

# The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 3. Vol. 25

August, 1946

IN THIS ISSUE

FULL REPORT OF THE  
**59th CONFERENCE**  
at the  
HOLBORN RESTAURANT, LONDON  
JULY 9th and 10th, 1946



ADMIRAL LORD MOUNTEVANS  
Elected President



NATIONALISATION



Mr. N. A. Line, Cinque Ports, joins the Executive  
Committee

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No. 13, SMALL STREET, BRISTOL

Sir JOHN H. INSKIP, K.B.E., Solicitor and General Secretary  
to whom all communications are to be addressed

OFFICERS FOR United Kingdom  
1946-1947 of the Pilots' Association

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ADMIRAL LORD MOUNTEVANS, K.C.B., D.S.O.

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# THE PILOT

No. 3 Vol. 25

August, 1946

THE Association has a President again—Admiral Lord Mountevans. His election will make the 59th Conference a memorable one. He was elected on the opening day and the following morning made his opening speech at Conference—a breezy reminiscent talk which left Conference well pleased with the choice it had made.

Many subjects were discussed during the two days and the question of nationalisation cropped up again and again. A resolution was adopted to take no further steps in the matter until Sir John Inskip had further information.

Sir John's report on the activities of the Association during the past year, always an outstanding feature of Conference, provided much useful material for discussion and reflection. It is printed in full in this issue of *The Pilot*.

Conference agreed to increase the subscription to five shillings a month (£3 a year) from the beginning of next year. It is hoped that this with an increased membership as men return from the Forces will add £1,000 a year to the Association's income.

The only newcomer to the Executive Committee is Mr. N. A. Line (Cinque Ports). He has come to the front at Conference in recent years, making very helpful contributions to the debates.

## CONFERENCE ROLL CALL

The following attended the Conference:

**Vice-Presidents:** Messrs. J. H. A. Smith (Isle of Wight Outward) and Alex. A. Love (Glasgow).

**Executive Committee:** Messrs. J. Stanley Ayre (Tyne); J. J. Jones (Cardiff); M. M. Marshall (Tyne); C. E. Mock (Swansea); J. H. Innes (Gourock); H. B. Eagle (Isle of Wight Outward); G. W. Windass (London River); F. R. E. Goldsmith (Gravesend Channel) and G. S. Ward (Humber).

**Delegates:**

BARRY	Messrs. J. A. Clare and J. P. Bennett.
BELFAST	Mr. C. Dick.
CARDIFF	Messrs. L. R. Slade, H. G. Pead and W. Richards.
CLYDE (Gourock)	Messrs. H. S. Rogers and W. Scouller.
CINQUE PORTS	Messrs. N. A. Line, R. E. Clare and E. T. Day.
GLASGOW	Messrs. W. Fernie and S. Ritchie.
GOOLE	Mr. A. E. Newlove.
GRAVESEND (River)	Messrs. H. J. Wynn, C. Catton and C. S. Owen.
GRAVESEND (Channel)	Messrs. W. J. Glassborow, A. A. Holland, D. Watson and A. H. Dyer, O.B.E.
HARTLEPOOL	Messrs. J. R. Hastings and J. Pringle.
HARWICH	Messrs. H. Robinson and P. N. Edmonds.
HUMBER	Messrs. E. Holmes and N. Yates.
ISLE OF WIGHT (Inward)	Mr. F. V. Janes.
LLANELLY	Mr. W. Hughes.
LOWESTOFT	Mr. R. J. Powrie.
MEDWAY	Mr. P. J. Hannan.
MALDEN	Mr. C. C. L. Stebbens.
MIDDLESBOROUGH	Messrs. L. Pickersgill and D. H. Tate.
PLYMOUTH	Mr. F. C. White.
PORTSMOUTH	Mr. T. H. Collins.
SEAHAM HARBOUR	Mr. W. Miller.
SUNDERLAND	Mr. G. H. Donkin.
SWANSEA	Messrs. D. J. Davies and S. J. Hanson.
TYNE	Messrs. James Phillips, A. H. Ayre, M. C. Reed, W. M. Young and Ralph Phillips.

**Honorary Treasurer:** Mr. Bernard C. Webb.

**Secretary and Solicitor:** Sir John H. Inskip, K.B.E.

**Visitors:** Messrs. J. H. Fife, A. Bray and E. Stone (London River), J. A. Sparrow (Gravesend Sea), H. A. Harvey (Gravesend River), L. D. Morris (Cinque Ports), T. A. Cullins (Plymouth), W. Quintan (Portsmouth), L. Hill (Swansea), J. S. Dixon and W. H. Young (Middlesborough) and W. Ward (Barry).

## LORD MOUNTEVANS, K.C.B., D.S.O.

WHEN, at sixty-four years of age, Evans of the *Broke* got down to pen his memoirs of the Life Adventurous he paused in whimsical dismay to remark, "The problem is what to leave out."

That is my problem, too—"what to leave out" in this necessarily brief sketch of the great sailor and his crowded career. After forty fighting years in the Royal Navy, mostly spent afloat, Admiral Sir Edward Ratcliff Garth Russell Evans, K.C.B., D.S.O.—who, in November, 1945, was gazetted a peer under the style of title of Baron Mountevans of Chelsea in the County of London—took over the onerous and not less hazardous job of London Regional Commissioner for Civil Defence. In other words, even after he had finally lowered his flag as Commander-in-Chief, the *Nore*, he still found opportunity to serve his country and to fight the King's enemies.

Boy to man, he has always been a fighter. The very name by which he will go down to history in the annals of the Navy and the sea has already become "a legend and an inspiration" to the youth of Britain.

### THE BOY WAS FATHER TO THE MAN

Son of a Welsh father—a barrister, of Lincoln's Inn—and an Irish mother, "Teddy" Evans has the audacity, pugnacity and buoyant nature of both races. In boyhood he showed his fighting stock. He was always getting into and out of scrapes. It was for fighting and playing truant that, as a young schoolboy, he was expelled from Merchant Taylors'. So he was sent to the Training Ship *Worcester*. Turning over a new leaf, as it seemed, but actually being more in his element he won a Queen's cadetship which shortened and hastened his way into the Royal Navy. The "naughty and adventurous" element in his make up was, happily, not eradicated, but shaped and trained in the way they have in the Navy. The boy was truly father to the man. The spirit of Evans of the *Broke* was there all the time—the spirit which his fellow-countrymen admire and extol in him to-day.

As a young Sub.-Lieutenant he volunteered for service with the National Antarctic Expedition and made two voyages to the Polar region. He spent two years aboard the relief ship *Morning* as his part in the story of the Polar ship *Discovery*. He returned to the Antarctic in 1909 as second-in-command of Captain Scott's expedition—and came home in command. He was the last man to see Robert Falcon Scott alive.

### ADVENTURE OF MERCY

Then there was that affair in the China Seas. When the vessel *Hong Moh*, with 1,200 coolies aboard, was wrecked Captain Evans of *H.M.S. Cavlisle* was instrumental in saving more than two hundred lives. He repeatedly risked his own life by jumping into the icy waters. For that adventure of mercy he received Lloyd's Gold Medal for life-saving—and the medal was specially struck in his honour.

The episode of 1917, when the destroyer *Broke*, with her sister craft *Swift* attacked six German warcraft, sank one by torpedo and rammed another, is too familiar to need recapitulation in detail. It is one of the imperishable epics of the Dover Patrol.

Nor need one re-tell of the Bechuanaland affair and of Admiral Evans's encounter with the deposed Chief Tshekedi.

The brilliant story of forty fighting years in the Navy tempts one to tell so much of what must inevitably be "left out" or compressed into the bald record that in 1923 Lord Mountevans was Captain of Patrol, Minesweepers, and Fishing Protection Flotilla; in 1928 named Naval A.D.C. to the King; in 1929 Rear-Admiral commanding the Royal Australian Navy; in 1933 Admiral Commander-in-Chief, African station; and in 1935 Commander-in-Chief, the *Nore*. Add to all this that in April, 1940, he went to Scandinavia as additional Naval Attache "for special work."

### SALUTE TO THE WOMEN OF BRITAIN

So we come to the last war years, perhaps, the most difficult and exacting job ashore that any sailor was ever called upon to tackle. There was little that escaped the eye, nothing that escaped the knowledge, of the Regional Commissioner during the valiant defence of London against the perils from the air. When the job was finished and he relinquished his post the Admiral's farewell salute was, "I dip my flag to the Women of Britain."

Lord Mountevans is the holder of four Freedoms. He is honorary freeman of the Borough of Chelsea, where he has lived for twenty years or more, as well as of Dover, of Chatham, and of Calgary, Alberta. He has been Lord Rector of Aberdeen University for two terms, being re-elected in 1939—the only instance of a re-election for forty years. And he is Gold Medallist of two Geographical Societies.

Sixty-five on October 28th, also Lord Mountevans is a grandfather, a son being born in 1943 to his heir, the Hon. Richard Andvord Evans, who has served as a Lieutenant in the R.N.V.R. Andvord was the maiden name of Lady Mountevans who is a Norwegian of an old Oslo family.

T.B.



ADMIRAL LORD MOUNTEVANS, President of the U.K.P.A. 1946

## CONFERENCE WELCOMES THE NEW PRESIDENT

Lord Mountevans, elected President on the opening day, attended Conference the following morning. After a preliminary meeting with the officers and members of the Executive Committee he came into the Conference room where the delegates rose and gave him a very cordial welcome.

"It is my proud privilege and honour to introduce to you as your new President one who may be already known to some of you" said Mr. J. H. A. Smith, the senior vice-president. "He has just assured us in a few words of his knowledge of pilots all over the world, of their multifarious duties and their mode of living, and he is willing to do all in his power to assist us in our deliberations and actions."

The President greeted Conference as "sea brothers," and he continued; "When I was offered in rather premature fashion from Barry the office of President of your Association my heart leapt with joy—real and sincere joy—and I answered immediately that I would by honoured and delighted, and I meant it."

### "WORCESTER" DAYS

The Admiral entertained the delegates with references to the escapades of his early years including his career in the *Worcester*. However," he said with just a touch of pride, "I did live to fly my full admiral's flag on board the *Worcester* when I was Commander-in-Chief at the Nore, and I did live to achieve the ambition of every one of the older sailors among you of commanding a sailing ship and sailing round the world as I did in Captain Scott's little *Terra Nova*."

He went on to say that he knew every port from which the pilots worked because in his varied career he had once had charge of the fishery protection and patrol service which took the little *Harebell* wherever fishermen went and a good many places where they did not go.

### "A TEAM OF FRIENDS"

"You are men of the sea," he continued, "and know as well as I do what it means for a sailing ship to heave-to and see the pilot come aboard. You know the joy you have brought to the young seamen—especially the apprentices when the pilot takes charge and the skipper will not wreck the ship on the Goodwins. I could talk to you for a long time about the sea and your profession, but I will only say that as long as I hold office of President I will consider your interests and have them in mind in Parliament and I will get together a team of friends to see that you get your due. My experience, although a Welshman with a Sinn Fein Irish mother, is that the pilots of the United Kingdom

advertise least and perhaps bear the burden best, and I know when you present your problems you will not "over-egg" the padding—to use a Yorkshire expression. I have seen many causes lost by men overstating their claims.

"I am a life member of the National Union of Seamen. It was given me the year before last because I am a great admirer of the senior service. I received £220,000 for Merchant Navy comforts. Helped by a little woman, Mrs. A. V. Alexander, wife of the First Lord of the Admiralty, who has done more than any First Lord's wife in history for the seamen whether merchant or naval, I have been able to help those who go down to the sea in ships under that grand flag the Red Ensign to which we all pay tribute."

Loud applause came from the delegates and visitors as the President resumed his seat and the Chairman expressed their gratification that they had "a real live sailor man" among them.

When the President left the assembly he was given a hearty send-off.

Mr. Mock congratulated Barry on their "wonderful nomination" for the Presidency.

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### OPENING OF THE CONFERENCE

The Executive Committee met as usual on the afternoon before Conference opened and discussed the forthcoming business.

On the following morning the delegates and visitors assembled in good time and following the time honoured custom the proceedings opened with prayer led by the Chairman (Mr. J. H. A. Smith). A brief welcome by the Chairman followed and immediately after Conference got down to business.

The report of the Secretary and Solicitor was the first item and this is given in full in the following pages. Some of the points dealt with by Sir John were afterwards discussed.

The election of Lord Mountevans to the Presidency completed the business of the opening session.

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### O.B.E. FOR HARWICH PILOT

Captain John Foster Bammant of Dovercourt, Essex, has been awarded the O.B.E. for "meritorious sea service in the Merchant Navy." He is the senior pilot of the Port of London and has been a London Sea Pilot for over 40 years. Throughout his long service he has been stationed at Harwich. He joined the U.K.P.A. in 1906.

## SIR JOHN INSKIP'S REPORT

# YEAR OF ACTIVITY IN THE PILOTAGE WORLD

## "It Is Now Generally Accepted That We Must Build on Other Foundations"

THE past twelve months have seen considerable activity in the pilotage world, and this Association has been fully occupied in numerous directions. The more important matters have been referred to in *The Pilot* from time to time, but, of course, there are many matters which are of purely local interest to particular ports and many of these have escaped notice in *The Pilot*. I am, therefore, proposing to deal quite shortly with a few matters which call for special notice in this report, but first of all I will make a few preliminary observations with a view to satisfying Conference with regard to the sound health of the Association.

### Rising Membership

The membership is on the upward grade notwithstanding the loss of two ports in the course of the year which have transferred their allegiance to the Union. Thirty-five new members were enrolled in 1945, and already this year more than 50 new members have been enrolled. The satisfactory feature of the present membership is the large proportion of members at every port where we have a local branch. The number of such local branches is 53, and they are all wholeheartedly in support of this Association. Several of the ports who have severed their connection with this Association have amongst their pilots those who have retained their membership and remain thoroughly loyal to this Association and two of these ports have recently made approaches which indicate a spirit of restlessness under present conditions and a desire to return.

### An Urgent Necessity

For the present this Association is likely to be closely engaged with rate applications of various kinds. Recently I have been in close touch with the London Sea pilots and certain Outports of Trinity House in connection with proposals to vary the present increases on the schedule rates in readiness for the time when the Admiralty revokes the existing Orders. When that happens each port concerned will automatically revert to the pre-war basis so that it is urgently necessary for the Pilotage Authority to be ready with its new bye-laws providing for the necessary increase. Nothing is to be gained by mentioning in this report the various applications which are pending, but as a result of my close examination of each case I am more than ever impressed by the necessity for some alteration in the present system of fixing pilotage rates and ensuring the pilots a more or less stable and reasonable remuneration.

### Ministry's Formula

In addition to the type of case mentioned, there are also pending several applications for an increase. These applications are at different stages and all of them present their different problems. The formula laid down by the Ministry of Transport more or less regulates the amount of the increase which can be asked for but various factors necessarily come into consideration, and one of the most difficult is the number of ships piloted compared with pre-war and the question of maintaining at some port where shipping shows a decided falling off, the same number of pilots as under pre-war conditions. In such cases as these it rests with the Pilotage Authority to satisfy the Ministry either that the falling off in shipping is temporary or that an efficient pilotage service cannot be maintained with a smaller number of pilots. When once this point is disposed of, then, subject to any special circumstances to which either party may call attention, the Ministry formula more or less fixes the remuneration of the pilots.

I am only too well aware that this system of fixing the pilots' remuneration is not acceptable to every one. It was introduced during the war when conditions were, of course, abnormal and it continues now under conditions which are, as I suppose we must all agree, not yet normal.

### Piece Work System

More than once in these reports I have expressed my views on the piece work system of remunerating pilots. It is a relic of the old days when pilots were in competition with one another. The hopelessness of that system led first to the turn system then gradually to the pooling system. I think today there is hardly a port which has not adopted pooling, although it came very gradually. No two ports are alike and it would not be difficult to find cases to illustrate the unfairness which results from the present system.

### Compulsory Pilotage

Various questions, of course, arise when considering pilotage rates and compulsory pilotage, which this Association has always stood for, is put up to me more often than anything else as a certain cure for every evil which besets the course of a pilot. It is likely that any change from the present system will lessen the importance of compulsory pilotage from the pilots' point of view. Speaking for myself, I have never been able to convince myself that it would materially affect the earnings of a pilot. At those ports where the pilots are working to capacity, any

material addition in the number of ships piloted would call for an increased number of pilots. The strongest grounds upon which an application for compulsory pilotage can be based are, of course, navigational grounds, and those were, I think, the reasons which largely actuated those who advocated a system of compulsory pilotage in the Departmental Committee's Report of 1911.

There is much to be said in favour of a contribution being made by every ship visiting a port towards a service which is necessary for the working of the port, and when speaking on this matter at last year's Conference, I advocated a system under which the earnings of a pilot should be provided in the main by ships employing a pilot, but that there should be a general rate towards the maintenance of the pilotage service at every port where one is necessary.

### Full of Anomalies

Nothing is to be gained by discussing any particular case because no two cases are alike, and that is the real difficulty. This Association has always striven and not without success, to maintain the earnings of a pilot at a reasonable level, and will continue to do so. When normal conditions return some of the present difficulties will disappear, but there will remain those cases where the pre-war standard was certainly too low to form any basis for present day remuneration, and also those cases where there are not enough ships to provide a reasonably remunerated pilotage service. Meanwhile, we must do the best we can under a system which is full of anomalies and provides problems which are often very nearly insoluble.

So far as we can see, we are likely to be faced by very many of these applications in the very near future, and the trouble is that rate adjustments are being made under conditions which are far from stable so that applications for a revision of rates fixed under these conditions are almost certain to arise before very long.

### U.K.P.A. stands for General Compulsion

Reverting again for the moment to the question of compulsory pilotage, this Association stands where it always did and that is for a system of general compulsory pilotage with reasonable exemptions. Whether or not this would provide the financial benefits expected would remain to be seen, but in any case it would do away with certain practices which are unfair both to the pilot and the shipowner. A system which allows a shipowner to make use of an expensive service perhaps once or twice in the year for what must in the circumstances be a nominal sum, whilst using the port without resort to the pilotage service on every other occasion, is clearly an unfair one, and only compulsory pilotage or a compulsory contribution of some sort can meet a position of that kind. But when all is said and done a pilotage service exists to meet the needs of shipping, and presumably a ship needs a pilot to steer him through navigational difficulties. These vary in

character and therefore call for different treatment at each individual port according to its own peculiar circumstances. For this reason general compulsory pilotage is a more difficult thing to achieve. Hence the variations at those ports where a compulsory system operates.

The grounds for general compulsory pilotage must, I think, be different from the grounds upon which an application for compulsory pilotage at any individual port can be based, and it has always seemed to me that any port which thinks that they would benefit under a compulsory system would be well advised to make its application on its own grounds and merits rather than await a move for the introduction of a system of general compulsory pilotage.

It may be taken that at every port where there is an organised pilotage service, it has been proved necessary that the service should be maintained. If, therefore, the ships employing a pilot at such a port are not sufficient to provide an adequate remuneration for the number of pilots required to maintain an efficient service, then it is reasonable to suggest that every ship using that port should make whatever contribution may be necessary towards financing a service which cannot safely be dispensed with. That can be done either by compelling a ship to take a pilot or by compelling a ship to pay a due which would help to maintain the service.

### How Many Pilots?

No question is more difficult than the number of pilots which are required at any particular port. The easy way of approaching this question is to take as a standard the number of ships piloted by each pilot during a selected period before 1939. On the other hand that may not be fair. Most people expect to be working today under improved conditions and the pilotage service is unique in the call which it makes upon those who give it. The pilotage service at most ports is provided for every one of the 24 hours under conditions which are too well known to call for any description. At some ports as much as 75 per cent of the pilotage work is done at night-time and there is no doubt that the qualifications of the pilot must be of the highest, and even a slight deterioration in health might mean the end of a chosen and highly qualified career.

All these and other circumstances are recognised by Pilotage Authorities and shipowners alike, but even so the difficulty remains under the present system of remunerating the pilots at every port adequately without a suggestion of unfairness to some one or other, as often as not to the pilots themselves, when it is sought to make comparison between one port and another.

### Association Must Make Up Its Mind

I have dealt more fully on this occasion with pilotage rates because it is always a live question and today more than ever it is right in the front of this Association's work.

Indeed, at the moment it is occupying a very great deal of my close and personal attention.

Moreover, the latest returns which have reached me from different parts of the country reveal wide fluctuations in earnings, and in some cases a position has been reached, temporary we must hope, which presents unusual difficulties in finding ways and means of providing adequate remuneration for the pilots without imposing a charge on ships which would be so far in excess of the pre-war rate as to invite the strongest opposition.

It is not to be expected that all my comments will escape criticism and quite possibly opposition, but

the time has come for this Association to make up its mind quite definitely with regard to the present system of levying and assessing pilotage dues, and also to define its position with regard to compulsory pilotage in the light of present conditions and likely changes in the pilotage service of this country.

#### Awaiting Government Pronouncement

At this stage I naturally turn to post-war pilotage although there is very little fresh to be said on this at the moment. It is generally expected that the Minister of Transport will have some proposals to make when the policy of the Government with regard to the future administration of the ports of this country is disclosed. In the meantime, neither Pilotage Authorities nor shipowners have been in a hurry to sit down to frame their own proposals, feeling somewhat naturally that it might be better to await the Government pronouncement.

At the last Conference the Executive Committee were empowered to join in any discussions, but there was no suggestion that the Committee should themselves promote a scheme, and in my opinion nothing was to be gained by their doing so until at any rate other interested parties are prepared to join in the preparation of any such scheme.

Whatever may have been the feelings of the general body of pilots when this question of re-organisation was first raised some years ago, there has been a gradual change of opinion, and it is now, I think, generally accepted that the present position is more or less chaotic and that we must begin again to build on other foundations.

It is difficult perhaps for the pilots at any one port looking at matters only through their own spectacles to realise the complexities of pilotage administration, but no one whose duty it is, or who is able to review the general position of matters round our coast, can fail to realise that the machinery set up by the Pilotage Act over thirty years ago requires drastic overhaul to meet the new conditions. In my Report to last year's Conference I dealt so fully with this matter that I do not propose to cover the ground again.

Last year's Conference committed itself to certain guiding principles and we shall doubtless hear at this Conference whether

those principles are generally acceptable to the ports. If they are, then the Executive Committee will be able to enter into any discussions without further instruction. If, on the other hand, there is any difference of opinion, now will be the time to declare this, because almost certainly before we meet again your Executive Committee will be called upon to take some action.

#### Growth of the Work

Now turning to one or two matters which have been dealt with since the last Conference and which should perhaps be mentioned in a report of this nature. It must not be thought that the matters mentioned give even the smallest idea of the activities of this Association over the past twelve months. Any one who cares to turn up the old records of this Association will find that when I was first appointed your Solicitor 33 years ago, and for some years afterwards, it was the practice during the Secretaryship of the late Joseph Browne to print what was practically a verbatim report of the Conference and to print in full any letter which had been written by the Secretary on any matter of importance. I mention this to show how the work of this Association has grown since those days, because, of course, such a procedure today is right outside the realms of possibility.

There will be several ports represented here today who will know that matters not dealt with in this report have been engaging my attention, and not so long ago many of these matters would have been mentioned instead of being crowded out by matters of more urgent importance.

I have dealt with a number of matters, not only for ports, but for individual pilots, including claims of various kinds, and in the case of one port difficult and protracted negotiations with regard to the loss of their pilot cutter which had been run into whilst at anchor and sunk by an Admiralty vessel. The Admiralty, though wholly to blame, chose to limit their liability as, of course, they were fully entitled to do, but later they realised the hardship involved by this course, and although the matter is not yet settled it is confidently expected that a substantial payment will be made to compensate the pilots for the loss which they suffered.

#### National Insurance

As you are all aware, the pilots are very much concerned with the National Insurance Bills, and when we come to that item on the agenda Conference will be asked to lay down the lines upon which the Executive Committee shall proceed. Pilots were, of course, expressly included in the Workmen's Compensation Act and as the new National Insurance (Industrial Injuries) Bill takes the place of those provisions, it was necessary to include pilots in that measure and this has been done.

So far as the National Insurance Bill is concerned, pilots are not referred to expressly and it seemed likely that they would come into that Bill as "self-employed persons"

who receive different treatment from "employed persons." Later the Government amended the Bill so as to put "self-employed" persons on the same footing as "employed persons" for the purpose of sickness benefit, but at an increased contribution of 5d. a week. This means that the only difference between an "employed person" and "self-employed person" will be the difference between the weekly contribution of 4/7 and 6/2. If the pilots are to be regarded as "employed persons" then it is necessary to find an employer and it has been thought impracticable to make the owner of the ship piloted liable for the employer's contribution. For one thing, payment could not be enforced in the case of a foreign shipowner.

#### "Employed" or "Self-Employed"?

Before very long the Ministry concerned will wish to know the general views of pilots on this question and then the matter could be dealt with by the regulations under the Act. The two questions for discussion are:—

- (1) Do pilots wish to be treated as "employed" or "self-employed" persons for the purposes of the Scheme, and
- (2) If "employed" from what source can the employer's contribution under both the National Insurance scheme and the Industrial Injuries scheme be provided?

Hitherto the pilots have attached importance to their professional status and this may have some bearing upon their answer to the first question. It may have less importance when the expected changes in pilotage administration are known, but Conference will have to make up its mind on this point before it separates. In this connection it will be remembered that this same point was raised when we were discussing the position of pilots under the P.A.Y.E. scheme. This decision having been taken, question 2 may or may not arise, but if it does some practical means of collecting the employer's contribution will have to be found. An obvious suggestion is the Pilotage Authority, but that raises questions which can better be discussed when this matter is reached on the agenda.

Although, as stated, the only difference between an "employed" and a "self-employed" person would be 1/7 a week additional contribution, there is the point which has been put forward from certain quarters that the pilots could never be considered as unemployed and therefore would never have any claim for unemployment benefit. I am not sure that this contention is sound because the Pilotage Act itself provides that in certain circumstances a pilot may be deprived of his licence, in which case he becomes unemployed until he finds other employment in the same way as any other person. There are, in fact, several grounds upon which a pilot may be deprived either temporarily or permanently of his licence with the normal result. In any case, it does not seem that this consideration need influence

the pilots at all in deciding the position which they would choose to be in under this measure.

#### Pilots' Bonds

I refer once more, though only in passing, to the question of pilots' bonds because there have during the past year been more than one application for financial assistance from a pilot who has been involved in a damage case. The procedure ought to be well known by this time, and if a pilot has not limited his liability and insured himself against that liability at a cost of a few shillings a year, he should lose no time in doing so. All that is necessary is for his Authority, if they have not already done so, to promote a bye-law and for a pilot to give a bond. He is then, if he is a member of this Association, entitled to participate in the insurance scheme under which he can recover up to the full extent of his liability, namely £100, together with a further £50 to meet the costs incurred. In these circumstances, the Executive Committee feel that any pilot who has not secured himself in this way must not expect to recover from this Association what he can quite easily recover under an insurance policy.

#### Authorities Should Prosecute

From time to time I am asked to advise pilots with regard to prosecutions for offences under the Pilotage Act, as for example the refusal to take a pilot. This Association has always advocated these prosecutions being handled by the Pilotage Authority, but very often the Authority refuses, not because they do not favour a prosecution, but because they contend that it is a matter for the individual pilot concerned. I am glad to say that several Authorities are willing to shoulder the responsibility of seeing that the provisions of the Pilotage Act and of their own bye-laws are observed and I should have thought that in every case it would be better for the Pilotage Authority to undertake these prosecutions rather than leave it to the pilot. After all, it is the general practice for public authorities to see that their own bye-laws are observed and to take all necessary steps when this is not done.

In the course of the year this Association has been concerned in negotiations in reference to pension rights, the position of pilots under the P.A.Y.E. scheme, pilots' ratings and the National Insurance scheme, to mention only a few matters, apart from advice given to individual pilots from time to time on a variety of matters. The Association has also handled cases in which pilots have had to appear at an inquiry resulting from accidents to vessels whilst in their charge, and has incurred financial responsibility on behalf of the pilots involved.

I am under the impression that pilots who are in other organisations do not get the same measure of protection, but we have no means of knowing the extent of any activities of these other organisations in the interests of pilots generally.

*Continued on page 19*

## DEBATE ON THE REPORT

Mr. Davies said that even if the Association had done little during the past twelve months to improve the pay, status and conditions of working pilots they could depend on the Secretary to provide a first class report and he thanked Sir John for it. Was the question of public ownership, nationalisation, going to widen further the division in their ranks? He urged all pilots to approach it with an open mind and not be afraid of the word itself. He did not think pilots need be unduly alarmed at the prospect of nationalisation. Like centralisation and reorganisation it had the same significance; they all meant one thing, reconstruction, and there was no pilot against reconstruction because it implied improvement. A strong case could be made out for reorganisation on a national basis. He urged Conference to accept the excellent advice Sir John has given and put their house in order. Pilots were already servants of the State because the decision of the Ministry was final. The meagre civil service bonus to cover the increased cost of living has been imposed on them. Why could pilots not be treated in the same way as the Merchant Navy? They were a branch of that service holding its higher qualifications. Was it because the pilots were too weak or because the Association had failed to protect their interests? When considering this problem of nationalisation they should remember that pilotage was not a profit seeking organisation. Piloting was a profession where a man was paid for doing a job of work. Mr. Davies pointed out that nothing definite had been said in Parliament with regard to the nationalisation of pilotage, and the reply to a letter he wrote to the Ministry of War Transport was that the nationalisation of transport was under close consideration but no information could be given about pilotage. Most probably what the Minister had in mind was the reorganisation of pilotage on a national basis as had been so often advocated by Sir John. The duty of the U.K.P.A., was plain; it should go ahead with its own scheme regardless of what other parties did. If the Chamber of Shipping had deferred action that was no reason why the pilots should do the same. At the last Conference he introduced a seven-point policy, but the Association had done nothing. If this plan were a bad one the answer to it was a better one. The record of the Association on compulsory pilotage—just one of his points—was not encouraging. As at present constituted, and with the Executive meeting only every three months, he doubted whether the Association was capable of executing a comprehensive programme for the pilots. It remained for the Association to prove he was wrong and if his criticism was justified he could promise that many more members would drift away and look for another body to redress their grievances and protect their interests.

Mr. Line said the Pilotage Act was the basis of their work. Their predecessors fought hard for it, and the pilots of to-day should consider seriously before they opened it. He pointed out that through Orders under the Act they had the machinery which had been and could be used for amending their conditions. He asked the pilots to think seriously about surrendering the freedom they now had by accepting a salary and becoming the servants of someone.

On the other hand Mr. White preferred to be a paid servant on the ground that they would be paid considerably more than they earned at present. It might be better for some of the larger ports to continue on the present basis, but at some of the smaller ports trade had fallen off considerably.

Mr. Tate said that status was not going to pay the butcher's bill; reasonable working conditions were preferable.

"None of us know what the conditions will be under nationalisation, centralisation or any other 'ation,'" said Mr. J. A. Clare. "If the Executive obtained some information we should have a better chance of getting down to it."

Mr. Davies: If all masters in a non-compulsory district decided to do their own pilotage there could be no hope of getting a decent salary. The stigma of "casual" still clings to the profession. It is not our object to renounce the Act; we want it improved.

Mr. Jones contended that Mr. Clare had been answered by the letter received from the Ministry. He could not see how the Association had been lacking.

Mr. Bennett associated himself with the remarks of Mr. Davies and Mr. Clare "We are floundering about," he said. "I have watched *The Pilot* for information. I have not seen or heard anything to guide me." He mentioned that in the Bristol Channel during the war they had compulsory pilotage and did very well out of it. Now they had lost it and trade as well. Even with compulsory pilotage they would not have a fair wage. What was the good of status or anything else unless they had a fair week's wage?"

Mr. Marshall said that as all foreign countries had compulsory pilotage he could not understand why we could not have it here.

The same point occurred to Mr. Line who also asked if other countries had exempt ships.

The Chairman said he could not answer the point but he imagined that all over the world there were exemptions within reasonable limits. Taking "a little shot at Mr. Davies," as he put it, Mr. Smith pointed out that the hands of the Executive had been very much tied for two or three years; the majority of the pilots were in favour of maintaining a *status quo* and not discussing centralisation. It was only last year that the Executive were given authority to enter into discussions

with the Chamber of Shipping or anyone else. Before they got far they had the bombshell that nationalisation was very definitely in the minds of the government. They were more or less compelled to stop until they heard further.

Replying to a point raised by Mr. J. A. Clare, Sir John said that where rates were increased under Defence Regulations, the cancellation of the Order meant that the port reverted to the pre-war position. In the main it affected Trinity House ports.

Mr. Catton criticised the Executive on the ground that they had not done what all at the last Conference hoped they would in increasing the staff and giving themselves a better opportunity of doing what was necessary. It was then suggested that Sir John should have an assistant who could visit the various ports and find out on the spot what the contentious points were. It was also suggested that there should be regions with assistant secretaries. Except for the authority to enter discussions they were not really any further ahead. The Executive had not obtained the necessary information from ports throughout the country which would enable them to formulate a scheme.

Mr. Windass reminded Mr. Catton that the Executive had not yet been given the money for the proposed work.

The report was adopted on the motion of Mr. Owen seconded by Mr. Bennett.

## THE PRESIDENCY

The Chairman made a statement on behalf of the Executive regarding the Presidency.

Mr. J. A. Clare suggested that as a Labour Government was in power consideration should be given to the possibility of appointing someone with influence in that party. He hoped that names would be submitted so that Conference might judge the pros and cons.

The Chairman recalled that the ports were invited to suggest names. Some did so and all the suggestions had been considered. Barry, however, went a little beyond and wrote to their nominee himself.

Mr. Bennett: I rise to move the name of Lord Mountevans—"Evans of the Broke." It is quite true we communicated with him, but I can assure you the reason was that we did not want to submit his name if he would not agree to stand. He replied that he would be honoured and delighted to have his name submitted.

Mr. Rogers seconded.

Mr. Marshall thought Conference should be guided by the Executive, but Mr. Catton dissented from this.

Mr. Davies asked if it would not be possible to have someone in the House of Commons.

Mr. White inquired if Sir Alan Herbert had been approached and was told that he had been but had not seen his way to take any active part.

Mr. Webb suggested to Conference that the President of the Association was not the man who did the work in the House of Commons.

That was done by the Chairman of the Committee of M.P.'s. Lord Mountevans was in the House of Lords, but their work was in the Commons. It would be remembered that when Lord Apsley was President, Sir Irving Albery was Chairman of the Committee of M.P.'s.

"Evans of the Broke" was known throughout the kingdom said Mr. Line. "We look to the President to carry as much prestige as he can" he added.

When the feeling was eventually tested by a vote it was apparently equally divided between two nominees, but when later the name of Admiral Mountevans was submitted on a second vote no hands were raised against the Admiral who was then declared by the Chairman unanimously elected.

Conference then adjourned for lunch.

## AFTERNOON SESSION, JULY 9th

After lunch Conference proceeded to deal with the resolutions on the agenda, three in the name of the London River pilots being taken first.

### PILOTS QUALIFICATIONS

Mr. Owen moved:

**For the future benefit of pilots as a whole, the time has come to consider whether the necessary qualifications for a pilot's licence should be brought to the highest standard.**

In a statement explaining the resolution he said that for several years he had brought this subject forward at local meetings of the London River pilots, and though there was an unanimity in favour of higher qualifications, it had been the considered opinion of the majority that the London River pilots should not suggest to others the qualifications for candidates to their respective services. They now feel, however, that the future professional status of pilots generally demanded that some higher degree of qualification was necessary in most of the United Kingdom ports. They considered that anyone who commanded or had charge of a vessel should be a master mariner and that in the major ports a master's certificate should be the basic qualification for pilots, with additions to suit local conditions. In the smaller ports where shipping was mainly of a small coast-wise type at least a Home Trade master should be required. During the last few months they had heard of various schemes for the reorganisation of pilotage, including the possibility of nationalisation and should this be forced upon them, the professional status of pilots would be materially affected by their qualifications. All professions had high qualifying examinations and it was only reasonable that if one asked for a high standard of conditions and remuneration, one should be prepared to give a high standard of professional qualification and service. At present the average standard in the major ports was too low and might lay them open to the suggestion that they were about equal

to a 2nd mate. In London they had had to resist the suggestion that a pilot was somewhere between a mate and a master. They were master mariners and many had had to make the choice between being master of a ship or a pilot. This variation in qualifications made discussion of pilotage open to difficulty. Some years ago, the shipowners' representative on the London Pilotage Committee, endeavoured to reduce the qualifications for the Compulsory River Thames pilot's licence to a Home Trade master's certificate. They could only presume the idea was "Lower Standards, Lower Rates." This was successfully resisted and since then the qualification for the Exempt River Thames pilots' licence had been raised to the Home Trade master, from no qualification at all. Those ports which were requesting that pilotage should be compulsory would have a stronger claim if the pilots had higher certificates of competency. When pilotage in a port was compulsory, it was only reasonable that the master of a ship should have the assistance of a person with the same qualifications as himself, with the added licence of the port. In the major ports where a lower standard now operated he had been assured that the majority were in fact master mariners and had in many cases been in command, so it was obvious that they were not suggesting a standard difficult to maintain. Mr. Owen pointed out that when the master's certificate was made obligatory in London (1913), candidates on the list were taken into the service and the new rules applied to those entering subsequently. Similarly this should apply to those already entered for any particular service and the higher qualification be demanded from those applying for the licence after a date in the not too distant future.

Mr. Catton said that when, in 1913, it became compulsory on London River to have a master's certificate, consideration was given to candidates whose names were already down on a list and a line was drawn under a given name. He happened to be No. 3 on the lower side of the line. In all, there were some 23 candidates on the list who went into the service before the fixing of the bye-law. London River would support the same idea being carried out in other ports, particularly those where there were apprentices.

Mr. White: We agree on the highest qualification, but we feel that the salary should be made more or less equal to the qualification held.

Mr. Tate: We have no one with a master's certificate, so we cannot support the resolution. We have always understood that we were on the bridge to provide local knowledge. It is going to shorten the earning life of a pilot if he has first of all to put in a long period at sea. We think it is open to doubt whether the possession of a master's certificate makes a man any better as a pilot. We claim that we specialise as pilots and that our system of apprenticeship has worked satisfactorily in

the past; we cannot see it will be any better in the future under any different system. Would it not be possible for the Board of Trade to introduce certificates that would be applicable to pilots alone?

Mr. Dixon: We have our own way of working and we are satisfied with a second mate's ticket, and we think it is good enough. Different rivers have different ways of working.

Mr. Pead: I am not prepared to accept that a master mariner does not make a good pilot. If we think that future generations are going to benefit then I support a master's certificate. The Bristol Channel Authorities are leaning that way. Our friends from Barry already have to have a master's certificate, as do Avonmouth and Swansea, and a second mate's ticket is necessary for Cardiff. Our Authority agreed with us a short time ago that our apprentices should get a master's certificate. The tendency in the Bristol Channel would be to support a master's certificate.

The Secretary: There is much to be said for a resolution of this kind and all pilots must have a certain amount of sympathy with it, but the difficulty begins when you try to carry it out. Quite recently I have been concerned on behalf of two of the smaller ports where, by reason of the conditions, the pilots have got to seek other living and get permission from the Pilotage Authority during the summer-time to take other posts. You are never going to attract to a large number of ports the highly qualified man and therefore you cannot insist that every pilot at every port should possess the highest qualifications. The same qualifications are not required at every port.

Mr. Slade: If a man already has a second mate's ticket it is not a great hardship for him to get a master's.

Mr. Robinson: Some years ago when it was necessary in London to revise the qualifications of pilots the shipowner's representative was very strong on trying to lower our qualifications. I pointed out that if a job was worth having it was worth qualifying for. If the qualifications of the smaller ports were those of a master mariner probably they would have strong grounds for asking for a better rate of pay.

Mr. Yates: I feel that the whole trend of the country at the present time is for people to have higher qualifications, but in every pilot service there are different standards and conditions, and I think it would be a good idea if the qualifications could be brought up to a certain standard. We on the Humber have two entrances—the apprenticeship system, and we also take pilots from ex-Merchant Navy officers, and both have to have different qualifications. If we could bring those standards up gradually until everybody in the pilotage world has a master mariner's certificate we are going on the right lines. We should gradually bring the status of our profession up to a higher level.

Mr. Jones: This seems to be more of a

local thing. Although we could pass a resolution supporting pilotage qualifications, it is something in which the Association could do nothing; we cannot interfere with those ports.

Mr. Clare: Up to a date in 1930 it was not obligatory to have a master's ticket. On that particular date a bye-law was introduced making it compulsory for all future applicants to obtain a master's certificate before they would be eligible to qualify for a pilot's certificate. That has been done without in any way prejudicing existing pilots.

The resolution was carried by a large majority.

## GENERAL COMPULSORY PILOTAGE

Mr. Wynn submitted a resolution:

To establish general compulsory pilotage for all ports throughout the United Kingdom.

He said that the reason for bringing forward the resolution was that when any alteration was made in the Pilotage Act the Association should press for general compulsory pilotage. In any communications the Association entered into with the Authorities that should be one of the main planks.

Mr. Robinson: We support the River pilots and we think there should be exemptions to suit the local conditions of the port.

The Chairman: That is the declared policy of this Association, subject to reasonable exemptions. It is possible to pass any amount of pious resolutions on the subject, but whether they will bear any fruit is another matter.

Mr. Davies: If we want compulsory pilotage we must tie the Executive Committee down to get it. It is no good expecting each port to go for it independently, but I maintain the power of this Association could get it for the kingdom.

Mr. Webb: I submit that we put this question in front of the new president to-morrow when he is here.

Mr. Windass: Another point of view is that of the young shipmaster who, to hold his job, has to do his own pilotage, very often in waters he knows little about. We should be helping those young men in every way. We should not only be befriending the pilots but the young shipmasters.

Mr. Slade: Compulsory pilotage to us in Cardiff is no use unless you give us exemptions.

The Secretary: The criticism has been made that this Association has done nothing about general compulsory pilotage. Then let us do something now, and I am going to suggest that someone puts a resolution on these lines:

That this Association takes immediate steps to inquire as to the possibilities of promoting a Bill through Parliament introducing general compulsory pilotage.

If you pass a resolution on those lines you can ask the new president to inquire if the Government is prepared to facilitate this Association introducing a measure in Parliament for general compulsory pilotage during

the next twelve months. I have no doubt what the answer will be, but there is no other way of getting it.

After a brief discussion Mr. Wynn proposed, Mr. Marshall seconded, and it was carried unanimously:

That an approach be made to the Government to ascertain whether this Association will be granted facilities to promote in Parliament a measure of general compulsory pilotage, and that the president be asked to make the necessary inquiries.

## EQUAL REPRESENTATION

Mr. Catton proposed a resolution:

To seek the support of the Association to obtain equal representation on the Pilotage Authority.

What we want more than anything else, he said, is legal information. Is Trinity House a Pilotage Authority? If it is, then why is there not a representative of the pilots and shipowners in Trinity House? Secondly, we know that the Trinity House has delegated its powers to the Pilotage Committee. On that Committee there is a pilot's representative. I take it that that is the properly authorised Pilotage Authority known as the London Pilotage Committee. Why is it that any dealings with the Ministry always go through Trinity House, not through the Pilotage Authority? We have no representative in Trinity House as distinct from the Pilotage Authority, with the result that bye-laws are in the state of being formed and the draft has been handed to us, to which we object. No pilot was invited to the discussion of any of these new bye-laws and the correspondence goes on from the Trinity House to the Ministry of Transport. When we wrote direct to the Ministry and told them that we flatly objected to these draft bye-laws, and also that we had no representative on the Committee drafting the bye-laws, something happened, because our local secretary was called to Trinity House and, after discussion, he was asked to persuade us to withdraw our letter to the Ministry. We want your assistance. If the Pilotage Authority is the Corporation of Trinity House then, according to law, there should be a pilot and a shipowner represented, but if it is the Pilotage Authority Committee on which there is a pilot's and shipowner's representative, then that alone should function on all matters affecting the London River.

The Secretary: Powers are delegated to a Committee. For example the pilots of Bristol are represented on the Pilotage Committee of the Bristol Corporation which is the Pilotage Authority in the same way as Trinity House is the Pilotage Authority with a Committee on which pilots are represented.

Mr. Robinson: You want to read this resolution carefully. What we seek is that when pilotage matters are being discussed by a Pilotage Authority the pilots' and shipowners' representatives should be there.



Mr. J. Phillips: Our Board consists of three shipowners, three Tyne Improvement Commission representatives, three harbour representatives and three pilots. We found that our Board has not delegated to the Pilotage Committee all the ramifications, but have given a Committee of 10 pilots powers whereby they sit and judge their brothers and lead them into the right paths of pilotage.

The resolution was carried unanimously.

### THE BASIS OF A SALARY

Mr. Tate proposed the following resolution in the name of Middlesborough:

That in the event of pilots being placed on a salary this Association shall oppose any suggestion of average earnings being taken as the base for the fixing of this salary, but rather that the merits of each port shall be considered individually.

It was suggested to us, he said, that this salary should be on a sliding basis. With nationalisation it seems to us that we shall be based on a salary. The three years in question (1936-1938) will not suit all ports. We on the North-East Coast, in the past 20 years, went from comparative prosperity until we were judged by the Government as a depressed area. Are they going to take that period when we were judged as depressed and fix our salaries on that basis? We should like our earnings to be placed on a salary basis, for we have no backbone of steady trade like London River. We are a small port, but we handle large ships, and we ask that that should be taken into consideration.

Mr. Robinson: The merits of the port would have to be considered by some sub-committee or by our Executive. The resolution is worthy of support.

The Chairman: It may be that in the future each port will be classified.

The resolution was carried.

### PILOT LADDERS

The following Harwich resolution was taken next:

That this Association draws the attention of the Board of Trade to the condition of pilot ladders on all ships and urges them to issue instructions to all Board of Trade surveyors to inspect such ladders and see that they are in proper condition.

The Secretary, speaking first, said: The Executive Committee took steps in this matter just before the war. The Board of Trade said this was a matter where the pilots themselves could be helpful, and if pilots, when they come across a faulty ladder would report it, steps would be taken. If we take any further action they will ask if any pilot has reported a faulty ladder.

Mr. Robinson: We were not aware that this had been put before the Board of Trade. What we had in mind was that on many ships during the war ladders were broken. Many ship's ladders were in a deplorable condition.

Mr. Janes: I suggest that the present position should be made known in *The Pilot* so that pilots can know that the matter can be reported to the Board of Trade.

Mr. Line: The type of ladder is important. If we could get the Board of Trade to insist on the same type of ladder as used on Liberty ships our troubles would be over.

The discussion then closed.

### SWANSEA'S PROTEST

Mr. Davies submitted the first of two Swansea resolutions:

That the United Kingdom pilots petition the Ministry on behalf of Swansea to substitute a more equitable basis for determining a pilot's earnings.

He said that Swansea had always protested against the 1936-38 basis. Swansea pilots' earnings during those years were less than since before the 1914-18 war. They were not asking that the agreement should be changed in all districts; they were speaking on behalf of Swansea only. They asked the United Kingdom Pilots' Association to take the matter up with the Ministry of Transport so that a more just basis could be fixed for adjusting Swansea earnings, which were only 40 per cent. above the 1914 level.

Mr. Mock said that during the period from 1919 to 1938 Swansea pilots enjoyed a salary which averaged at the rate of £629 per annum, while from the period from 1936 to 1938 it was £519 per annum. They were not satisfied because the three-year period suggested did not represent their earnings. They wanted another basis which was a fair one for Swansea. It should be on the basis of 20 years and not on a basis of three years.

The Chairman said that the Executive Committee knew there were many ports which wanted the present method and were satisfied with it. If Swansea could get an application into the Ministry for a review of the basis so far as Swansea was concerned then the Executive Committee would be willing to support it.

Mr. Davies accepted this suggestion and the resolution was carried on those lines.

### TO HELP THE DEBATE

Conference approved a proposal in the name of Swansea:

That each port be supplied with a copy of the Secretary's report at least two weeks before Conference.

Mr. Davies who submitted the resolution said it would mean that the ports would have information beforehand which would enable the delegates to contribute better to the debate.

Mr. Hanson was the seconder.

### "ADEQUATE REPRESENTATION"

There were three resolutions on the agenda in the name of the Isle of Wight. The first was:

That the Association's policy agreed at the last Conference in respect of adequate representation be brought to the notice of the appropriate Government Departments, trade and port associations, Pilotage Authorities, etc.

It was moved by Mr. Janes who pointed out that nothing had been done about the resolution passed at the last Conference. He wanted it to be made known to all the bodies concerned that this was the policy of the Association. Many of the topics Conference was discussing might never have arisen if the pilots had had proper representation in the first place.

The Secretary pointed out that they were up against practical difficulties in this question which was a very old one. Did Mr. Janes suggest that a pilot should be an Elder Brother of Trinity House? And what about the Mersey Docks and Harbour Board and the Bristol Corporation.

A delegate: No harm.

## SECOND DAY, JULY 10th, 1946

### MORNING SESSION

#### RESISTANCE TO POLICY OF FEWER PILOTS

When Conference resumed, the second of the Isle of Wight resolutions was considered.

Mr. Janes moved:

That steps be taken to resist the present policy of the Ministry and some Pilotage Authorities to effect reductions in the number of pilots.

He said it was not suggested they should do this like a bull at a gate. The resolution was put forward in the hope that the Association would do something to resist the policy of cutting down the number of the pilots and fixing salaries under nationalisation. In his district the pilots spent an average of 144 hours per 12 days on the cutters and still there was a desire to cut down their numbers.

Replying to Mr. Slade, Mr. Janes explained that they worked five days continuously and then five days when they might be called on once or twice.

Seconding the resolution, Mr. Owen said "It has happened in London."

Mr. Ward mentioned that it had also happened at Goole. There they applied for three more pilots and the Authority agreed. Draft bye-laws were prepared but the Ministry wrote to the Authority quashing the proposal on the ground of the number of ships piloted and questioning the wisdom of bringing the service up to pre-war numbers.

The Chairman agreed that it appeared to be the policy of the Ministry to reduce the number of pilots. He assured Mr. Janes that where reduction was not warranted and the pilots were against it they would have the support of the Association.

The resolution was unanimously adopted.

Several speakers referred to the constitution of their Authorities but Sir John said he did not think any good purpose would be served by passing the resolution in its present form because it was open to the pilots of any port to go to the Ministry and ask for amendment of their Pilotage Order which laid down the contribution of the Authority. The Pilotage Act empowered an Authority to delegate to a committee any of its powers and duties. He was in sympathy with the proposal but there was only one way of getting what Mr. Janes wanted.

Mr. Janes said he was not concerned with the position to-day, but things were in the melting pot.

At the suggestion of the Chairman the words "when it may become necessary and practicable," were added to the resolution and in that form it was seconded by Mr. Owen and unanimously adopted.

This terminated the proceedings of the first day.

### SAFEGUARDS WANTED

Mr. Janes next moved:

That in negotiations or discussions concerning payment of pilots on a salary basis, the need for proper safeguards against overwork shall be kept in mind, and the right of pilots to reasonable hours of work and leave shall be established.

He said that pilots were always on tap. Under the Pilotage Act they were open to working 365 days a year, but they did get the concession that the more work they did the more money they got. If they were to be put on a salary basis there must be some alteration in the system and he wanted the Executive to keep these points in mind.

Mr. Wynn, who seconded, said the whole point was that they must be armed for the future.

Mr. Tate urged that there should be some differentiation between the actual time pilots worked and waiting periods. They could not get it into people's minds in his locality that waiting was an essential part of their job.

Mr. Newlove said that at Goole they were blest with a considerate Authority which appreciated the hours they put in and a month ago agreed that the pilots should have four clear days a month. The Authority had drafted it into bye-laws but the Ministry had doubts. The fight was still on but they hoped in the end to get some consideration.

Mr. Slade mentioned that when the Bristol pilots went in for a rise a short time ago the Ministry did not take into account the hours spent aboard the cutter but only the actual piloting.

The Chairman said that if they were faced with a big upheaval the two points in the resolution would be embodied in the Association's policy.

tion's policy. He gave the assurance that the Executive already had them in mind. The resolution was unanimously adopted.

#### FOUR TOPICS FROM LOWESTOFT

Lord Mountevans was expected and the Chairman vacated the chair to receive him. Mr. Love temporarily took charge and Conference proceeded with the discussion of four topics on the agenda in name of Lowestoft:

- (1) Age of compulsory retirement.
- (2) Extra services.
- (3) Abolition of Sub-Commissioners and equal representation.
- (4) Naval Orders.

They were introduced by Mr. Powrie, who on the first point said that retirement should be on the Civil Service basis, and Mr. Tate pointed out that this was covered by the fifth point in the policy put before the 1945 Conference.

Mr. Powrie told the Conference of the unsatisfactory position regarding extra services at his port and was advised to take the matter up with Sir John. No special resolutions on the subjects were admitted.

#### THE TREASURER'S BUDGET

The Executive then left the Conference room to meet the new President before he was introduced to the delegates. In the meantime, Mr. Webb invited consideration of the balance sheet and the financial position of the Association to prepare the way for the proposal to increase the subscription which was the next resolution on the agenda. He said that they had the programme before them. If they established an office in London and separated the duties of secretary and solicitor it would entail, to say the least of it, a little extra money. Then there was a deficit of £143 last year which had to be made good—say £150 for that. It was most desirable to have a balance at the end of the year of £150. He allowed £180 for any exceptional work which might arise. A Conference dinner might be arranged in future—£100 for that. For a reasonable office he estimated £350—£500 with a typist. Legal advice he put at £250 if the Secretary was not a lawyer—if he were a legal man they would not get him for £1,000. If they accepted what was moved at the last Conference that the Executive should have a higher expenses allowances and more meetings were held additional money would be required. It was hoped to increase the membership by 100 with men returning from the Forces and by raising the subscription from 3/- to 5/- a month an additional income of £1,000 was estimated.

#### SUB-COMMISSIONERS

At this stage Lord Mountevans entered the Conference room and the proceedings are reported in an earlier page. Afterwards the discussion of the Lowestoft topics was resumed, Mr. Powrie dealing with the abolition

of sub-commissioners and equal representation. He complained of the action of some sub-commissioners and said the pilots' protests had been ignored.

Mr. Owen said that where the pilots were up against ship brokers they encountered terrific problems and in the smaller ports it must be ten times worse.

A resolution was put forward by Mr. Powrie—"That this Association will not agree to the continuance of sub-commissioners in any new legislation concerning the outports."

The Secretary intervened in the discussion and said that the smaller ports had no better friend than he. He had been actively engaged on behalf of Lowestoft in regard to draft bye-laws of Trinity House. He had asked Trinity House to make certain provisions in them and if anything had been overlooked it could be dealt with. Any form of pilotage administration must have its local body. If Conference voted for its abolition and put nothing in its place it must instruct him what to do.

"What are you going to have?" one delegate asked Mr. Powrie. "We want nationalisation" was the reply. "Now it's out" commented one of the pilots.

Mr. Line pointed out that if a sub-commissioner duly appointed under the Act did not carry out his duties properly he could be dismissed.

Mr. Goldsmith said the resolution implied the destruction of the Pilotage Act as it at present existed.

Mr. Chairman (Mr. Love) suggested that Conference should not accept the resolution. In view of Sir John's remarks the position was not quite clear. If reconstruction came along representation was one of the things which would have to be considered very carefully.

On the proposition of Mr. Robinson, seconded by Mr. Holland the matter was deferred.

#### NAVAL ORDERS

Mr. Powrie next mentioned naval orders and complained that the pilots were continually being advised to approach vessels in the sea limits and then told they were not wanted. It involved them in expense and there was no one from whom they could claim.

Mr. Robinson said that at Harwich all naval orders were put through their Superintendent who knew whether pilots were wanted or not.

Mr. Glassborow contended that it was a local matter and could be dealt with locally.

#### SUBSCRIPTIONS INCREASED

Conference then passed on to the consideration of the Executive's proposal:

**That the annual subscription be raised from 3/- to 5/- a month making the annual subscription £3 as from January 1st, 1947.**

Mr. Smith in the meantime had returned to the chair and the resolution was formally proposed by Mr. Love, Mr. Webb seconding. Mr. Catton supported the increase but wanted to know whether the Secretary was satisfied that it was sufficient.

The Chairman replied that the Executive were not perfectly satisfied for the simple reason that what might face them in the next year or two was an unknown quantity.

Mr. Webb reminded Conference that the Association had investments to the value of £7,000 it could draw on.

Mr. Holmes thought they were working on a bare minimum. They could not expect to get all they wanted for 5/- a month. He favoured a slightly higher figure rather than having to go back later on and ask for another shilling.

Conference agreed to the Executive's proposal.

#### EXECUTIVE EXPENSES

Conference agreed to an amendment to Rule 14 (d) to increase the allowance to members of the Executive from 25s. a day to 40s. a day or part of a day including travelling time while engaged on the business of the Committee. A proposal to pay first class fare instead of third was not pressed.

#### NATIONAL INSURANCE

The next item on the agenda was the National Insurance Scheme.

The Secretary reminded Conference that he had dealt with the subject in his report. The Ministry had asked him to obtain the views of pilots on whether they wished to be treated as "employed" or "self-employed" for the purpose of the scheme, and he had been invited to attend a meeting to settle various points which would arise when this question had been answered. There was a difference in the amount of contributions. The "employed" would pay 4/7 a week and the employer the rest but the "self-employed" would pay 6/2 a week. Originally it was proposed that the "self-employed" should receive less sickness benefit, but at the cost of an extra 5d. a week this benefit had now been made the same.

The subsequent discussion revealed very divided opinion. For instance, Mr. Owen was emphatic that pilots were professional men and should maintain that status, declining to become the employees of anybody even for National Insurance. Mr. Slade disagreed entirely. "We have heard about prestige and status" he said "but my concern is my pocket. If I can get the same benefit I would like to be an 'employed person' for the purposes of the Act."

Mr. Davies argued that pilotage was a compulsory service and they could not be compared with solicitors. As "employed persons" they would get a better deal.

Mr. Rogers suggested that there was another difference. He understood that a "self-employed" person did not get unemployment pay whereas an "employed person" did.

If pilots were going to pay as employees there must be somebody who was going to pay the rest, which meant the Pilotage Authority and that meant the pilots would pay anyway.

Mr. Pead said that the Cardiff Pilotage Authority had agreed that for the working of the Act the pilots should be "employed persons."

Mr. J. A. Clare asked what the position of a 'self-employed' pilot would be if he were suspended or lost his licence. Would he be entitled to claim unemployment pay?

Sir John did not see how a self-employed person could become unemployed so as to be entitled to benefit.

Mr. Ayre asked whether there was anything to prevent the first ship a pilot worked on during the week paying the employer's part.

Sir John replied that the difficulty was that the payment could not be recovered from a foreign ship. On the general question he could not see a great deal in it unless they were going to attach a great deal of importance to the question of status. If he were a pilot and could not make up his mind on the matter he would spin a coin.

Mr. Newlove suggested that if they said they wanted to be "employed" they would be giving support to nationalisation.

Mr. Line asked if the Government had power to tell the Pilotage Authorities to pay the employer's part.

Sir John: Nobody can be made your employer against their will.

Mr. Catton thought they should look at it from the business point of view. By paying indirectly they could get all the benefits.

After several attempts to frame a question for Conference to vote on, the Chairman submitted this form:

Do you for the purposes of this Act desire to be treated as "employed persons?"

Twenty-two voted in favour and twenty-two against.

Sir John said he was quite happy about the result. He would tell the Ministry that the pilots were equally divided and the Ministry would make up their minds for them.

Conference then adjourned for lunch but during the afternoon session the question was re-opened and for the sake of continuity we will now deal with the later development. Mr. Goldsmith then proposed:

**If the benefits are equal pilots prefer to be regarded as "self-employed" for the purpose of the Act.**

This was seconded by Mr. Owen and carried by a large majority.

#### AFTERNOON SESSION, JULY 10th

#### ELECTION OF OFFICERS

Mr. Webb took the chair during the election of vice-presidents. Messrs. Smith and Love were unanimously re-elected, and both briefly replied.

For the ballot for three Executive seats Messrs. Davies and Stone acted as scrutineers.

Of the four members who were equal in seniority Mr. Windass did not offer himself for re-election. Lots were drawn to decide who of the other three should retire this time with Mr. Ayre and the lot fell on Mr. J. J. Jones. There were five nominations and the ballot resulted:

Mr. J. Stanley Ayre (Tyne) .....	33
Mr. J. J. Jones (Cardiff) .....	30
Mr. N. A. Line (Cinque Ports) .....	29

Mr. H. J. Wynn (Gravesend River) .....	25
Mr. J. P. Bennett (Barry) .....	16
Mr. D. H. Tate (Middlesborough) .....	12
Mr. F. V. Janes (Isle of Wight Inward) .....	10

Sir John H. Inskip was re-elected solicitor on the proposition of Mr. Holland. Sir John in reply said that the only thing he could not promise was to please them all. After 33 years he thought it was time he gave up.

Mr. Line, proposing the re-election of Mr. Webb as Honorary Treasurer, said that Mr. Webb had lived in Scotland a long time and they could safely leave their finances in his hands!

The proposal was seconded by Mr. Catton and unanimously adopted.

Mr. Webb in a brief reply made the suggestion that the trustees of the Association should be chosen from members of the Executive so that they would always have them on the spot. Sir John, however, pointed out that the appointment of a trustee involved considerable formalities and on the proposition of Mr. Wynn seconded by Mr. Robinson the three trustees (Messrs. Stoodley, Small and Richardson) were re-elected.

The auditors, Messrs. Watling, Parker and Co. were re-appointed on the proposition of Mr. Robinson, seconded by Mr. Yates.

Mr. George Bryant of *Lloyd's List* replied to a vote of thanks to the Press. It is interesting to note, by the way, that the papers paid more attention to this year's Conference than to any that have been held in the past ten or fifteen years.

Mr. Curthoys was thanked for his services as Editor of *The Pilot* and while appreciating the kind remarks of Sir John and others he insists on using the editorial blue pencil on his reply.

## NATIONALISATION

The question of nationalisation was discussed at some length following a brief review by the Chairman of the trend of opinion among the pilots in recent years. He said that when the question of an alteration in the pilotage world was first mooted they had a talk on centralisation and even then the word "nationalisation" was introduced ahead of its time, but the Executive were warned that they were not to go so far as that. The feeling of the pilots was, by a large majority, to retain the *status quo* and not have any truck with centralisation. Last year, however, instructions were given to the Executive that they might enter into

discussions as regards centralisation, but not to initiate the same.

The Secretary said there was nothing political in what he wanted to say, and he had no hard and fast views. Although a Conservative in politics he was in favour of, for instance, a nationalised postal service. The only question was whether any particular trade, profession or business wished to see that trade, profession or business nationalised. He was a lawyer and he would hate to see that profession nationalised, and if he were a pilot he did not think he would like to see that service nationalised. A further discussion of the subject could take place if and when any definite proposals were put forward—a special Conference would almost certainly have to be held. The sort of nationalisation they were opposed to embodied the scrapping of the Pilotage Act, the taking away of licences and throwing the pilots into the various port services as ordinary employees of the port authority without the security of tenure which they had now. There were people who had this extreme form of nationalisation in mind and, it could not be excluded from consideration. It would involve drastic curtailment of pilotage districts and the interchangeability of pilots between different ports. The resolution passed by the Executive last November was directed against a change of the pilotage administration of this country which might sweep away all the privileges and rights the pilots enjoyed under the Pilotage Act. If a form of nationalisation were proposed—he did not contemplate that it would be—which involved retaining the Pilotage Act, with amended form, licences security of tenure and leaving pilots as at present without an employer in the ordinary sense it might be harmless, but that was not the form of nationalisation the Executive had in mind. Nationalisation could take so many different shapes that he suggested they should leave the matter until some definite move was made.

Mr. Line strongly supported Sir John's suggestion, saying Conference had nothing to discuss.

Mr. Tate asked about the Gourcock scheme and Sir John replied that it contained a lot of most valuable points which had to be considered, but it was thought that if the Executive circulated it, or any scheme, it would probably be regarded as a scheme approved by them. It was therefore thought better to wait until a scheme was formulated by the Executive when the Gourcock scheme would be considered.

Mr. Rogers said the Gourcock scheme was sent to the Executive as a basis of discussion, but they had heard no more about it. He asked whether the Executive had come to the conclusion that it was not necessary to have a scheme or had a scheme of their own.

Mr. Innes "as the member who was responsible for putting the Gourcock scheme forward" said it was not really a scheme, but as Mr. Rogers had said, a basis of discussion. What it endeavoured to do was to

unify the best conditions they were working under and co-ordinate them under Mr. Davies's seven-points programme. The finished article was a happy compromise and the fact that 25 men could agree on it augured well for 1,025 being able to do the same if they had the will to do so. It suggested a central authority of seven people to control pilotage throughout the kingdom. Each area would have a local committee under the jurisdiction of the central body to deal with day to day affairs. A basic set of bye-laws suitable for every port was suggested. Compulsory pilotage with exemptions was provided for; the qualifications of pilots were made as high as possible; rules for the conduct of pilots were laid down; it dealt with rates and benefit funds and the pilot fund was pretty well cleaved-up. It was only a bare outline and was not intended to be anything more. Mr. Innes added that it would save a lot of time if Gourcock withdrew their scheme entirely at this stage.

Mr. Yates spoke in favour of leaving the whole matter open.

Mr. Robinson said he had listened with alarm to what Sir John had told them might happen. He moved:

**That this Conference takes no further steps on nationalisation until Sir John Inskip has further information.**

This was seconded by Mr. Line and carried unanimously.

## NEXT CONFERENCE

It was agreed on the motion of Mr. Robinson, seconded by Mr. Catton that the next Conference should be held in London in 1947, but it was understood that if any emergency arose it should be called earlier.

During the discussion on this subject it was suggested by Mr. Owen that at conferences at outside ports the social side tended to interfere with the business. Mr. Windass, on the other hand, took the line that far from interfering with the business side the social functions facilitated it. Mr. Webb agreed, and said that at outside conferences they made friends. He felt, however, that next year was no time to be going away from London.

## Mr. WINDASS

Thanks were accorded the Executive on the proposition of Mr. Holmes and Mr. Love replied.

Particular reference was made to the retirement from the Executive of Mr. Windass, Mr. Webb voicing the general regret that was felt.

## PILOTAGE COMMITTEE OF M.P.'s.

Mr. Bennett asked if the Pilotage Committee of Members of Parliament were in being and if not would it be reconstructed. Had they any names?

The Secretary replied that the matter had been mentioned to Lord Mountevans who no doubt would wish to do as his predecessors in their matters. The Admiral had said that

he regarded the formation of such a committee as one of the most pressing things. Sir John added he would write to the President and ask him to set things in motion.

A vote of thanks was accorded the Chairman on the proposition of Mr. Catton.

The next meeting of the Executive Committee was arranged for October 2nd, 1946.

## The Roll of Honour Pilots Who Gave Their Lives in the Second Great War

In the two previous issues of *The Pilot* lists of pilots who gave their lives in the war of 1939-45 were published. The total of the two lists was 20. Three additional names have been received from Boston:

### A. G. ALLAN

Blown up by mine on January 22nd, 1941, off the Humber in H.M.S./Tug *St. Cyrus*. He was 50 years of age, and joined the service in 1920.

### E. BAGLEY

Blown up by mine on March 4th, 1941, off Skegness, whilst piloting M/V *Anonity* to Boston. He was 66 years of age, and had been a pilot since 1902.

### G. W. WILKINSON

Blown up by mine on November 3rd, 1941, off Mablethorpe, in H.M. Patrol Boat M/V *Ouzel*. He was 42 years of age, and joined the service in 1933.

## TEES SERVICE'S LOSS

The Tees pilotage service has lost one of its most esteemed members through the death of Mr. Thomas Gale on June 20th after a long illness borne with fortitude.

Mr. Gale who was 57 years of age was apprenticed in 1909 and received an acting order licence in 1920 and a first class licence in 1926. He was appointed a pilots' representative on the board of the Tees Pilotage Authority in November, 1943.

For many years he has been a member of the U.K.P.A.

*Sir John Inskip's Report—cont. from page 9*

This Association has now a record of 60 years of which it has every reason to be proud. Its financial position is very strong and every local branch has the satisfaction of knowing that come what may it can always look for and receive the full support and financial backing of an organisation which exists for one purpose only and that is to look after the interests of pilots.

## MEMORIES OF THE 80s

The Dapper Little Pilot Who  
Always Wore a Silk Hat

*We often receive greetings from a very good friend of the pilots whose memory carries us back to the days before the United Kingdom Pilots' Association. Let us look back for a few moments to those old days with this veteran of the sea who wrote the following article at the request of the Editor of "The Pilot."*

IN the years 1880 and 1881 I was 3rd Officer of a New York liner the bargue-rigged steamer *Victoria*, one of five ships giving a weekly service between London and New York. In that period I made twenty-two trips to New York and back to London carrying United States mail. We monthly left New York at 4 p.m. on a Saturday, reaching Gravesend on the second Tuesday out. If we had a fair wind and all sails set she docked in the Victoria Dock that p.m. tide. If easterly wind, Wednesday a.m. tide.

Now a great deal of the success of this enterprise depended on the Gravesend—London pilot; and our owners, through their experienced ship's husband, Captain Simpson, selected a pilot by the name of Hyslop, who always landed the mail from the ship's side on the dock if possible. This gentleman had the confidence of the owners; and we officers and crew felt when Mr. Hyslop got aboard there would be no humbug about it.

In the short passage from the stage at Gravesend to the ship, he had summed her up, and if the cargo gear was not up and the sail-covers on we heard about it. Pipe-clayed sail-covers and black gaskets were the order of the day in summer. When he stepped aboard the passengers were amused at his personal appearance. He was a dapper little man, and always wore a silk hat and smart soft cloth overcoat which he buttoned up at the neck when he went on the bridge. We used to say that it was the unifrom of the Thames dons.

He placed his chief boatman, a Mr. White, at the stem head beside the Chief Officer, in order better to discern the movements of the

sailing barges in the smoke fogs. He was well worth his wages, for so correct were his decisions that one would think that he actually put the barges about.

On one return trip we hauled into the bank off the Victoria Dock to allow the Royal Flotilla, preceded by the Trinity Yacht, to pass down to open the new docks. Edward VII, then Prince of Wales, was on the bridge of the Royal Yacht which passed very close on our port side. On the bridge our Captain stood to attention by the wheelhouse, and Mr. Hyslop dropped the weather-cloth in the port wing and stood with his hat in his extended right hand. Both these gentlemen got a pleasant acknowledgement from the Prince.

Mr. Hyslop afterwards told me that His Royal Highness had often graciously acknowledged the pilots, and that he had remarked to his entourage on the smart appearance of the *Victoria*. Be that as it may, I have no occasion to doubt it.

I am a man of mature years, and I can testify, with the full weight of my experience behind it, that it is simply marvellous that so little damage is done in London River, where so much traffic is under way. Some people say it's luck. I say it's nothing of the kind.

It is good living and strict attention to your duty, coupled with good organisation, that made the record which Mr. Hyslop held during the two years I spent in that steamer; for many and many times his judgment had severe tests, yet he never touched anything but wind and water, a matter which reflects great credit, not only on himself, but on the body of Gravesend men, who all sprang from that auspicious corporation, the Trinity House.

I have taken Mr. Hyslop as an example of a Gravesend Pilot of sixty years ago for the simple reason that I was so often in contact with him. Part of my duty in that ship was to receive all pilots at the gangway and escort them to the bridge, and to see that they were safely disembarked when leaving in a sea-way.

With this fine steamship ends the first period of my sea-life, and I can assure you that if Angus Rait, the Captain, was alive to-day he would endorse every word of this article.—*Palinurus*.

