



The Pilot

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Sir JOHN INSKIP'S REPORT ON THE NEGOTIATIONS

THIS REPORT is to summarise the discussions which have been taking place in reference to the Ministry formula.

Following the first meeting with the shipowners at the Chamber of Shipping it was decided that the two Committees representing the United Kingdom Pilots' Association and the Transport and General Workers' Union should meet in order to arrive at some understanding and enable the pilots to present a united front at the second meeting at the Chamber of Shipping to be held on March 15th.

The first meeting with the shipowners was held on January 13th, 1949, when the only proposal put forward by the Chamber of Shipping was that remuneration for a pilot should be fixed somewhere between that of a captain and chief officer of a class of ship operating in and out of the port in question, and that a minimum remuneration for a pilot also be considered.

The proposal put forward by the pilots was for an increase of 60 per cent. on the pre-war earnings at every port.

60 p.c. Proposal Dropped

At the joint meeting of the pilots' representatives on March 3rd it was agreed after a very full discussion:

- (a) That the pilots could not consider the acceptance of the proposals put forward by the Chamber of Shipping that the remuneration of a pilot in a port should be fixed somewhere between that of a captain and a mate of a class of ship operating in and out of that port or the fixing of a minimum remuneration; and

- (b) That as a result of further exploration of this problem this conference considers that the 60 per cent. addition on the 1936/38 average could no longer be considered practical and that this proposal should be withdrawn.

As to (a), this decision was only in accordance with the attitude of this Association to this proposal for very many years. This attitude was not changed by the fact that according to investigations made by the Chamber of Shipping the adoption of this proposal would mean that out of 24 ports carefully selected as representative of all the ports, 12 would show earnings in excess of those in 1947, eight would show no change and four would show a decrease.

As to (b) it was evident as a result of investigations made by this Association that the adoption of this proposal would result in many ports receiving a cut unless the shipowners could be induced to make a number of exceptions to the application of the formula. This is due to the fact that at many ports the pilots are, with the assistance of an increase granted during or since the war, earning substantially higher earnings than the new formula would allow.

Adequate Manning Essential

One point clearly emerged in the course of the discussions and that was that the application of any formula would be very difficult unless working conditions were on a satisfactory footing. At many ports the present earnings are swollen because there are too few pilots, and it was agreed that a counter proposal should be put before the Chamber of Shipping to the effect that the adequate manning of the ports

should be considered as it was felt that this was a first and necessary step towards solving the problem of remuneration.

It was suggested that to enable this question to be explored fully at every port where it arose, an advisory panel might be better qualified to deal with this problem than the Ministry of Transport as at present, and that not only the problem of manning, but that every question might be referred to this panel in any case of failure to reach agreement locally at the port.

It was therefore agreed by the joint conference as follows:

- (1) That the numbers of pilots to operate from any given centre or pilotage area be agreed.
- (2) That a National Advisory Committee be set up to which matters in dispute could be referred. This committee would cover the question of the numbers of pilots to operate in a given area, and of remuneration, etc.
- (3) That the pilotage rates at a port should be fixed at such a level as to provide adequate remuneration to the pilots in that port having regard to the man-power situation and conditions and that the matter, in the event of disagreement, should be referred to the National Advisory Committee.

At the second meeting with the shipowners on March 15th this proposal was put forward by the pilots' representatives and after a lengthy discussion the shipowners' representatives retired to consider the situation. On their return to the room they intimated their unwillingness to support this proposal which would, in their opinion, only be complicating the present method of investigating these matters. Moreover, the shipowners adhered to their proposal and hinted that as the pilots were unwilling to discuss it they proposed to inform the Ministry that no purpose would be served by continuing these conferences. After further discussion, however, they agreed not to close the door to further conferences, and it is therefore open for either shipowners or

pilots to intimate their desire for a further meeting. The shipowners mentioned that there were several ports at which the earnings were in their opinion too high, and, but for these negotiations, they would have made application for a cut at those ports before now.

Executive's Conclusions

The Executive Committee of this Association met on the day following this conference and discussed the matter at length. On the second day of their meeting their conclusions were embodied in the following resolution which is to be sent to the Transport and General Workers' Union for consideration by its pilot members:

"The Executive Committee of the United Kingdom Pilots' Association having given the most careful consideration to the matters discussed at the two conferences with the Chamber of Shipping is confirmed in the opinion that no formula can be applied fairly and evenly to every port under existing conditions, and that man-power and working conditions generally must be put on a satisfactory footing before it is possible to regulate earnings by the application of any yardstick. It is further of the opinion that the present type of informal meeting at the Ministry does not permit of the full and exhaustive enquiry which these important questions merit, and therefore they adhere to the proposal to set up an Advisory Committee within the framework of the Pilotage Act, consisting of persons with special qualifications, to advise the Ministry on applications which cannot be agreed locally. Further, the Executive Committee is of opinion that the suggestion made by Sir John Fisher of a sub-committee of the joint conference continuing the discussions on the above or other lines might be followed up."

It is likely that a further meeting of the two sub-committees representing the pilots will be called at an early date to carry the matter a stage further before asking the shipowners to meet us once more.

EXECUTIVE DISCUSS THE POSITION

The negotiations engaged a great deal of attention at the meeting of the Executive Committee of the U.K.P.A. at the Bonnington Hotel, London, on March 16th and 17th. Sir John's report clarifies the position much more than a record of the discussion can do but members will read with interest the following passages in the debate.

Sir John outlined the discussions which had taken place. The pilots' representatives, he said, agreed that the 60 per cent. formula was not practicable for one reason or another. There were a good many ports which were seriously troubled with the question of man-power and present earnings were high because they were undermanned. The Ministry of Transport did not really grapple with this question and were unwilling to override the Authority. The policy of the Chamber of Shipping was to reduce the number of pilots where they could. The members of the U.K.P.A. sub-committee agreed with the Union pilots to devise some machinery for tackling this real problem of man-power and working conditions and they also agreed that until this was done it was impossible to apply any formula to fix the remuneration of a port. That was the position and it was made plain to the Chamber of Shipping on the previous day. "There is unwillingness on the part of the Chamber," he added, "to look at any proposition we make unless we will agree to pay some regard to their master and mate proposition."

Replying to Mr. Eagle, Sir John said, "No note was taken of the proceedings at the meetings with the Chamber of Shipping. When a note is taken it acts as a brake on free discussion."

Mr. MARSHALL SUGGESTS 80 p.c.

Mr. Marshall asked what would happen if the pilots persisted in their formula for a 60 per cent. increase on the 1936/38 earnings. He thought they should ask for 80 per cent., not 60.

The Chairman (Mr. Love) said it had been agreed by the sub-committee that the proposal would not operate fairly.

Mr. Marshall persisted in his demand for 80 per cent. and questioned whether any pilots would be dissatisfied with it.

The Secretary replied that there were ports in the Association which had had percentage increases to give them a certain rate and they were today earning more than they would get under a 60 or 80 per cent. increase.

Mr. Marshall suggested that those ports would rather have a little reduction and better conditions.

Mr. Ward said it always struck him that the shipowners never talked about conditions; it was always earnings.

Mr. Goldsmith had no doubt that the

Chamber of Shipping realised that conditions were very much in the minds of the pilots. No conclusions were reached but there was some desultory discussion about the number of ships piloted and so on.

The Chairman, following up this point, mentioned that the shipowners said certain things would be taken into consideration in fixing the remuneration for a port, but they did not come into the open and say what those considerations would be.

Mr. Ward saw no other solution than for each port to fight for itself.

AN IMPOSSIBLE COMPARISON

Mr. Tate who recalled that it was his proposition that the committee should be sent up to deal with the matter, suggested substituting another formula if the other were impracticable. How could they compare the post-war conditions of a port where the number of pilots was reduced and there were more ships to be handled with those of pre-war years? Mr. Tate also reminded the committee that the Ministry and the Chamber of Shipping would never admit that the time pilots spent on cutters was pilotage time.

The possibility of grading ports also cropped up during the discussion and another suggestion made by Mr. Mock was that if the Ministry insisted on sea service the alternative to the Chamber's proposal was to discuss it on the level of the master.

The Chairman pointed out that the salaries paid to masters were a confidential matter and Mr. Wynn asked how many ports like London, required pilots to be masters.

Mr. Line did not see how any pilot could accept or even discuss the "master and mate" principal, since in the Merchant Navy they had a pension scheme to which the shipowners contributed.

Mr. Tate suggested that Mr. Mock's alternative idea amounted to accepting a salary and Mr. Mock replied that they were already doing so.

"They want us to be piece workers on a salary!" commented Mr. Wynn.

PERFECT SYSTEM IMPOSSIBLE

Mr. Line suggested that the formula which had functioned for roughly six years might be adjusted to meet the majority of ports. "You seem to be trying to get the perfect system, and I don't think we shall ever get it," he added.

On another point Sir John expressed the opinion that if the shipowners and pilots seriously wanted to adopt the proposal for an Advisory Committee it could be done under the Pilotage Act.

Mr. Peard urged that if they had to take a fixed salary it should be fixed on what the pilots were earning.

Mr. Webb's advice was that the basis of discussion with the Chamber should be payment on the average salary of the masters whom the pilots relieved.

Sir John reminded the meeting that a master had multifarious duties of which navigating the ship was probably a small part.

Mr. Tate asserted that there was no more relationship between pilot and master than between plumber and undertaker.

Mr. Wynn said that until they knew something more concrete about the proposal it was useless to discuss it.

CHAMBER'S PROPOSAL REJECTED

The Chairman said that they were given no details, but one or two things were vaguely mentioned.

The meeting agreed to a proposal by Mr. Tate not to accept the Chamber's "master and mate" suggestion or to allow any relation to sea service to be taken into account.

Sir John drafted the resolution to be sent to Transport House. (See the report on the discussions).

Mr. Line said that very careful consideration would have to be given to the constitution of the Advisory Committee and procedure.

Further discussion on the subject was deferred until the following morning.

When the Chairman mentioned the suggestion made by Sir John Fisher that a small sub-committee might be formed from among those at the conference to go into the matter and see if anything could be evolved, Mr. Ward asked that the sub-committee should consist of representatives of the U.K.P.A. Transport Union and Chamber of Shipping—not Ministry officials.

Mr. Line thought it might be possible to find a formula which was not rigid and that started an argument as to whether a formula could be anything but rigid. While agreeing with the National Advisory Committee, Mr. Line was not happy about the way Transport House had developed the idea.

STICKING TO THE ACT

This view was shared by others and it was at the suggestion of Mr. Ward that the words "within the framework of the Pilotage Act" were introduced. In agreeing with this Mr. Mock said it would make it clear that the U.K.P.A. were sticking to the Pilotage Act.

Mr. Line asked whether they could get the Pilotage Authorities with them on this point. If the panel were set up would they be getting to cross purposes with the Authorities, most of whom were interested in keeping pilotage earnings up to the present level? The Union idea seemed to be to supercede or by-pass the Pilotage Authorities; they wanted to get rid of the Act.

The Chairman suggested that there should be no local committees and Mr. Pead added

that the Advisory Committee should function only when requested.

Mr. Tate asked a very pertinent question—"Are we content with the Pilotage Act in spite of the Seven Points Policy?"

A remark by Mr. Pead that he did not remember any case where the Cardiff pilots had really had differences with their Authority drew from Mr. Ward the comment that that Authority must be an exceptional one. Mr. Pead also argued that they already had committees of experts in the Pilotage Authorities.

The Chairman said there might be disagreement with an Authority, and at present there was no appeal except to the Ministry. One of their greatest grumbles was about delay and it was considered that this National Advisory Committee as the U.K.P.A. representatives envisaged it might act more quickly.

Sir John brought the discussion back to the point that a formula could not be found until other questions had been settled.

Mr. Tate suggested that if they could clear the way with regard to manpower it might prepare the way for a formula. They might then lay down what constituted a fair day's work.

Mr. Line had grave doubts about the constitution and procedure of the National Advisory Committee and Mr. Mock thought it was dangerous ground better avoided for the time being.

SETTING SECTION 9 IN MOTION

Mr. Goldsmith said there might well be a larger number of applications for reductions in earnings than for increases. This National Advisory Committee would deal with the disagreements and make recommendations to the Ministry. What they were asking was that the machinery in section 9 of the Act should be set in motion.

Mr. Tate said that at least this was something concrete to take to the Ministry: it was better than going emptyhanded.

Sir John supported his contention that the formula could not be applied under existing conditions by pointing out that at some of the 60 ports there were too few pilots, at others too many; at some the pre-war standard was so low that it was unfair to apply any formula and at others the earnings were well in excess of the formula. "I defy you" he added, "to get any formula which you could apply to more than a minority of the ports without exception."

Mr. Pead: It seems that here is the weakness; you can't apply the 60 per cent. willy nilly.

On the proposition of Mr. Tate, seconded by Mr. Mock the last sentence of the resolution to be sent to Transport House was added.

When the complete resolution was put to the meeting it was carried. Mr. Line did not vote.

SMALL PORTS and the EXECUTIVE

Substitute Representative may attend

REPRESENTATIVES of the small ports also met at the Bonnington Hotel on March 16th. The following attended: Messrs. W. J. Jenkins (Neath), C. S. C. Monger (Weymouth), R. R. Gatzias (Dartmouth), A. J. Blaker (Shoreham), C. Bewley (Great Yarmouth), C. F. Chase (Kings Lynn), J. Barron (Wisbech), W. Reed (Port Talbot), P. A. Hawkesworth (Portsmouth), E. W. Chidgey (Newhaven).

In the afternoon they were received by the Executive Committee and discussed with them the implementing of the passage in the resolution passed at the 1948 Conference.

"... that the rules of the Association shall be altered so as to reserve one place on the Executive Committee for a nominee of the small ports, such nominee to be elected annually by conference from not more than three nominations to be submitted by the Small Ports Committee."

Mr. Chase mentioned the difficulty of a small ports man getting away for a meeting of the Executive because they had so little time

off. He asked whether the Executive would agree in these circumstances to a substitute being nominated.

The Executive agreed that either of the other two nominees from the small ports should be allowed to act as substitute for the one nominated as a member of the Executive.

This reference to substitutes led Mr. Line to raise the question of a similar arrangement for other members of the Executive, but the subject was not pursued when the Secretary pointed out that the large ports really had nine members on the Executive and if one dropped out there were still eight to look after their interests. The small ports numbering more than 25, on the other hand, had only one representative.

The Executive Committee agreed earlier that the Association should pay the cost of the meeting room for the small ports representatives.

Mr. Webb said the Small Ports Committee was the most enthusiastic committee he had ever seen.

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The Chairman invited suggestions, such as grading, which the Executive were prepared to discuss.

Mr. Wynn said that their argument was that the ceiling was not high enough. They were losing sight of the ports where trade fluctuated and that was the root of their troubles.

Mr. Tate asked if one fundamental point could be agreed; that at any port where a whole time pilot was engaged—Gloucester for instance—that pilot should have adequate remuneration having regard to the working conditions.

Mr. Tate then asked if they were prepared from that point that ports should be graded.

The Chairman replied that grading was a matter they might discuss, but it was a very ticklish subject. Mr. Love went on to say that it would be better if the shipowner told them what figure he had in mind and did not talk about masters and mates.

Mr. Wynn suggested that if they put it to the shipowners that each port should earn so much they could dispense with a formula.

Mr. Goldsmith said they could not decide what was an adequate remuneration and he moved that the matter be left in the hands of the sub-committee.

Mr. Eagle: With the proviso that no decision shall be made without consulting this Executive.

The proposal was adopted and the sub-committee will report any further development to the Executive Committee.

THE CONFERENCE

Resolutions and Nominations must be Submitted by May 16th

Conference will be held at the Bonnington Hotel, London, on June 29th and 30th, and in accordance with Rule 22 notice of resolutions to be submitted and nominations to the Executive Committee must be in the hands of Sir John Inskip by Monday, May 16th.

EXECUTIVE NOTES

The business at the Executive Committee meeting on March 16th and 17th not dealt with under separate heads is reported in the following notes.

There were present at the meeting: Messrs. A. A. Love (in the chair), F. R. E. Goldsmith, H. B. Eagle, G. S. Ward, M. M. Marshall, D. H. Tate, H. G. Pead, N. A. Line, H. J. Wynn, C. E. Mock, Bernard C. Webb (hon. treasurer) and Sir John H. Inskip, K.B.E. (secretary and solicitor). Mr. J. H. Innes was unavoidably absent.

MORE MEMBERS

Mr. Webb gave a financial statement and reported that 41 new members joined the Association in 1948 and so far this year 11 more had been enrolled—a total of 52. There were no further resignations.

SIR PETER MACDONALD

During the meeting contact was made with Sir Peter MacDonal, M.P., who sent his kind regards to the Executive and said he had formed a committee of Members of the House which he would call together when it was desired that it should function.

It was agreed to invite Sir Peter to attend the Conference and consent to his nomination as President of the Association.

THE SECRETARYSHIP

The Secretary reported that he had had an interview with a firm of solicitors with offices in London regarding the position of secretary of the Association. He gave them an idea of what he did and what the Executive had in mind. They said they could not undertake it on the same terms as at present, but agreed to consider the matter and communicate with him. The idea was that they would have someone to understudy him and gradually take over.

MR. WEBB'S WARNING

In the course of the discussion on the question of the Secretaryship and the office Staff, Mr. Webb took the opportunity of striking a warning note. He foresaw a very substantial increase in expenditure. He estimated a deficit of £950 per annum based on last year's income figures, and this was without taking into account any legal charges which the Association would inevitably incur on the separation of the two offices. He also emphasised the heavy cost of Executive Meetings, and thought that in this connection the size of the Executive Committee might call for fresh consideration. He did not lose sight of the fact that the Association held investments valued at over £7,000, but members would not regard lightly any proposal which involves a big inroad into this reserve which the Association might want to

call upon at any time for some extraordinary expenditure. Any one looking at the items of expenditure would be struck, he thought, at the cost of Executive Meetings, which seemed now to have got out of proportion both with the income and other expenditure. Mr. Webb also wondered whether a Sub-Committee of the Executive Committee need consist of so many as five members out of twelve.

These are all matters for Conference to decide, and he was only performing a clear duty as Treasurer in drawing the attention of the Committee to what may be regarded as the weak points in our finance at the moment. If any economies have to be effected, and that is a matter for Conference to decide, then he thought that they would have to look at some of the items to which he had referred.

GROUPING SCHEME

The Secretary reported that he had communicated with one or two ports regarding representatives of the Dock and Inland Waterway Executive who were going round the country exploring the possibility of grouping ports and interviewing Pilotage Authorities. He could only make a guess as to why Pilotage Authorities were being interviewed, but he believed it was a good guess.

Mr. Ward and Mr. Tate knew something about it. Mr. Ward said that the pilots had not been invited to meet them; only the shipowners.

Mr. Tate said they were considering whether any steps could be taken to improve the working of the ports and it was proposed to dissolve the Pilotage Authorities. He had quoted the Pilotage Act to them but had been laughed to scorn. They said that could be dealt with by Order in Council.

PENDING APPLICATIONS

The Secretary reported that there were six applications before the Ministry—Humber, St. Ives, Colchester, Weymouth, Wisbech and Belfast.

Mr. Eagle asked whether it was on Sir John's advice that the Colchester and Weymouth applications had gone direct to the Ministry and not to Trinity House.

Sir John said in those cases he sent direct to the Ministry because the sub-commissioners had not shown much interest in them: also Trinity House had been in communication with him. Those ports had suffered too long from dilly-dally. In the case of Belfast an inquiry was coming on directly and he thought the Humber inquiry would be in May.

NEXT MEETING

The Executive agreed to meet at 3 o'clock on June 28th, the day before the opening of Conference.

The Mystery of "Joe Smith"

At the December meeting of the Executive Committee, Mr. Marshall proposed that "Mr. Joe Smith" be recommended to Conference for election as an honorary vice-president. Perhaps a little rashly we assumed that there was on the Tyne a celebrity of that name. An attempt to check it was thwarted apparently by a letter being misdirected so it became "Joe Smith of South Shields" in *The Pilot*.

Now "Joe Smith" of South Shields turns out to be our friend of many years and a former senior vice-president, Mr. J. H. A. Smith of Southampton. Knowing that he was generally spoken of as Josh Smith, we were misled by Mr. Marshall's Joe. We cannot imagine that the misunderstanding will prejudice his nomination for the honour the Association likes to reserve for its most loyal and valued supporters.

Sir John goes to Sea

Sir John and Lady Inskip and Miss Inskip paid a visit to Madeira in February. On their departure from Southampton in the *Venus* the Southampton pilots staged a pleasant surprise for them. Messrs. J. H. A. Smith and H. B. Eagle met them at the train and escorted them aboard the steamer and on behalf of the pilots wished them bon voyage. A beautiful basket of red and white carnations gave an appropriate atmosphere to the cabin. We suspect that Sir John prefers the comparative calm of legal and secretarial matters to the Bay in the *Venus* when there is a breeze about. The kindly gesture of the pilots was very much appreciated by the travellers.

OFFICERS FOR 1948-1949

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MR. F. R. E. GOLDSMITH (Gravesend Channel), "Cedarbank," 36, Pine Avenue, Gravesend

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MR. H. G. PEAD (Cardiff), 15, Gelligaer Gardens, Cardiff
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THE VICE-PRESIDENTS AND MR. WARD

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THE PILOT

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Londonderry	R. A. O'Donnell	Shrove, Greencastle, Co. Donegal
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Middlesbrough	L. Pickersgill	6, Phillida Terrace, Linthorpe, Middlesbrough
Milford Haven	T. H. Roberts	47, Charles Street, Milford Haven.
Neath	W. J. Jenkins	"Fernleigh," Old Road, Baglan, Port Talbot
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Newport (Mon.)	C. J. Page	1, Caerau Road, Newport, Mon.
Penzance	Pilots Lookout, South Pier, Newlyn
Plymouth	E. Rogers	Pilot Office, 2, The Barbican, Plymouth
Poole	A. W. James	82, Fernside Road, Poole, Dorset
Portsmouth	P. A. Hawkesworth	Trinity House Pilotage Service, Victoria Pier
Port Talbot	W. D. Reed	26, Rice Street, Port Talbot
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South Shields	R. Marshall	Pilot Office, South Shields
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Swansea	S. J. Hanson	Pilot House, West Pier, Swansea
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Wisbech	J. Barron	37, Clarkson Avenue, Wisbech
Yarmouth	C. Bewley	35, Sussex Road, Gorleston-on-Sea, Yarmouth