No review of pilotage affairs during the year would be complete without a brief reference to the opening of the great new oil terminal at Milford Haven. This "small" port has we all hope and believe a great and prosperous future. The three existing pilots (who were Union members) have been joined by two Trinity House pilots and one ex-Aden pilot who are members of this Association.

It has been a great pleasure to work in close and harmonious co-operation with Mr. Henderson in seeking to do what we could to help put their house in something like suitable order. This was of course the

primary responsibility of Trinity House and while I have very serious reservations to make in regard to certain aspects, a procedure was followed which I wish would become far more common practice. Before submitting byelaws to the Minister, the Trinity House held a meeting of all interested parties to discuss their proposals with the result that although many of the pilots' suggestions were not adopted, the draft byelaws went forward as an agreed measure and valuable time was saved.

The delay in the realisation of the full programme of tanker traffic caused by a major accident at one of the berths has resulted in heavy financial losses, not least among the pilots, but everything is being done to get the port working to plan and to overcome this serious initial set-back. The pilots themselves are resolved to do everything that lies within their power to assist and to work in the closest co-operation with the Milford Conservancy Board whose constant help and encouragement is greatly appreciated, particularly in these early days when mutual understanding and confidence is so essential to overcome inevitable teething troubles.

New Members Welcomed.

I should like to conclude these somewhat scattered observations by extending a warm welcome not only to Milford Haven but also to the pilots of Taw and Torridge and the Trent. I hope before long to visit these latter ports to ensure that their problems can be fully reported to the Executive Committee for action where necessary, and every attention given to such special requirements as they may have.

May I also add my grateful thanks as ever for the ceaseless help I receive from Mr. Tate and the loyal support the Association continues to receive from its faithful and hard working local secretaries.

(On page 4 the Secretary in his report refers to an appendix. This is printed at the foot of the page opposite.)

LIVELY DEBATE ON THE REPORT

THE REPORT which had not been read out at this stage, having been adopted on the motion of Mr. HARE, seconded by Mr. J. P. BENNETT, the Chairman called the next item on the agenda "Debate on the Report".

Mr. CHAMBERS characterised this procedure as "a strange business", the report having been adopted, and some delegates complained that they had not had the report in time even to read it.

Mr. TAYLOR recalled that at the 1959 Conference a resolution was passed directing that the report should not be read out but that copies should be in the hands of delegates fourteen days before Conference. The London Channel men, he said, received the report only four days before Conference.

Mr. GRIFFITHS explained that so much of vital importance was going on in pilotage affairs almost up to the date of Conference that he deliberately delayed completion of

the report in the hope that many important matters might have been resolved.

After quite a heated discussion on this point, Mr. BERRY proposed that the report should be read out. This was agreed but the CHAIRMAN declined to accept a motion rescinding the adoption of the report.

Mr. GRIFFITHS then read out this report and after some congratulatory remarks initiated by Mr. COATES the debate opened.

The first criticism came from Mr. RHODES who suggested that Mr. Griffiths had been "leaning over backwards" in his efforts to maintain the harmonious approach and dealings with the shipowners. The report seemed to be one of praise for the shipowner rather than an attack.

"Shocking disappointment" that the Executive Committee had steered away from the national pension scheme was registered by Mr. J. P. BENNETT. "We have more or less a national scheme for earnings

**APPENDIX
"LETC" LEVEL OF EARNINGS**

Port	Pre-Letch Average	Letch Level	May 1957 +7½%	10th Nov. 1958 +5%	29th Aug. 1960 +11%
	£	£	£	£	£
ABERDEEN	795	1,050	1,129	1,185	1,315
BARROW	1,005	1,250	1,344	1,411	1,566
BARRY	895	1,200	1,290	1,355	1,504
BELFAST	1,200	1,300	1,398	1,467	1,628
CARDIFF	955	1,200	1,290	1,355	1,504
CLYDE	1,320	1,650	1,774	1,862	2,067
FALMOUTH	1,190	1,500	1,613	1,693	1,879
GOOLE	970	1,300	1,398	1,467	1,628
GRANGEMOUTH	1,075	1,225	1,317	1,383	1,535
HARTLEPOOL	835	1,050	1,129	1,185	1,315
HULL	1,000	1,400	1,505	1,580	1,754
IPSWICH	990	1,100	1,183	1,242	1,379
ISLE OF WIGHT (In)	1,290	1,575	1,693	1,778	1,974
ISLE OF WIGHT (Out)	1,605	1,825	1,962	2,061	2,288
LONDON:					
CHANNEL	1,385	1,850	1,989	2,088	2,318
CINQUE PORTS	1,415				
NTH CHANNEL	1,285				
RIVER	1,470				
MEDWAY	1,830				
LONDONDERRY	770	950	1,021	1,072	1,190
PLYMOUTH	905	1,100	1,183	1,242	1,379
PORT TALBOT	1,100	1,200	1,290	1,355	1,504
PRESTON	1,060	1,200	1,290	1,355	1,504
SUNDERLAND	880	1,150	1,236	1,298	1,441
TEES	1,200	1,500	1,613	1,693	1,879
TYNE	845	1,150	1,236	1,298	1,441

and rates of pay. Why in heaven's name don't we go for a national pensions scheme?" he asked. The majority of existing pensions' schemes for pilots were nothing more than pilots' benefit fund accounts.

A remark by Mr. BENNETT that he saw no reference to the advice of an actuary having been sought drew from the Chairman the information that they were being advised by one but this had been done since the report was completed.

Continuing his criticism, Mr. Bennett said that if smaller ports on the advice of Mr. Griffiths could join together to get better pensions why not do it on a national scale? "We are steering the wrong course on pensions" he asserted.

"Not a Hopeless Defeat".

A comment by Mr. Bennett that as far as the Humber and Goole were concerned it seemed that the pilots would lose, was taken up by the Chairman who said that some concessions had come out of the inquiry — it was not a hopeless defeat.

Following up this line, Mr. BERRY said it was plain that no useful purpose could be served in going to the Ministry to establish the number of pilots at a port. The Ministry had upheld its view that the Authority were the only people to establish the proper number of pilots. "If there can be a miscarriage of justice in a Ministry of Transport determination, no useful purpose can be served in going there. We will have to seek some other methods of arbitration — perhaps a full-scale public inquiry but certainly no Ministry inquiry.

"Twice we have gone to the Ministry to establish our numbers, and each time we have been knocked down" said Mr. Berry. "There have been occasions when Humber pilots have worked long hours out of a misguided sense of duty to the shipping industry.

"Have we got to delay ships in order to protect our health?" he asked, pointing out that the average age of retirement for Humber pilots had dropped to 54.

Mr. Berry's Warning.

He added a warning that the shipowners having got away with it on the Humber would take them port by port unless some-

things was done to establish the proper number of pilots for each District.

"We in Preston don't see one bit of progress in this report except on pensions" said Mr. CHAMBERS. "It would appear to me that Mr. Griffiths is very anxious to compromise. It is his own view, and we don't accept it, that the Chamber of Shipping and the shipowners are the lily white sheep he would have us suppose." He went on to say that the Executive Committee had a duty to those ports which asked for help in associating the amount of work done with the number of acts of pilotage and should not say "You do it at local level first and we will sort it out for you."

"I hope it puts the cat among the pigeons" he added, "but unless you are prepared to do that you will not have authority to sign another Letch Agreement. We will go it alone."

Mr. Tate Intervenes.

The CHAIRMAN intervened to say that even before the Letch Report was produced he was plugging this matter. Mr. Chambers thought there was no merit in trying to deal with it locally. "With the greatest respect", Mr. Tate continued, "I would have no more idea than the man in the moon how many pilots are necessary to run the port of Preston, and Mr. Griffiths as solicitor would have less. In the case of the Humber the Pilotage Authority have consistently refused to co-operate. They take every opportunity of twisting it to their own advantage, but nevertheless there are many ports where the relationship between the Authority and the pilots is not absolutely impossible. London, whatever their relationship with their Authority, worked on a basis of acts of pilotage, although some of the figures were not acceptable.

"Who is going to give all the time to do the work?" Mr. Tate asked. "I spend about one-third of my life on the affairs of the Association, and if I have to go round to each and every port and decide the number of pilots they require I should have to surrender my licence! Be practical where the relationship between Authority and pilots is sufficiently good to give hope of agreement. If the pilots run into difficulties, as we did with the Humber, fair enough, we will help them. There are many who would resent my meddling in their affairs.

Our efforts have met with a certain amount of success because at long last we have the Ministry and the Chamber of Shipping talking about a work index. It may be slow but inexorably we are making progress."

Mr. CHAMBERS made it clear that his remarks had not been directed at Mr. Tate who, he said, spent all his leisure hours sorting it out. The problem, however, was a most important one and delegates should realise that they were wasting time unless it was solved.

"A Bit of Fresh Air".

Mr. GRIFFITHS welcomed the critical attitude of Mr. Chambers. "It brings a bit of fresh air into the room and puts us on our toes" he said, "but let the criticism be accurate and fair. Obviously he is thoroughly dissatisfied with the number of ships which they pilot at Preston. Will he say what number of ships they are doing, how many he considers to be the proper number and what steps he has taken as a sub-commissioner to seek a revision." He also asked Mr. Chambers to enumerate the 15 ports out of 22 where he said the earnings of the pilots were between those of master and mate and should be increased.

"I will not enumerate them" Mr. CHAMBERS replied. "I will leave it to the delegates themselves. The pilots know what the masters are earning; there is no need for me to tell them. The other point is the vital one. Our acts of pilotage are 365 of six hours each a year to earn the coppers we do." He suggested that if the rate were raised to bring in more money from pilotage they would have the ships doing their own pilotage. As a sub-commissioner he had plenty of opportunity for discussing things with his fellow sub-commissioners but he did not have "enough power to his elbow" and the pilots were constantly out voted.

"Loose Strings" of Letch Report.

Mr. D. PERRY thought that they should direct all their efforts to tying up the loose strings hanging out from the Letch Report, work index and pensions being the most obvious ones. The members of the Association had the right to expect the Executive

to produce a minimum work index with which all ports should comply. "You have done it with earnings and there is no reason why you cannot do it with hours" he said. "If you take an average figure for one act of pilotage and work it out over the whole country you will have the answer. We will give you the figure and we leave you to do the confronting of the shipowners."

The CHAIRMAN mentioned that many pilots for various reasons had asked that the question of hours of duty which was a very difficult one should be left alone. The work index was not a true reflection of the hours of work but it was a better system than punching the clock.

Mr. CONWAY said, "There is a deep and sincere feeling among pilots of resentment that the spirit of a bond has not been kept. The financial award is secondary. There were and are two parties who accepted the Letch recommendations, the Chamber of Shipping and ourselves. It is equally binding on each, not only in the written word but in the spirit. This contingency should have been provided for long ago. Has such a motion as this ever been on the agenda of the Chamber of Shipping over the past three years? Of course it hasn't or it would have been decided upon, and we would have heard by now of its shape and application.

"Indictment of the Chamber".

"Our worthy Secretary's categorical statement in his report, has done much to mitigate the feeling of resentment and dissatisfaction which I mentioned. At the same time much, if not most, of the report is an indictment of the Chamber of Shipping. Allow me to quote from the report. 'Nothing is constant and what we believe to be well recognised and firmly established often has to be fought for all over again'. Is this an example of the Chamber's pathological precipitancy to expedite a benefit for pilots? I quote again from the report. 'I cannot call to mind any other profession whose members are subject to criticism, control and attack'. Does this mean that the Chamber of Shipping suffers from the occupational disease of tumbling over itself to rush through an improvement in the working conditions for pilots?

"If any unfair judgement has been formed by pilots, I am sure they would be the first to express regret, but the history and the record of pilots' negotiations with the Chamber of Shipping or with their respective Pilotage Authorities makes dismal reading, and it is really not to be wondered at that pilots tend to view this delay with some suspicion.

"One conclusion clearly emerges from all this. There has been a long and, I believe, unnecessary delay and very obviously there is urgent need to improve the system of negotiation between pilots and the Chamber of Shipping. Always it seems we have to fight uphill or negotiate defensively even to keep afloat as it were in the backwater of our ancient profession, while the main current of enlightened industrial relations passes us by."

"It is not fair to blame the shipowners

all the time" said Mr. CHAMBERS. "There are Authorities which do not agree with the award and they are investigating the earnings of some ports with the object of reducing the 11 per cent.

The CHAIRMAN agreed that delays in the award of the N.M.B. to pilots were frustrating and annoying, but whether they were deliberately engineered or due to circumstances was a matter of opinion. He had told the Ministry that they would like some procedure in the matter and the Ministry agreed to convene a meeting of pilots and shipowners in the near future when the implementation of an award would be among the subjects for discussion. The pilots and shipowners would be able to submit their plans and he hoped that they would agree on satisfactory procedure for the future.

On this more optimistic note the debate on the report closed.

N.M.B. AWARD ADJUSTMENTS

SOME OF THE views expressed during the debate on the report were crystallised in the first of two Sunderland resolutions:

That arrangements should be made whereby adjustments in pilotage rates to give effect to N.M.B. awards under the terms of the Letch Report receive confirmation by the Minister on the same date as the award becomes operative.

Southampton had a kindred idea in their resolution on the agenda:

That the delay which occurs between the notification of a National Maritime Board award and its application to the pilotage rates be eliminated, and the process of applying any increase be accelerated.

After a long discussion the Sunderland resolution was put to Conference and carried without opposition although a considerable number of delegates seemed to be uncertain about the position and did not vote. The Southampton resolution was not put to the meeting.

Mr. GIBBONS who put the Sunderland motion had carefully prepared his speech. After saying that the resolution was fast becoming a hardy annual, there having been

similar ones on the agendas ever since the Letch Report was finalised, he continued:

"In January of this year we applied through Letch for a rate adjustment. We received a certain amount of opposition which we expected. One member of the Authority admitted that he had been told to say 'not one halfpenny more'. When we pointed out that it was in accordance with the Letch Agreement another member said that it was not an agreement but a recommendation, and of course, he was perfectly correct. Eventually it was agreed that 19 pilots should receive 15 per cent. increase. The meeting over, they went back to their offices and drafted objections, three in all. The text of them was practically the same in all cases and was to the effect that they would agree to 16 pilots (a reduction of three) getting 15 per cent. In effect they were not paying one halfpenny more.

"Then the old formula came into operation — to the Chamber, then to the Ministry and back, then more figures for different period. Even to the first week in September the Ministry were asking for figures up to August 31st, which by the way has nothing to do with 1959. Now the adjustment is overlapping the N.M.B. award and still

there is no decision after eleven months. We feel we have been brainwashed and are in a state of inertia — a 'couldn't care less' attitude.

"And now the latest N.M.B. award. The Chamber tentatively agree to 15 per cent., then the whips get busy and they reduce it to 11 per cent. Letch clause 8, section 6, urges us, 'Don't be beastly to the shipowner'. I say now that they are not benevolent old gentlemen, but hard-headed business men, knowing all the tricks of the trade, which they have a perfect right to do, and doing very nicely thank you. Whatever the Stock Exchange tell us — they don't need any help from us.

"Now in the January 1959 issue of *The Pilot* Mr. GRIFFITHS said, 'This Association is greatly indebted to the Chamber of Shipping for the attitude adopted by them upon these occasions. Once satisfied that the pilots' claim was correct they never hesitated to make it clear that they supported the view which accorded in letter and in spirit with the agreement we had signed'.

"And again in January 1960 he said, '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-committee will have little difficulty in settling with the advisers of the shipowners'.

"Little Cinderellas!"

"So we see now, despite Mr. Griffiths' optimism, that it is an uphill battle to say the least. Even if agreement is reached by the Ministry and the go ahead is given, we still have to go through the same old dirge of applying to our authorities, advertising, inviting objections, etc., etc., *ad infinitum*. What a fantastic situation! I refute that comparisons are odious so let us take civil servants. Once it took them two years to reach agreement on an increase, but the rises were backdated two years also.

"Take the doctors. Being bored with sending their patients to their pals, the specialists, they applied for an increase. No messing about here! A rise of £500 a year and a cool £11 million backdated. That just about makes us the little Cinderellas!

"The question arises 'Are we strong enough'? Our motto is 'United we stand, divided we fall'. Would that we could have the backing of Liverpool, Manchester, Swansea, Tyne, Blyth, Seaham to mention a few; then we could go to town like the defence in 'Lady Chatterley's Lover'. They had so many witnesses, that they blinded the opposition with science and Mr. Griffiths-Jones gave up the ghost.

"And then the Cinque ports resolution at Conference 1959. Let me refresh your memory. It said, 'That steps be taken to ensure that rate adjustments in pursuance of the Letch Report be implemented within a reasonable time'. It was carried unanimously, but our time and the Chamber's time are poles apart as we now realise.

"I contend that once agreement has been reached between the Ministry, the Chamber, the U.K.P.A. and the Union, the award should be date stamped without our having to go back to our Authorities and plead again.

Suggested Formula.

"Mr. Griffiths once said that we would all owe a debt of gratitude to anyone who found a formula for backdating an award. I have that formula and let's be honest, we all have. That is the repeal of the Acts of 1066, 1894, 1913, 1922 and 1925 — and that means legislation. They all want scrapping. They are out of date".

Mr. DONKIN who seconded the resolution pointed out that though the shipowners did not give to their masters and officers an immediate advance it was agreed that when the percentage was eventually settled, the increase would be backdated. In that way there was no hardship, but pilots had no such agreement and must wait until the shipowner made up his mind, no matter how many weeks went by, and suffer accordingly. One way to force their hands would be to insist in case of delay that rises under the N.M.B. awards should be backdated. Of course, in real cases of hardship they could always try some spare time job to supplement their income!

A temporary increase or decrease of 5 per cent., until a retrospective adjustment had been made was Mr. BERRY'S suggestion for meeting the situation.

The reference by Mr. Gibbins to scrapping legislation drew from Mr. RHODES the remark that there was little prospect of legislation and the CHAIRMAN followed up by saying that opinion was pretty divided regarding the controlling Act. The Association had pursued the policy that the opening of the Pilotage Act could not be wholly for the benefit of the pilots because they must give the other side the opportunity of having their say. The policy was to keep the Act and build round it such ancillaries as the Letch Agreement. With regard to the N.M.B. they had succeeded in reducing the period for objections from 14 days to seven. The delays had not all been on the part of the shipowners; the pilots themselves had been responsible for some. No doubt with justification. A surcharge had been suggested to meet the temporary adjustments but they were at a loss to see how it could be applied.

Advance Information Wanted.

Mr. NORIE raised the question of the pilots having advance information when N.M.B. awards were made and the Chairman replied that there was no chance at all because the pilots were not a party to the National Maritime Board. It was a most unsatisfactory situation.

"Can that be altered?" Mr. NORIE asked, and added "This is the second time we have found ourselves in the same boat".

The CHAIRMAN, "It may well be that they will give us advance notice when negotiations are complete."

The Secretary's Explanation.

"There is obvious room for improvement" said Mr. GRIFFITHS. "The question is how to do it. I propose to make an approach to the secretary of the National Maritime Board and acquaint him of the effect of these adjustments on pilotage earnings in the hope that knowing how dependant we are on their results he will co-operate. These delays are extremely undesirable and highly frustrating and the Executive recognise that fact. Immediately the N.M.B. increases were announced on this occasion confusion arose because they were rejected by a large section of seafaring people. With the express purpose of avoiding delay Mr. Tate went off to see the

Chamber of Shipping where he had a most helpful discussion. It was, of course confirmed that any general increase or decrease in N.M.B. *scales of pay*, should be reflected in an equivalent adjustment in rates and earnings. The recent award was, however divided, one part being a general increase in the actual scale of pay and the other conferring financial benefits for certain watch-keeping duties, Saturdays at sea, etc. The straightforward increase in pay amounted to 11 per cent., or a fraction over. The conversion of the other benefits into a percentage increase was rather more difficult, but certainly was equivalent to not less than 9 per cent., and possibly up to 12 per cent. It was the contention of the shipowners that pilots were entitled only to the 11 per cent. increase and they refused to recognise that the other part of the award had any bearing on pilot's earnings. The Secretary went on to refer to the meeting of the negotiating sub-committee at the Chamber of Shipping on 30th August with a view to resolving this difference. Mr. Henderson on behalf of the Union pilots had accompanied him. The Chairman of the Chamber of Shipping Pilotage Committee presided and with him were the Chairman of the Liverpool Steamship Owners' Association Pilotage Committee and various legal and other advisers. The shipowners representatives repeated that all the pilots were entitled to was 11 per cent., under the first part of the award and they were not prepared to discuss anything under the second part — the 'fringe benefits' as they were called. As a result of the pilots' case being put before them, however, they agreed, without admitting that the pilots were entitled to any increase in respect of 'fringe benefits', to consult their constituents on a maximum increase of 15 per cent. He and Mr. Henderson hoped that this would have resulted in the figure being confirmed but the constituents rejected it, and the shipowners' high-powered negotiating committee had been literally stood on its head by its own members.

"I was immediately informed" Mr. Griffiths continued. "Delay had resulted from these discussions but it was in a good cause because we were trying to obtain for you what we believed to be your legitimate rights. We found ourselves at an impasse. One thing we were all agreed about was

that we wanted to apply the Letch Agreement and we decided to seek the assistance of Sir Robert. He was on holiday at the time but he travelled to London and invited us to meet him. In less than a week he gave his decision which was that the contention of the shipowners was correct. Although this opinion did not favour us we are indebted to him for giving his reply so quickly.

"In the circumstances we, as your representatives, felt that we had no alternative but to act promptly and a letter was immediately sent to the Minister saying that the adjustment to implement the N.M.B. award should be 11 per cent.

"I have tried to make it clear that the idea that somebody was not quite playing the game is not in my view a justifiable criticism of the shipowners. Delays occurred because we could not agree. If people do not agree they can only ask the help of someone they respect and in whom they have absolute confidence and that is why we went to Sir Robert Letch."

"No Obstruction".

This line was emphatically endorsed by the CHAIRMAN who said, "In spite of all the criticism the Chamber's representatives were most co-operative and no obstruction was placed in our way. They placed at my disposal every bit of information I required."

Mr. CARRUTHERS said it seemed to them at Shoreham that London earnings were the yard-stick. This led the CHAIRMAN to talk about the disparity of earnings and the embarrassing position they were in when a tidal port which dried out completely had the highest earnings in the country.

"Is there any chance of transferring to this Mecca of pilots" asked Mr. NORIE to which Mr. TATE replied, "I had my name down before you!"

The CHAIRMAN also mentioned quite small ports with earnings far higher than those of some of the industrial ports where the pilots handled big ships and were working very hard. Those small ports happened to be extremely busy but would not permanently get their present figure.

Mr. NORIE said that many of them put the interpretation on the Letch Agreement that they might expect some of the "fringe benefits".

Mr. GRAINGER suggested that if they agreed with the colleagues in the Union that they would accept whatever was agreed in respect of masters they would strike a blow for status and cut down delay.

The CHAIRMAN endeavoured to bring the matter to a close by suggesting that if Conference were satisfied with the assurance he and Mr. Griffiths had given that they would "speed up the whole thing" in any future N.M.B. award, Sunderland and Southampton might be prepared to withdraw their resolutions.

Mr. GIBBINS, however, was not prepared to withdraw although he accepted the Executive's explanation. What Sunderland were asking for, he said, was the Minister's confirmation of the agreed rate.

The CHAIRMAN explained that it had been the practice when they came to an agreement with the Chamber of Shipping regarding the proper adjustment to notify the Minister and the Authorities were informed that the increase should be so much per cent.

The SECRETARY added that despite agreement the Ministry had to confirm the necessary bye-laws and that inevitably took time as they all knew.

The resolution having been put to Conference and carried Mr. HUTCHINGS asked a very pertinent question which received no answer — "Can't pilots get a representative on the National Maritime Board?"

To classify the position arising from the passing of the resolution the CHAIRMAN said there were certainly practical difficulties which they must accept but the Executive's policy would be to try to get the official notification of agreement as to the amount of the percentage increases sent out by the Ministry on or before the date that the N.M.B. award became operative.

ESSENTIAL DUTIES

Sunderland accepted an amendment from the North Channel widening the scope of their second resolution beyond watch keeping and in this form it was carried unanimously.

That watchkeeping, standing-by periods, cruising time and travelling by road, rail and pilot feeder, being essential parts of a pilot's duty, should be recognised as hours of work for the purpose of calculating the proper number of pilots.

Watchkeeping, however was Mr. DONKIN'S main theme in moving the resolution.

"As every one of us here know", he said, "without watchkeeping, the running of pilotage business would be chaotic, in fact, would be quite impossible. It shows, of course, how both the Ministry and Chamber are out of touch with our work.

"There are numerous people of all walks of life who have to wait for clients or customers to come to them. Their employers do not stipulate 'we will only pay you for the job done and not while you are waiting for something to turn up'.

The Watchful Eye.

"The coastguards, who do a fine job, are limited in what they can do, especially in view of the fact they are only on full time in bad weather. Thanks to the pilot on watch there is always someone to keep an eye on the entrance to the port and many are the people who can thank pilots for saving their lives and craft. This, of course, is not a pilot's work, but he is there on the job and his prime object is waiting for ships, waiting for orders, waiting to give his advice, maybe not doing actual pilotage, but on watch for when he is needed. All this, of course, applies to ports which do not operate solely on tidal work, and surely they must be in a large majority."

Hours of Duty.

Mr. FARRANDS who put forward the amendment which was accepted, congratulated Sunderland on their resolution because it touched upon one of the really serious issues involved in the correct assessment of a pilot's remuneration, namely, the recognition by all of the hours of duty put in by pilots which although they were auxiliary to the actual act of pilotage were absolutely inseparable from it. While conducting a case for a substantial increase in pilotage dues for the London Pilotage District, some few years ago, London pilots insisted that an agreed level of work provided one of the essential pre-requisites to a fully satisfactory negotiation. After considerable time, study and effort greatly assisted and encouraged by Mr. Griffiths, the London pilots persuaded the shipowners and the Authority

to recognise this most important requirement. However, success in this direction was not complete because all the stations of the District did not obtain the exact level of work which they considered fair, but, by the slow process of modification following upon experience it was to be hoped that, in the not too distant future, total agreement would be reached upon this most important issue.

Since this agreement, Mr. Farrands continued, efforts had been made, and were in fact still being made to assess this agreed level of work in terms of an agreed number of hours per working week, month or year. In this direction, however, no tangible success had yet been achieved. It would appear that although the shipowner and Authorities would be prepared to accept an agreed level of work, they did not appear to accept, as yet, the principle of resolving this level into a given number of hours of duty.

Directive to the Executive.

"In my opinion" he added, "the resolution (as amended) might well provide a directive to our Executive which could result in a notable advance in the affairs of pilots generally. It could result eventually in an approved number of hours of work per week for pilots so that, besides providing a gauge for comparison among the various districts in the United Kingdom, it could afford a welcome comparison between our own conditions and those enjoyed by other or allied professions and callings.

The Lost 4 per cent.

"In the recent general increase upon our respective Letch figures, approximately four per cent of the total emolument was lost to pilots because they had no basis whatsoever of conditions of work which could be compared with those of Merchant Navy officers. Had we, in this year, been in the happy position of enjoying a mutually approved working week, that is in terms of hours, we would have been in the position to accept much more improvement to our lot than the bare percentage increase upon our net earnings".

MEMBERS TO BE CONSULTED BEFORE ARBITRATION

TWO RESOLUTIONS from the Medway relating to the National Maritime Board awards which were not on the agenda were admitted by the Executive for discussion. The first was:

This Conference regrets the course of the recent negotiations for an increase in pilotage dues, comparable with the National Maritime Board's award for merchant service officers, and proposes that any future breakdown in negotiations resulting from the refusal of the shipowners' associations to accept the recommendations of their representatives shall be reported to the members of this Association before resorting to arbitration and, if necessary a general meeting of all U.K.P.A. members shall be convened for the purpose.

The resolution was carried by 23 votes to 18.

Mr. RHODES, the mover, had prepared the following speech:

"Although we have used the word regret in the resolution the actual feelings of my station, when we heard of what had happened, was more of anger, frustration and futility. Anger at the rejection by the shipowner of an agreement reached between their representatives and ours; frustration at the further delays so costly to ourselves; and futility from the apparent ease with which the spirit of the Letch Report and recommendations can be broken.

"Our leaders, our representatives, believed they had every right and justification in seeking for us the same percentage increase in our level of earnings as had been awarded the Merchant Service officers. That would appear to be in keeping with the Letch Report — where the wording appears to be quite simple and straightforward in recommending that the level of earnings and pilotage rates should be adjusted to correspond as nearly as possible with a general increase or decrease in the N.M.B. Scales of Pay for Navigating Officers.

"On previous occasions when increases in levels of earnings had been negotiated, the pilots have suffered long delays until 'correct percentages' have been decided. That aspect of the agreement is already subject for discussion. On this occasion,

however, something new has been added. For the first time we have heard new phrases, 'fringe benefits', or 'ancillary benefits', and, for the first time we discover that the Merchant Service officer's pay is divided into two parts, basic and ancillary.

"Our leaders in their efforts to be reasonable and just and in conformity with the Letch Agreement, argue that the two parts of the N.M.B. award amounted, in fact, to an overall or general increase in the scales of pay. Discussion and argument produced a compromise with which not all of us were in agreement but which was accepted by us; a compromise which was considered so fair and just by some of us and so conciliatory by the others, that we all had no fears it would not be accepted. Our leaders had such faith in it that such was their surprise when it was rejected by the shipowner they had no hesitation in sending it to arbitration. We at our stations were equally confident that the compromise was such that arbitration would agree it.

"We, however, were relying as much upon the spirit as the letter of the Letch Report and its recommendations. Although we could appreciate the subtlety of the manoeuvre in splitting the N.M.B. award, we had every justification in believing the term 'general increase' would cover all.

"It is here that I find myself unable to share the optimism and confidence expressed in the Secretary's report. I do not share the complete confidence in the absolute good faith of the Chamber in their desire to give effect to the Letch Agreement. I am inclined to believe that if there had been no splitting of the award the Minister would have had a figure to confirm without any delay, in fact I believe that this latest attempt to attack the spirit, if not the letter of the agreement, is an act of bad faith. I am equally confident that, if we had rejected the terms of agreement reached by our leaders, we, too, would have been accused of bad faith. After all, it is human nature isn't it? And they are on the opposite side of the table from us.

"It may be, if we had had an opportunity to discuss the shipowners' action before it was sent to arbitration, we would have seen the implications behind the splitting of the N.M.B. award and realised that compromise

was doomed to failure. In that case we, too, could have stood firm for what we considered to be just and fair.

"We have in the past made every effort to maintain a friendly and harmonious relationship with the shipowner. As our Chairman has stated — although he doesn't agree with views held by the shipowners or Ministry of Transport — we are always thinking of his point of view. We have given way every time. Not once can it be said that we have asked for more than we considered to be our correct due, in the belief that if we asked for more, a compromise would give us what we wanted or could reasonably expect.

"Now the time has come for us to stop giving way; to stand firm; and let us see the first sign of the shipowners' good faith in keeping to the spirit of the agreement he signed. I would like to add here, more as a postscript, that similar action taken on behalf of our colleagues at Preston, or any other port finding themselves in a similar position, might be of considerable advantage to them and in accordance with the aims and ideals of the Association quoted in Mr. Griffith's report."

Mr. GIBBINS seconded the resolution. "I think it was made clear", said Mr.

HOW MANY PILOTS? — A MATTER OF URGENCY

A MATTER TOUCHED ON in the Secretary's report was reintroduced by Mr. W. H. PERRY. "We have 24 pilots at Goole and if we accept the suggested number of 22 what are we to do about sharing their earnings among 24? The same thing applied in the case of Hull."

The CHAIRMAN: "This is one of the matters on our plate for the immediate future".

The legal aspect of the problem was referred to by Mr. GRIFFITHS who quoted from Section 48 of the Pilotage Act. Was it the view of delegates, he asked, that the surplus pilots would be justified in saying they would not work if called upon even in an emergency? Where did Hull stand with 81 pilots and the recent decision that the rates should be adjusted to produce the Letch level for 73? If the roster were arranged by the pilots to engage the services

KERNICK "that the principal cause of the delay in the recent award was that we were trying to read something into the Letch Agreement which did not exist. We tried it and did not get away with it. Had we got these benefits it would have prejudiced our case in trying to get the proper number of pilots."

"We don't want to be paid in the form of said 'fringe benefits'." said another delegate, "we want to reduce our working to the index."

Mr. J. P. BENNETT admitted that he was confused about the resolution and said he would be satisfied if negotiations were not so long delayed as in the past.

The fact that so many delegates voted against the resolution was significant.

The other Medway resolution, also moved by Mr. RHODES, and seconded by Mr. BERRY was adopted. It was:

This Conference notes that the recent National Maritime Board award recognises the right of merchant service officers to compensation for hours of duty during weekends and public holidays and proposes that similar compensation be sought for pilots providing their service at such times.

of 73, which was obviously logical, he had no doubt that if the "redundant" pilots refused duty their action would be challenged in court.

The case of Barrow and Heysham was mentioned by Mr. GREEN. The Chamber of Shipping said six or seven pilots were sufficient and Trinity House challenged it, saying there should be not less than eight. There were, however, nine licensed pilots. When Trinity House were told that the ninth man would be there when required they said a pilot could not be just on tap and not even paid. Subsequently they said the ninth pilot must hand in his licence but fortunately that never happened because trade improved.

"It is time this question was treated with the greatest possible urgency" declared Mr. PERRY.

Replying to Mr. RHODES, the CHAIRMAN said that if a pilot were punished in any way for refusing he would have the support of the Association.

Mr. GRAINGER said he had never heard of shipowners complaining that there were not enough pilots. On the Humber there had never been any question about the number of pilots being too many until the Letch adjustments. He moved the following resolution:

That this Conference considers that in any district where the Ministry of Transport has approved bye-laws for the provision of the Letch level of earnings for a number of pilots which is less than the actual number licensed, the pilots should work to a roster employing the services

only of that number of pilots which the Ministry have held to be a proper number, within the meaning of paragraph three of the Letch Report.

This was carried unanimously.

NON-LETCHE PORTS AND THE AWARD

The Secretary assured Conference that he had written to every Pilotage Authority covering the non-Letch ports formally making application for the pilots of those ports to have their earnings increased in the light of the recent N.M.B award. He had indicated his willingness to discuss with each Authority the particular problem of the small ports. As far as possible the small ports would get the benefit of the adjustment in rates.

DRAFTING A MODEL PENSIONS SCHEME

ITEM 8 ON THE AGENDA was the one word "pensions" and Mr. PAGE, who with Mr. TATE represents the U.K.P.A. on the sub-committee of Pilotage Authorities and pilots, was invited to make a statement. (Details of this sub-committee and its terms of reference will be found on page 22 of *The Pilot* for January 1960).

"What would suit the majority of pilots?" asked Mr. Page. A great number of them, he said, thought 65 was a fair retiring age. Then there were those who through incapacity had to retire before that age and others who worked on to 70 or a little later. The idea of a national pension with everybody's money in the one fund was at present an impossibility. In ten years' time or a little more or less, something of the sort might come about for the benefit of all.

"It is a long way off," Mr. Page said, "and there is nothing we can do to give you a pension; we cannot force it on you. We can only make recommendations for everybody to consider. We hope to get some figures and ideas but it has a long way to go.

"Some ports have no pensions for widows, but we think everybody is keen on having them.

"If in your local area you see any chance of improving your pension scheme seize it and don't wait for us to tell you how to do it. You may not be satisfied with the rules as they stand; we may be able to help you there.

"Our aim at the moment is to draft a model pension scheme to be sent round to groups of pilots and Pilotage Authorities, but we cannot produce a national pension scheme for you on a plate."

The CHAIRMAN recalled that the Conference decision some years ago to explore the possibility of a national pension scheme and briefly referred to the "certain degree of progress" which had been made. They had asked what the pilots wanted and had drawn up a nine points plan designed to meet the special needs of pilots. They now had the services of an actuary and were awaiting his advice. The Chamber of Shipping had been invited to take part in the work of the sub-committee but said that while they appreciated the suggestion they felt no useful purpose would be served at this stage.

Mr. GRAINGER: "Are we to understand that the people on the other side are entirely in sympathy with our aims?"

The CHAIRMAN: "No it is not fair to say they are wholly sympathetic."

A motion expressing full confidence in the pensions sub-committee and authorising it to proceed on the course briefly outlined was moved by Mr. BAKER and seconded by Mr. PERRY. In putting it to Conference the CHAIRMAN added the assurance that nothing would be done and no pilots would be committed without full consultation. It was then carried unanimously.

IMPORTANCE OF E.T.A. INFORMATION

THERE WAS considerable discussion on GOUROCK's resolution moved by Mr. CONWAY.

That the assistance of the Ministry of Transport be sought whereby ships requiring the services of a licensed pilot in a pilotage district be obliged to give not less than four or more than twelve hours notice of their estimated time of arrival.

In the end the CHAIRMAN suggested that the resolution should be accepted in principle and the matter left in the hands of the Executive. Mr. Conway accepted the assurance that it would be dealt with but, he said, the main thing was to get something done by the Ministry of Transport in their Notes to Mariners.

The SECRETARY reported that he had been in correspondence with the Chamber of Shipping on the subject and had received a very helpful letter from Mr. J. B. GREENWOOD, Secretary of their Pilotage Committee in which he said:

"I have made some inquiries into the subject . . . and it does not seem to me that there is much the Chamber can do to assist in this matter. Almost all ships carry an official publication entitled Admiralty List of Radio Signals, Vol. I, and either alternatively or in addition, a corresponding I.T.U. publication. These books list in detail among other things all the pilot stations and cutters equipped with radio and their frequencies and times of watch. I understand that normally the ship's agents at the port for which she is bound will make arrangements for her pilotage and ensure that the pilots are advised of her E.T.A. It is possible that a ship may make an unexpected call at a port without prior notice or that an intended time-table goes awry. I am told that the passing of information about E.T.A. would then be the responsibility of the master, who should be fully aware of the information at his disposal in the books I have mentioned.

"It may, however, be of some use if we could in a general way draw the attention of our members to the possibility that their ships might on occasion be more expeditiously handled if masters ensure that their E.T.A. is communicated to the pilots, and I will suggest that a suitable notice about this is included in an issue of our general circular to members."

Mr. FARRANDS fully endorsed the "obligation" in the Gourock resolution but Mr. NORIE and others on the other hand questioned the use of the term.

Some aspects of the problem were amplified by Mr. Farrands in a very able speech which we report in full as follows:

"You are all aware that London pilots have been paying a more than passing attention to this requirement over recent years. You will probably have heard that our Authority, Trinity House, has been persuaded to print, display and distribute notices advising shipping interests, both ashore and afloat of the means available for the transmission of inward bound E.T.A.s to both the cruising cutters and the shore pilot stations in the London and Isle of Wight Pilotage Districts.

"It is, however, a regrettable fact that the response has been poor. I estimate that over the two years which have passed since the first notices were issued, the required information has been forthcoming from only about one half of the vessels using the port.

"Although the shipowner and/or his agents have shown limited enthusiasm so far for this principle of transmitting advanced notice of a vessel's arrival, there can be no doubt that, in London, he has profited considerably from the limited applications practicable to date. For instance, the number of cruising pilots borne in the Sunk pilot cutter are already being adjusted contingent upon the advices received by the pilot vessel's radio and by messages being received in the Pilot Office via North Foreland Radio from co-operative vessels. This information has also been used to order out emergency musters of pilots when indications show an accelerated demand which might have well shipped the cutter right out. It has also been used to increase the actual number of pilots mustering when signalled E.T.A.s have indicated necessity. It is, however, unfortunately true that unco-operative vessels have profited from this new departure at the expense of a vessel which has complied, a circumstance which could not occur if the signal were made compulsory.

"While an obligatory E.T.A. should prove invaluable to all pilot services, seeing that each service would then be able to adjust

the supply of pilots to the sequence of arrivals, the advantages to the shipowner are equally decisive:—

- (1) Economies resulting from engaging shore labour to attend a vessel at a definite time, thereby reducing stand by pay to a minimum, should prove to be considerable.
- (2) Signalled E.T.A.s should remove all unnecessary delays at pilot vessels and stations.
- (3) If the E.T.A. can be relayed to all shore interests such as: dockmasters, consignees, shippers, stevedores, etc., port turn round should be vastly improved.
- (4) Exchange information relayed to the vessel subsequent upon her E.T.A. transmission should materially assist. Berthing orders, special cargo arrangements, shipping office arrangements can all be readily arranged once ship and shore are mutually advised of developments.
- (5) Advanced E.T.A.s can be invaluable when approach channels are narrow and port control in operation, particularly in ports with a high proportion of tanker traffic.

"In considering the practical application of the resolution, I would heartily support the minimum limit of four hours for the desired information. Experience in London shows that, without a minimum, the tendency is for notice to become progressively shorter and shorter, until it serves no useful function whatsoever.

"From experience gained in the London District I would advise you that the desired information will never be satisfactorily forthcoming if the arrangements are left on a voluntary basis. Some degree of compulsion is necessary. The methods to be used in obtaining the desired authority, however, are considerably less obvious.

"May I suggest that one possibility be fully explored. It may well be practicable to persuade the Ministry of Transport to influence the various Port Authorities towards action in this matter. It would appear that where Pilotage Authorities are separate from the Port Authority, the former have no initiative in matters falling within the executive orbit. The Port Authorities might be persuaded obligatory through the

simple inclusion in an appropriate bye-law into their existing codes.

"In their consideration of the various problems which have beset them over recent years, London pilots have been compelled to recognise that efficient intercommunication is a sovereign remedy. Until each and every port is fully equipped with VHF telecommunication and until every ship is equipped with the appropriate universal appliances, pilots must insist upon the radioed E.T.A. as an interim measure."

In the ensuing discussion Mr. BERRY said they had been trying to establish E.T.A. on the Humber for years. Others thought the agents could be more helpful.

PILOTAGE CERTIFICATES

THE RESOLUTION passed at the 1959 Conference (*The Pilot* January 1960, page 24) was referred to by Mr. HUTCHINGS who said that the suggested contribution towards the Pilot Fund of "a sum of 80 per cent" had raised a storm of protest — it was much too high. He asked that the sum should not be specified and this was seconded by Mr. KERNICK.

The SECRETARY said there was a great deal of tidying to be done in the issuing of these certificates at London and Southampton to bring them into line with the general practice at the larger well run ports. Trinity House declined to do anything about it when their co-operation was sought, which was unhappily their all too frequent re-action even when the clearest improvements were suggested by pilots.

Mr. D. PERRY said it was just another of the problem cases they were not going to solve. If the contribution were small it would defeat what they had in mind. The 17,000 ton tanker could get a certificate.

It was surely never contemplated that large ships, which in these days included so many tankers would be under the control of anyone but a licensed pilot in compulsory waters, commented Mr. GRIFFITHS. He mentioned that on the Irish ferry the Master paid a contribution to the pilot fund at Belfast but at Heysham not a penny!

Conference agreed to the deletion of a specific sum as proposed by Mr. HUTCHINGS.

ELECTION OF OFFICERS

SIR PETER MACDONALD was unanimously re-elected PRESIDENT on the proposition of Mr. TATE seconded by Mr. BALMAIN.

As mentioned by the Secretary in his report Lady Inskip had accepted the Executive's invitation to become an Honorary Vice-President of the Association.

Conference added two more — Mr. J. H. FIFE (proposed by Mr. HOBBS and seconded by Mr. D. PERRY) and Captain W. H. COOMBES (proposed by Mr. HANSON, seconded by Mr. GREEN). Mr. Fife was local secretary for London River for 30 years and a very keen and active supporter of the Association.

LADY INSKIP ACCEPTS

The Chantry,
Abbots Leigh,
Nr. Bristol.
21st September, 1960.

Dear Mr. GRIFFITHS,

I am very touched by the kind thought of the Executive Committee of the U.K. Pilots Association in inviting me to become a Vice-President.

The Pilots Association has always been part of my married life. Old Mr. Joe Brown represented the Association at our wedding and turned up at all the five christenings of the children and I now use the desk given to my husband by the Pilots when he was Lord Mayor.

I am very happy and honoured to accept the invitation.

Yours sincerely,

JANET INSKIP.

There was loud applause when Mr. TATE was unanimously re-elected SENIOR VICE-PRESIDENT and again on the re-election of Mr. WYNN as the other VICE-PRESIDENT. Mr. Wynn was also re-appointed HONORARY TREASURER.

The trustees were re-appointed — "a very difficult job!" one of them. Mr. HOLLAND called it.

There was a scramble for the honour of proposing Mr. GRIFFITHS as general secretary and we recorded that Mr. BERRY was

first with Mr. D. PERRY as a close seconder. Of course the Conference's vote was unanimous.

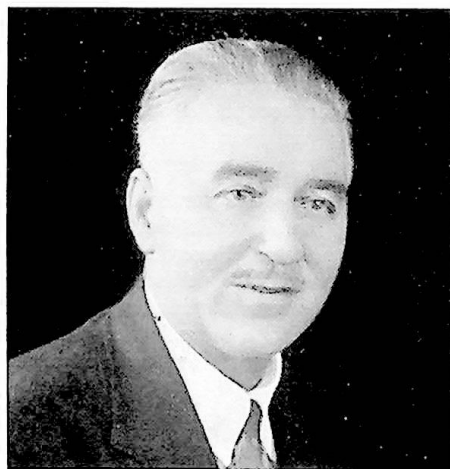
Mr. TAYLOR, seconding, the re-election of the Editor of *The Pilot*, which was proposed by Mr. TATE, suggested publishing in the magazine condensed reports of court cases affecting pilots.

Voting for the four vacancies on the Executive Committee resulted:

Mr. D. Grainger	...	63
Mr. S. Green	...	50
Mr. W. C. Duncan	...	47
Mr. G. W. Gibbins	...	44

"Your continued confidence gives me new heart in the face of our reverse" — Mr. GRAINGER.

The unsuccessful candidates were Messrs. K. Conway and R. Farrands



MR. GEORGE W. GIBBINS of Sunderland, the new member of the Executive Committee. He was at the Royal Merchant Navy School, Bearwood, Berkshire and then served his apprenticeship with Sunderland Pilotage Authority. His sea service was with B.T.C. Blue Star Line and Kayes (Jamaica Producers). In 1939 he was granted his pilot's licence and is a member of the Board of Sunderland Pilotage Authority. Mrs. Gibbins was formerly Miss Patricia Sheehan who was on the staff of Navigators & General (Officers' Federation), St. Mary Axe. They were married in 1937. This year Mr. Gibbins celebrates his 50th birthday.

NAVIGATING BRIDGE POSITION

CONFERENCE passed with one dissentient the following resolution:

That this Conference views with concern the increasing tendency of large vessels to be built with their navigating bridge aft.

Mr. COATES who moved it said the position was the worst possible; and too much reliance had to be placed on the efficiency of the chief officer. The pilot lost the intimate and immediate contact he had in the normal position. Their sentiments on the matter should be made known.

Mr. EDGE, the seconder, suggested that it should be brought to the notice of the Chamber of Shipping and the Royal Institution of Naval Architects.

MORE MEMBERS

"I am not asking for more money this year" — Mr. Wynn.

MR WYNN as Honorary Treasurer submitted the balance sheet and statement of accounts which were printed with the Conference agenda sent to all the ports.

"Expenditure has risen — as everywhere — but we still have a surplus on the year's working of £354, which is a little down on last year. I am not asking for any more money this year, but I may in the near future because I am sure that it is the desire of all that this Association should continue to function as it has done in the past few years. The Secretary visits many ports and that brings in more members. Our membership now stands at 921 which is a net increase of 43 on previous years."

Local Secretaries' Expenses

There was an item of £25:13:11 for local secretaries expenses on the expenditure side and Mr. DICKENS asked who was getting it.

"Some do and some don't" replied Mr. GRIFFITHS who went on to explain that local secretaries were recouped for their actual expenses in connection with Association business. In some districts there was a fund to meet minor expenses.

"I am very much indebted to the local secretaries" he said, "and it is our wish that they should not be a penny out of pocket on our account. If they are, will they please

keep a record of their expenses and deduct them from the subscriptions they forward, or adopt such other means as seem suitable."

Mr. GRAINGER mentioned the subscription of 20 guineas to the Honourable Company of Master Mariners and Mr. WYNN explained that they had the privilege of using *Wellington* for those meetings which had to be held in London. This year the subscription to the Honourable Company was being increased to 50 guineas and that would be shown on the next balance sheet.

The financial report was adopted on the proposition of Mr. BENNETT, seconded by Mr. CONWAY.

1961 CONFERENCE

THERE WAS SOME discussion on the meeting place for the next Conference. It had been suggested that it should go to one of the ports but not on the same level in social events as some Conferences in the past. The appropriateness of the Bristol Channel was mentioned, 1961 being the centenary year of the Cardiff, Newport and Sharpness Pilotage Authorities but in the end the decision was left to the Executive Committee.

FINAL SHOTS

"Any other business" held the attention of Conference for quite a time in its closing stages and some of the subjects are dealt with earlier in this report.

* * *

Mr. MADDOCKS asked whether a letter on insurance had been followed up by the Executive. The CHAIRMAN replied that it had not but the matter would be pursued.

* * *

Mr. HARE sought the views of delegates on pilotage dues paid by the modern large ships of less tonnage but carrying more than those of the past.

Mr. BERRY suggested that the U.K.P.A. should recommend to Pilotage Authorities that ships should be assessed on their dead-weight capacity.

* * *

"Will a man be allowed to wear glasses or contact lenses when taking the eyesight test?" — Mr. BALMAIN.

Mr. GRIFFITHS: "I never got round to discussing it".

MIDNIGHT DRAMA

Vain Efforts to Rescue a Foyle Pilot

A WELL-KNOWN Foyle pilot, Mr. Walter Gerald Gillespie lost his life in tragic circumstances in October last year. He piloted the Spanish vessel *Marimar* outward bound from Londonderry to the mouth of Lough Foyle where the pilot cutter was waiting to take him off. It was midnight and stormy. Gillespie reached the deck of the cutter but fell overboard. For half an hour the three men on the cutter, including the chief pilot on the Foyle, Donal J. Gillespie, struggled to rescue him but in vain.

At the inquest Donal Gillespie vividly described the attempted rescue in these words. "I heard Owen Canning (one of the boatmen) calling 'Walter's overboard'. I immediately steamed away from the *Marimar*, switched on the searchlight and came back into the ship's wake where I thought he would be. Within fifty seconds we picked up his cap in the beam of the searchlight and about five yards away we saw him on the surface. We circled until we were about twenty or twenty-five feet from him and one of the crew threw him a rope, which he missed the first time but got the second time.

"We pulled him towards the boat and I caught him by the wrist, Canning caught him by the coat and Loughrey continued to pull on the rope. Walter then caught hold of the fender. I then got him a life-buoy and he got one arm into it when a swell came and washed it off again.

"I then threw out a 'biter' rope and he was caught in it but before we could do anything another heavy swell came along and he lost his grip on the fender. We lost further sight of him but continued the search of the area up to 1 a.m."

He added that deceased was wearing a lot of clothes—he thought he had an overcoat under his raincoat. Walter was a good swimmer but in a high sea that meant nothing.

The Coroner, Dr. J. P. McGinley, in expressing sympathy with the relatives of deceased, said there was no one to blame for the accident. The other members of the crew had the satisfaction of knowing that they had done everything humanly possible to save deceased.

The Spanish vessel lost her anchor and part of her cable, and, being in danger of drifting, she put out to sea and was unable to take part in the search.

Walter Gillespie who was 50 years of age had been a pilot since 1944 and Deputy Harbour Master of Londonderry since 1949. He belonged to a family with a long association with the Foyle Pilotage Service. A brother, Jack is also a Foyle pilot and their father, George Gillespie, is a retired pilot.

Another brother of the deceased, Neil Gillespie, is captain of one of the Irish Shipping Company's vessels on which another brother, Dan Gillespie, is also serving.

37 YEARS A MEMBER

Well Known Forth Pilot Retires

MR. H. W. BADMAN has retired after 37 years' service as a Grangemouth and Firth of Forth pilot. He served his apprenticeship and early days in sail and eventually obtained his square rigged master's certificate. Leaving sail he joined the Union Castle Line as a junior officer.

During the First World War he was a pilot officer in the Royal Naval Air Service, and in the second one was Lieutenant R.N.R., Boom Defence Duty at Rosyth.

On being demobilised he joined the Ben Line sailing as second officer and then first officer until 1923, when he entered the Forth Pilotage Service.

It is pleasing to note that Mr. Badman has been a member of the United Kingdom Pilots' Association throughout his 37 years as a pilot.

GOOLE'S LOSS

This is the first opportunity we have had of referring to the loss the Goole pilots sustained by the sudden death on 31st August of Mr. Peter Budd, a member of the U.K.P.A. He was only 34 years of age when he died of a heart attack. He had been a pilot on the Hull station for about eight years and was a most popular member of the service which greatly misses him. The entire Goole pilot service attended the funeral of Mr. Budd who leaves a widow and one daughter.