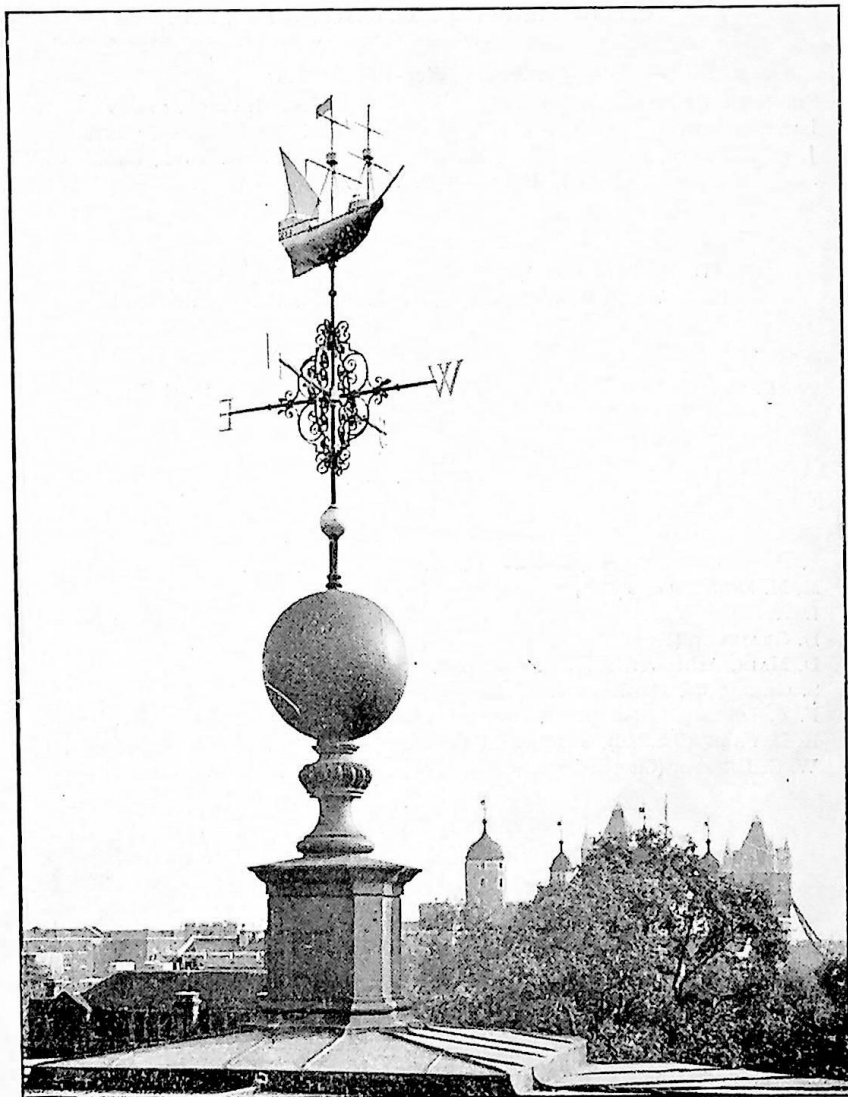


The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

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"Country Life" photograph.

Golden Galleon weathervane on Trinity House Library: above the trees, a glimpse of the Tower of London and Tower Bridge.

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1956-1957 of the

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

Editor of "The Pilot":

ALFRED CURTHOYS, 79, Gloucester Road, S.W.7 (FREMantle 0500)
25 Grand Street
London, S.W.1

THE SEVENTIETH CONFERENCE

"IN my short experience it is the quietest Conference I have attended."

These words were used by Mr. Tate who, as senior vice-president, took the chair almost throughout the proceedings, brought to a close the 70th Conference of the United Kingdom Pilots' Association held by courtesy of the Honourable Company of Master Mariners in their Court Room aboard *H.Q.S. Wellington* berthed in King's Reach off the Victoria Embankment, London, on October 2 and 3, 1957.

One might have expected it to have been a most momentous Conference, the period since the 1956 Conference having been so eventful, but the delegates assembled with a full knowledge of the report of the committee on pilots' earnings under the chairmanship of Sir Robert Letch, so there was something of anti-climax about the atmosphere. Not that there was silence about the Report, now usually referred to as the Letch Report; there was indeed lengthy discussion.

Other matters discussed by Conference included the growing tendency of masters of exempt vessels, and in particular those belonging to nationalised undertakings, doing their own pilotage, being paid, as an inducement, a sum appreciably less than the proper pilotage rate. A resolution expressing concern at this was unanimously adopted. Another resolution instructed the Executive Committee to formulate plans for the creation of a national pension policy for pilots.

There was little change among the officers. Mr. W. E. Spencer did not seek re-election to the Executive Committee and a newcomer is Mr. W. C. Duncan also of Cinque Ports. The other three vacancies are filled by the re-election of Mr. Grainger (who headed the ballot) with Messrs. Main and Green only one vote behind him. A very popular appointment was that of Mr. A. A. Holland as a trustee.

The following officers and delegates attended Conference:

THE PRESIDENT	Sir Peter Macdonald.		
VICE-PRESIDENTS	D. H. Tate and H. J. Wynn (<i>Hon. Treasurer</i>).		
EXECUTIVE COMMITTEE	J. H. Innes, M. M. Marshall, L. R. Slade, W. E. Spencer, D. Grainger, D. Main, S. Green, F. V. Janes, R. B. Page.		
GEN. SECTY. & SOLICITOR.....	C. D. Griffiths.		
BARRY	J. P. Bennett.	BELFAST	R. W. Craig.
CARDIFF	S. L. Duggan, T. Morgan, E. C. L. Morgan, W. L. Harris.		
CLYDE :-			
GLASGOW	R. Stewart.		
GOUROCK	D. W. McCallum, W. MacLean.		
GOOLE	W. H. Perry, A. Ayre.		
HUMBER	J. Hardy, W. D. Lowrey, E. R. C. Burn, F. Berry, J. Walton.		
ISLE OF WIGHT :-			
INWARD	K. E. Powell, J. S. Cooke.		
OUTWARD	J. S. Pearce, K. Hutchings, C. J. Pearce.		
KING'S LYNN	C. T. Chase.		
LONDON :-			
CINQUE PORTS	H. Garner, T. Jennings, O. J. Roberts, R. Percy, W. Duncan.		
GRAVESEND CHANNEL	C. A. Levack, W. Glassborow, C. Fenny, G. L. Baker, W. M. Taylor, (2nd day). R. T. Oldland		
GRAVESEND RIVER	E. J. Hobbs, D. I. McMillan, D. Perry, R. D. Balmain, T. Pickering, J. H. Fife.		
MEDWAY	G. H. Taylor, J. C. Grier.		
NORTH CHANNEL	(1st day): E. Taylor, R. J. Davidson, J. H. Lovely, J. Stevenson, K. C. Davis. (2nd day): J. C. Clark, N. Harris, A. Vaughan, K. Sutherland, F. Frances.		
PORT TALBOT	E. L. Hare.	PRESTON	E. N. Chambers.
SHOREHAM	T. N. H. Dalton, R. Carruthers.		
SUNDERLAND	Stanley Hall, Richard Wilkinson.		
TEES	J. B. Skipsey, G. Coates, W. E. Guy, J. C. Swinburne.		
YARMOUTH	C. Bewley.		
VISITORS	Bernard C. Webb (<i>Hon. Vice-President</i>), H. B. Eagle (<i>Retired</i>), F. Llanfsar (<i>Barry</i>), R. B. Campbell (<i>Humber</i>), A. A. Holland.		

THE PRESIDENT OPENS CONFERENCE

CONFERENCE was opened on the morning of October 2 by the PRESIDENT, SIR PETER MACDONALD, but before he spoke the time-honoured custom of prayers was observed. For many years these have been led by Mr. Bernard Webb who was succeeded this time by Mr. Wynn.

SIR PETER said it was a pleasure and privilege to open Conference on such a memorable occasion. A quarter of a century had passed since the late Lord Apsley first formed, among Members of Parliament, a committee on pilotage of which he became a member. Every year the baffling problem of trying to find a formula acceptable to all ports had cropped up. Now, for the first time, in the history of pilotage, there was an agreement negotiated between ship-owners and pilotage organisations which would cover practically all the ports of the country.

"Don't think that situation has been arrived at without a lot of sweat and tears, and you owe a lot to the Executive for battling with this problem and trying to find agreement," he impressed on the delegates. "At the last Conference," he continued, "discussions on a formula were agreed, and they thought they had gone a long way, but unfortunately it was not acceptable to everybody especially the shipowners, and there was the prospect of a breakdown. Thanks to the intervention of the Minister of Transport a meeting was held under Sir Gilmour Jenkins when it was agreed to meet again under an independent chairman.

"You owe a lot to Sir Robert Letch who undertook that difficult job, and to your representatives throughout the negotiations. Mr. Tate worked and battled for months and months on this problem, and I hope his staying away from home so much has not in any way upset his family relations. Mr. Wynn and Mr. Innes also gave assistance, and

you had the help of your very able Secretary and legal adviser. It was not easy at one time to bring the ship-owners round, but eventually they played up extremely well under the independent chairman. The Ministry were also very helpful; they were very anxious to see agreement reached. You have a Minister now who is very much in sympathy with your problem; he was a gunnery officer on board a merchant ship in one of the hottest spots during the war, and he has told me of his interest in the Merchant Navy and pilots. He has the best possible goodwill for pilots and asked me to say so at this meeting.

"This ought to be a very happy occasion because by negotiation and goodwill your Executive has achieved more than any other Executive has ever done for you. If the same goodwill as has prevailed up till now continues I am convinced that the other problems, including that of the small ports, will be solved."

THE PRESIDENT left the Conference amid hearty applause.

Mr. GRIFFITHS then read out his annual report, but broke off at one point to welcome Mr. BERNARD C. WEBB on his arrival. At the invitation of Mr. Tate, Mr. Webb joined the principal officers on the platform.

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The Secretary's Report

GREAT STEP FORWARD BUT MUCH REMAINS TO BE DONE

By C. D. GRIFFITHS

NO doubt I should be right in saying that it has been the regular practice for this Association at its annual conference to receive from its Secretary a report upon the year's work for the principal purpose of bringing to the notice of members the more important matters which have engaged the attention of the Executive Committee during the period under review and also of hearing something of his own conduct of affairs in the variety of problems, great and small, entrusted to his care. This year, to a large extent, that has already been done, first of all through the medium of a number of circular letters to ports (and rather more detailed accounts in *The Pilot*) in which I have endeavoured, as far as I properly could, to keep you fully acquainted with the progress of events, and secondly, of course, by the publication in May last of the Report and Recommendations of the committee under the chairmanship of Sir Robert Letch, on the earnings of pilots.

It is all too well known that for many years—certainly ever since I have been connected with pilotage matters—the question of earnings has been by far the greatest and most urgent single problem with which successive Executive Committees have been concerned. So much has already been said about the complexities and inherent difficulties of finding a common yard-stick suitable for general application in every, or nearly every, Pilotage District that nothing need be added here. What I do venture to draw your attention, with just as much emphasis as delegates have repeatedly expressed the views of their ports at conference after conference, is the patience and persistence with which your Executive Committee have worked, despite innumerable set-

backs both from within and outside our own ranks, to bring finality to the protracted negotiations about which you have heard and read so much in recent years. The end has now come by the production, if not of a plan for all time, at any rate of a tangible result which some of you may feel is not wholly unsatisfactory.

It is surely a memorable occasion when, as far as I am aware for the first time in the history of pilotage, it becomes possible to report that the representatives of the shipowners and pilots have agreed by direct negotiation between themselves upon a level of earnings which they feel able to recommend as appropriate for all but about fifteen per cent. of the licensed pilots throughout the kingdom.

That small but vitally important minority represents for the greater part the pilots of the smaller ports whose interests we all agreed would best be served by individual consideration and treatment in the light of local special needs and conditions. These ports will be aware that I am at the moment actively engaged on their behalf, and the Executive Committee will lose no time in seeking agreement with the Chamber of Shipping of the United Kingdom and the Pilotage Authorities concerned on a level of earnings which I trust will be as fair and equitable to them as the increases which have been agreed for the larger ports.

Given the same spirit of goodwill which I know the Chamber of Shipping are as anxious to preserve as we are, we should be able to arrive at a satisfactory answer, but we would be unwise to underestimate the difficulties or to

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assume that the task is simple, as the problem of small ports' earnings presents particular difficulties for owners and pilots alike.

Before saying a word or two about the Report itself and the way matters have progressed since its publication, you might find it of interest if I briefly record something of the progress of events since last Conference. At that time you will recollect, the two bodies of pilots had agreed with those advising the Chamber of Shipping of the United Kingdom and the Liverpool Steam Ship Owners' Association, an order of precedence of ports throughout the country, the tonnage of the vessel which, in the light of all relevant factors was to be regarded as representative of the trade of the various groups into which those ports fell, and that the remuneration of pilots should be associated with the scales of pay for Merchant Service officers for that class and size of ship.

Many of us felt that having got so far, by the application of an agreed mathematical formula common to every District (the calculations for which had been arrived at only after months of research by Mr. Tate, Mr. Clement and Mr. Oades of the London Chamber) we could not fail to reach agreement upon a suitable level of earnings for each group of ports. Unhappily, it did not turn out that way and, to put it in entirely neutral terms, each side thereafter began to experience serious and unexpected difficulties. With surprising rapidity the whole carefully prepared scheme began to fall to pieces and amidst widespread feelings of bitter disappointment and frustration, we were forced to admit that a plan, which was the final outcome of years of intensive and exacting labour, had once again met total failure and at the very moment when, to the majority of us, success seemed assured.

Pilots throughout the country clamoured for positive action and in the face of the overwhelming pressure of opinion a joint meeting of the two bodies of pilots, Union and U.K.P.A.,

confirmed an earlier recommendation to hold a meeting in London of every licensed pilot in the Kingdom unless a satisfactory solution was rapidly forthcoming. Those were indeed anxious and worrying days. Small wonder that in such circumstances cross-currents began to arise and misunderstanding and rumour became rife. Southampton withdrew from this Association its authority to act or negotiate on their behalf. By January the London pilots had become more and more restive at the absence of concrete results and were undoubtedly disillusioned by the fruitless waste of time and effort which had held up their long-delayed claim for a general rate increase.

Suggestions became current amongst many that if they too withdrew from the national negotiations, cancelled the authority of this Association to represent them further, and threw in their lot with Southampton, quick and satisfactory results would be sure to ensue. I have sometimes heard hard things said at Conference about London pilots and the influence they exert upon the Executive Committee, but let it now be said to their great credit that these subversive and disloyal whisperings, with the offers of such tempting rewards, were utterly rejected and the London Pilots' Council confirmed their faith in this Association and authorised me to carry on on their behalf, thereby forestalling on on their behalf, thereby forestalling the grave danger of a final break with the shipowners and unquestionably saving this Association from the serious possibility of disintegration.

By this time, too, something had happened which was later destined to bring about a complete change in the outcome of our discussions. Early in January, as you know, a meeting of all parties was held at the Ministry of Transport for the apparently dismal purpose of reporting formally our failure to reach agreement. Mr. O'Leary and I had pressed hard for this meeting as we had refused to abandon all hope, and we knew there remained on the shipowners' side, despite our disagreements,

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a measure of goodwill and equal dis-appointment at the turn of events. But this was to be our final effort.

The Minister showed his interest and concern by agreeing to convene a meeting at short notice and arranging for the chair to be taken by Sir Gilmour Jenkins, Permanent Under Secretary and head of the Marine Section. Sir Peter Macdonald led this Association's delegation and the shipping interests were headed by Mr. K. R. Pelly the then President of the Chamber of Shipping of the United Kingdom. The names of other distinguished persons present have already appeared in *The Pilot*. The upshot of the meeting was an appeal by Sir Gilmour to continue our discussion under an independent chairman. By unanimous choice, Sir Robert Letch was invited to undertake the task and, despite his heavy responsibilities and the many calls upon his time, he willingly agreed to accept. No time was lost and in a little over three months an answer was found to a problem which had eluded solution for more than one generation of pilots. There can be no doubt to whom the credit must go.

From the moment Sir Robert took control I think we all knew that ultimately agreement would be reached. A new atmosphere prevailed and although many a tough and lengthy argument ensued and the cut and thrust of battle remained as keen as ever, as presumably it always will when differing views strongly held are forcefully expressed, a word from the Chairman was usually enough to indicate the course he thought right, and many a helpful suggestion from him brought a solution hitherto unseen. Those of you who feel that a great step forward has been taken in the interests not only of all licensed pilots, but of the pilotage service as a whole, owe a great debt of gratitude to Sir Robert Letch without whose help and guidance the results now before you would never have been achieved.

I am also very happy to record (as I have already done elsewhere) the

obvious desire shown by those representing the Chamber of Shipping of the United Kingdom and the Liverpool Steam Ship Owners' Association to meet the pilots' reasonable claims and to seek a settlement equally fair to both sides and likely to produce a body of pilots satisfied both with their conditions of work and the level of their remuneration. Naturally our views differed—although by no means always—but a frank exchange of ideas, in the excellent spirit which prevailed, very seldom failed to find an acceptable compromise. I am pleased also to add a much-deserved word of gratitude to Mr. O'Leary who often stepped in, when opportunity arose, to add a helpful point which more than once assisted in finding a solution favourable to one or other of this Association's ports. Of course, we did not have an entirely calm passage throughout the whole of our talks and more than once when difficulties were unresolved, each side had to refer back to its principals.

I think I can give certain pilots an assurance, even if they are not even now wholly satisfied with the results hard won on their behalf, that but for the intervention of the Chamber of Shipping their position might well have been very much worse and I am sure this Conference will want me to make full acknowledgment of that fact and to record our appreciation for the help we received in the affairs of more than one major port whose local body of shipowners were proving unusually difficult.

So much, in general terms, for the history of the meetings under Sir Robert Letch. On May 1st, 1957, we signed an agreement at the Chamber of Shipping in London containing our recommendations on the question of earnings and certain other incidental matters, including the circumstances in which we considered, once rates had been fixed to give effect to the figures proposed, future adjustments should take place. We find ourselves, therefore, assembled this year in circumstances entirely new. The old familiar cry of "nothing done"

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can no longer be raised. Your Executive Committee make no claims to have completed their mission. Much remains to be done but the primary objective has been reached, at least for the overwhelming majority of pilots. It might therefore be appropriate if at this point we pause to take stock of our position.

In an appendix* to this review are set out the Districts covered by the Letch Report with the earnings of each for the years 1936-7-8 and 1954-5-6 for comparison with the levels which now operate. These figures speak for themselves and I think I need only add, if some of you feel we should have done better, that a sense of urgency prevailed among the pilots' representatives during the concluding stages of our negotiations lest the impending changes in the scales of pay for Merchant Service officers (of which we were well aware) might have been announced embarrassingly soon!

When in due course the increases were published, it immediately became apparent that difficulty would arise in expressing their effect by a single percentage figure to be applied uniformly to the agreed levels of pilots' earnings. Endless delay could have resulted if Districts were to be taken individually and an analysis made of their trade before deciding the extent to which their particular earnings should be increased to give effect to the N.M.B. award. Once again, acting in the spirit of our recently concluded agreement, the Chamber of Shipping proved most co-operative and helpful. Agreement was soon reached and we were able to inform the Minister within a very short time that the four organisations subscribing to the Report would consider it reasonable if the recommended levels of annual earnings were increased by 7½% in order to give effect to paragraph 6 (i). So far I have received no complaints about this figure.

I hope by now that the majority of Pilotage Authorities (to whom copies

of the Report were circulated direct from the Ministry of Transport last May) will have agreed to give full effect to its provisions and indeed have taken the necessary action to substitute new schedules for old.

So far, only the briefest reference has been made to what you may possibly regard as amongst the greatest benefits recommended in the Report—namely the provisions for stabilising earnings. These are contained in paragraphs 5 and 6. Once the recommended level of earnings for a District has been brought into operation by an appropriate adjustment in rates, except in the circumstances mentioned in paragraph 6, no interference with those rates is to take place unless or until earnings rise or fall more than 10% above or below the mean level. If your recommended figure is £1,400, no claim for a review can be made unless earnings drop below £1,260 or exceed £1,540.

In case you think I am becoming somewhat elementary, you may be interested to know that I have already been obliged to deal with no less than three ports where the Authority was claiming to give effect to that particular provision by contending that if earnings at the moment are not more than 10% below the recommended figure, no adjustment in rates is called for. In other words, if the recommended increase for your District is not more than 10% above your current earnings, you are to get nothing. In my opinion that is not the right construction. I have no doubt that the clear contention, which is surely equally clearly expressed is that rates must first be adjusted to produce the recommended level. Thereafter no change can be entertained unless earnings rise or fall outside the agreed toleration margin, or any of the circumstances in paragraph 6 occur. You are, however, most certainly entitled to start in the right place—always bearing in mind that the calculations to do that can only be based upon the inevitable uncertainty of estimated future trade.

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The only other point of importance is that once the new rates are in force (i.e. the Letch figure +7½%) the provisions of paragraph 6 (i) dealing with future increases or decreases in the N.M.B. scales of pay for navigating officers will apply entirely irrespective of your earning position within the 10% toleration margin. For example, if your level is £1,500 and your actual earnings £1,600 and the N.M.B. scale is increased by 5% how is it to be applied to you? Your new mean level becomes £1,575 and you will be entitled to go up to £1,732. The paragraph was carefully amended, incidentally by this Association, to ensure that in just such circumstances, not only was the "recommended level" to be adjusted to correspond with the increase in the Merchant Service scales, but the rates as well so that you obtain an immediate benefit and take up your correct position within the new toleration range. A failure to have done this could have penalised a port which was working hard and deprived them of an increase which a less busy port would enjoy. This was a difficult point to carry, but once again as soon as it was made clear the representatives of the shipowners, who had at first objected, at once withdrew and most readily agreed.

Finally, there is paragraph 8 of the Report which includes a number of recommendations which (apart from sub-paragraph (i)) are more concerned with administrative matters than directly with earnings. This may possibly be the most controversial part of the Report and has certainly earned me harsh criticism. This is not the place in which to answer it, but I would like you to understand that during the course of negotiations of this kind important ancillary points inevitably arise as we proceed. To adopt an uncompromising attitude or to shy away from the responsibility of making decisions when they are wanted, may well jeopardise the whole course of the proceedings and would, I am confident

in this case, have produced most unfortunate consequences.

I have dealt with some of the points in the course of correspondence with those most directly affected and will now drop further reference to this matter mentioning only that as not uncommonly happens, there is a tendency to read far more into a passage than was ever meant, as is illustrated by the following extract from a letter I received from Sir Robert Letch dealing with paragraph 8 (iii):

"... This recommendation relates specifically to the amalgamation of districts and, as you have advised, was not intended to deal with internal domestic arrangements within existing districts. Your Association would certainly not be precluded, in the terms of the report, from representing the pilots in the consideration of any proposals that might be made to change existing arrangements at say the Isle of Wight or London districts for inward and outward pilotage or to be held to have prejudged the merits of any particular case which might hereafter arise.

"As regards amalgamation of districts, the Bristol Channel was mentioned as one of the areas where it seemed likely that the objectives mentioned in the recommendation could readily be achieved. There are, however, other places which should be considered as a long term policy."

I must now turn briefly to what I venture to suggest are some of the faults in the Report and also what might possibly be described as its "loose ends." Before doing so, however, I ought to say that I think all of us recognised that the way to certain failure was a slavish insistence upon achieving nothing less than perfection. I imagine I would be right in saying that each of us from time to time felt reluctantly obliged to make occasional concessions to expediency if we were to make any headway at all. For example, a clear definition of what was meant by the word "earnings" might have been a

* Appendix—see page 14

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desirable first step. My suggestion that it should include a pilot's total remuneration from every source whilst engaged in pilotage duties, excluding only any retainer of which he may be in receipt as a choice pilot, did not find favour.

The result is, when comparing the earnings of one port with another—which in common fairness one must—we are not necessarily comparing like with like. It is frankly not easy to have regard to "the various sources of income customarily brought into account" when any request for information as to the amount of such income is met with a flat refusal to disclose it. In my view, pilots of one District have every right to reject a proposal, otherwise satisfactory, if the pilots of another with whom by common accord they should be on parity, are to receive substantially more. This reluctance to make full disclosure has already produced difficulties which we must all regret, but for which the remedy seems to me obvious.

Another criticism—admittedly more apparent than real—is that there is still no yardstick or formula. What had been evolved with such painstaking care last year, we were obliged to abandon because, although theoretically sound, it was none the less unacceptable to important sections of both pilots and shipowners. Ports were therefore taken individually, and under the invaluable guidance of the Chairman, whose wide and detailed knowledge enabled him as occasion arose to give a ruling immediately acceptable to all, we were enabled to make steady progress.

Finally, the problem was looked at as a whole and such adjustments made as were considered fair and reasonable with the results which you now have before you. They constitute a 1957 level and the future is taken care of in the terms of the Report. A yardstick is therefore no longer necessary unless we ever come to scrap the whole scheme. It is true that we still have a number of ports to

deal with but it was in no small measure the attempt to apply our former yardstick to these ports which gave rise to such difficulties before.

A matter of some importance about which we came to no decision arises where earnings fall outside the boundaries of the agreed toleration margin. When can it be said that this has happened, and what adjustment is to be made in rates when it does? We wanted the ball restored to the goal-line at the appropriate end. The shipowners felt that the kick-off should be from the middle of the field. We left that point open and I will leave it to you to think over.

Most regrettably, it seems to me, that no report of mine can be complete without some reference to difficulties arising in the Humber Pilotage District. I have been driven to the conclusion that they will never cease as long as certain members of the Authority continue to regard any concession to the pilots under their control, even if made in compliance with the clear recommendations of the Report on Earnings, as amounting to a loss of face on their part.

In the course of our negotiations the Humber pilots, as you know, claimed both an increase in numbers and a substantial improvement in earnings. It became necessary for the Chamber's representatives to refer the matter back for investigation and fresh instructions. The present low exemption limit for certain ships in the Humber (600 tons) was considered in part responsible for the pressure of work upon the pilots and accordingly when next we met, a suggestion was made by way of compromise to raise the existing exemption limit to 1,500 tons and thereby avoid the necessity of licensing additional men. This, it was felt, would overcome the difficulty by enabling rates to be adjusted to provide the level required for the existing pilots without the added burden resulting from an increase in their numbers. The Chairman commended this proposal as an eminently practical solution to a difficult problem.

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It was no one's wish to extend the altered exemption limit to Goole but it was agreed that if on legal grounds such a step could not be avoided, then it would have to be taken.

The initial reactions of the Authority were to confine the altered exemption limit to the Humber pilotage waters (as everyone wanted) but to base their calculations for the new level of earnings upon last year's traffic, ignoring the fact that when the new schedule operated, a large number of ships formerly compulsory would then be free and most unlikely to use the service. They proposed a review of the situation after a trial period (during which the pilots would inevitably suffer a heavy financial loss unless every exempt ship continued to engage them). They further maintained that if after this period of trial it was found that the number of ships taking pilots substantially diminished—which was of course the precise object of our proposal—then the "proper" number of pilots would obviously be less and accordingly rates should thereafter be adjusted to provide the agreed level for the reduced establishment which would of course have to be divided between present numbers until they diminished by effluxion of time. A more calculated attempt to defeat the clear intention of the Committee's recommendations could scarcely be imagined.

The Chamber of Shipping at once in order to assist in removing so serious and unforeseen a difficulty, to convene a special meeting and in the subsequent discussion, held under the chairmanship of Sir Gibson Graham (at which Mr. Tate and Mr. Grainger attended with me) he made the view of the Chamber to clear that the Authority's representatives agreed to reconsider their attitude. Fresh bye-laws were accordingly prepared which now take into account the estimated drop in traffic, but the Board insist "on legal advice" that the raised exemption limit must be applied to the whole District.

Whether different exemption limits can be applied by bye-laws to parts of a district is a somewhat moot point, but is in any event highly technical and academic.

In such circumstances, what really concerns an Authority is whether, in the event of the bye-laws confining such a change to the waters where it is actually required, any difficulty would be experienced at the Ministry in obtaining their confirmation. The Humber Conservancy Board are aware that this would not be so and in insisting entirely unnecessarily upon applying the change to Goole they are displaying an attitude which can only be described as perverse. That it is greatly resented by the Goole pilots goes without saying and it would surprise me if the Goole shipowners did not view the situation with considerable anxiety, when one considers the notorious difficulties of those waters and the possible effects of a grounding in a navigable channel or near a dock entrance. If such misfortunes do arise, due to the absence of a qualified pilot, there will be no room to doubt upon whom the responsibility must rest.

Here, I think, I will leave the question of earnings and its attendant problems. We have before us a breathing space and a time for reflection, at least for two years. Unless what has been achieved is to be rendered abortive by industrial or international strife, there should follow a period of reasonable prosperity in which I hope pilots will be able to enjoy the improvements which have been obtained.

A problem which very naturally exercises the minds of most people in these times of heavy taxation and high cost of living is the question of retirement benefits and pensions. A resolution on this matter is down for debate and I have no doubt everyone will remember the motion which was carried on the proposition of Mr. Tate at the 1955 Conference dealing with the same subject. The Executive Committee and your Secretary have been so pre-occupied with other more pressing matters that it has never been possible

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to make much progress with the desired investigation into the Benefit Fund accounts of the Pilotage Authorities throughout the Kingdom and the differing methods whereby revenue is derived. When I tell you that the total amount standing to the credit of pilots' Benefit Funds is approximately two million pounds, you will appreciate that the task is an onerous one if it is to be seriously embarked upon with a full sense of responsibility. That excludes the vast sum in the Trinity House Benefit Fund which will probably at least double that figure. It is subject to correction and I hope that before Conference ends we shall get the correct figure. When the combined income of these funds is known and the claims actual and potential evaluated, it would become necessary to engage the services of a competent actuary before any report could be produced.

Authorities who administer pilots' Benefit Funds are required to keep a separate account of all moneys received for that fund, but they are not under any obligation to produce their books to a private investigator and clearly no progress could be made without their co-operation. Moreover, although an Authority can be authorised by bye-laws to combine with other authorities in establishing a joint scheme, legislative action would inevitably be required before any central fund on a national basis could be brought into existence.

I mention these points in order briefly to direct your attention to the problems involved and to ask, particularly those delegates from the larger ports, whether in principle you agree that the sum standing to the credit of your Benefit Fund account should be paid into a common pool for the benefit of all licensed pilots. It would hardly be right to impose so heavy a task upon your Executive unless there was a general desire for the creation of a national pension fund, with full appreciation of the implications of such a proposal.

It would be quite wrong if the impression were to be gained from these observations that I am out of sympathy with any plan designed to improve pilots' pensions. It is a reform urgently required and this Association has received assurances on more than one occasion from the Chamber of Shipping of the United Kingdom that any practical suggestions to that end will receive their sympathetic consideration. Moreover, Pilotage Authorities have now been specifically asked to review the adequacy of their arrangements for the provision of pensions and accordingly in the course of the debate on the subject, I hope as a first step that Conference will receive not an endless tirade about the iniquities of the present position—everyone is agreed about that—but practical well-considered proposals whereby an improvement can be brought about, if possible within the framework of the present law.

Earlier in this report I have briefly touched upon one of the problems which arises in connexion with "inside" and "outside" earnings, and the extent to which such revenue is to be taken into account. Another difficulty of possibly far greater importance to those who engage in piloting vessels outside the District for which they are licensed concerns the validity of any bond given under the provisions of the Pilotage Act for the purpose of limiting liability, in the event of damage arising from any neglect or want of skill during such a voyage.

You will be aware that liability can be limited to the amount of the penalty of your bond (plus the pilotage earned) provided such bond is given *in conformity with bye-laws made for the purpose under the Act*. The bye-laws must therefore be specific to cover duties properly undertaken outside the District. Failing this, you are clearly not covered. I would not like to express a definite opinion as to whether a bye-law, so worded as to provide for bonds being given for the purpose of limiting a pilot's liability even when operating outside his District, would be held to be *intra*

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vires if seriously challenged, but I feel considerable doubt about it.

The majority of pilots who are members of this Association insure their bonds, and there is no doubt as to what the underwriters conceive to be their liability, as every policy provides cover specifically in respect of liability "for damage and/or injury as the result of negligence on the part of any such pilot while piloting vessels within the limits of the Pilotage District for which he is licensed."

The matter is therefore one of very great importance which I think might with advantage be taken up with Pilotage Authorities, and if need be your interests in the meantime protected by taking the only possible course of bringing to the notice of owners and masters that such duties are undertaken only at their own risk. No pilot can be compelled to go outside his District, though it is a practice of such convenience to shipowners and so well established by custom, that I hope it will continue as long as it is needed. I have no doubt that any reasonable precautions taken to safeguard your interests will be readily understood by the industry as a whole. As soon as can be arranged this highly complex problem should therefore be investigated by the parties concerned and will no doubt be considered by the Executive Committee at an early date.

This, I think, represents a fair summary of the affairs of the Association during the past twelve months. With the problem of rates so largely behind us, and the question of their future adjustment no longer, I hope, a matter of such high controversy, your minds will no doubt be turned to the future.

The first task is to get the recommendations of the Letch Report into operation as quickly as possible and to settle the level of earnings at the ports which remain to be dealt with. It is gratifying to know that the overwhelming majority of Pilotage Authorities

are affording complete co-operation to this end. The Trinity House have not only given a lead in this direction but, you will be pleased to know, have taken the initiative in drafting proposals designed to expedite the confirmation of bye-laws for amending pilotage dues.

As Mr. Rawlings-Smith, the Principal of the Pilotage Department has so rightly pointed out, even when bye-laws are unopposed it frequently takes a period of two months or more from the time they are submitted until their coming into force and, with the impossibility of making any increase retrospective, the resultant loss is naturally resented amongst pilots. In order to remedy this state of affairs and to simplify and speed-up the procedure he has put forward the following suggestions, upon which the Ministry will no doubt very shortly be inviting the views of all concerned:—

- (a) that the period of advertisement should be reduced from fourteen to seven days;
- (b) that where formal objection is lodged, the objector should be required—within fourteen days of giving notice of his objection—either to substantiate or withdraw the objection and that, failing this, the Ministry should proceed to deal with the application and waive the need for the promoters to submit observations on the objection;
- (c) that when giving authority to the promoters for the public advertisement of the bye-law, the Minister should indicate that, if no objection has been received the promoters may, at the same time as forwarding a copy of the newspaper in which the advertisement has appeared, also submit for confirmation duplicate copies of the bye-law.

I am sure this Conference will want to endorse these recommendations and express their appreciation of the interest shown by the Trinity House in introducing this much-needed reform. The

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Executive Committee will also be glad to receive any further suggestions delegates may have for improving procedure so that when the time comes for the observations of this Association to be made, full effect can be given to your wishes.

Before these remarks are brought to their final conclusion, I am sure every member of this Association will wish me to pay a very sincere tribute to our senior vice-president, Mr. Tate, for whom the occasion must truly be regarded as a great personal achievement. We are all aware that he has pioneered the long struggle to find a solution to the complex problem of pilots' earnings. Many and urgent have been the claims that were pressed upon him from ports large and small, but his guiding principle throughout has been to seek, not an exaggerated or fanciful level of earnings, but a standard of

remuneration which represents a fair and reasonable reward for the nature and responsibilities of the service performed, and to that end alone has he consistently devoted so much of his time and energy. On more than one occasion our negotiations seemed to be heading for certain disaster, had it not been for his resolution and patience, and the courage with which he has maintained his determination never to give up even when the difficulties seemed insurmountable. He would be the last not to wish due acknowledgment to be paid to his colleagues in the Union and the representatives of the Chamber of Shipping of the United Kingdom and the Liverpool Steam Ship Owners' Association with whom we have worked as one team in such close and friendly association, but nothing can detract from the value of his own tireless effort and personal contribution, without which the solution now before you would never have come about.

APPENDIX

PART I—Alphabetical list of U.K.P.A. ports covered by the Letch Report showing average net earning for the years 1936-38, 1954-56, and the new levels (including the 7½% N.M.B. award) resulting from the Executive Committee's negotiations—all figures given to the nearest £5.

Port	Pre-War average	1954-56 average	1957 basic level
Aberdeen	390	795	1130
Barrow	360	1005	1345
Barry	510	805	1290
Belfast	375	1200	1400
Cardiff	465	955	1290
Clyde	740	1320	1775
Falmouth	585	1190	1615
Goole	485	970	1400
Grangemouth	185	1075	1315
Hartlepool	415	835	1130
Hull	485	1000	1505
Ipswich	480	900	1185
I. of Wight (In)	685	1290	1695
I. of Wight (Out)	965	1605	1960
Leith	320	1165	1315
London:			
(i) Channel	835	1385	1990
(ii) C. Ports	955	1415	
(iii) N. Channel	720	1285	
(iv) River	820	1470	
(v) Medway	1095	1830	
Londonderry	205	770	1020
Plymouth	440	905	1185
Port Talbot	365	1100	1290
Preston	615	1060	1290
Sunderland	320	880	1235
Tees	490	1200	1615
Tyne	470	845	1235

PART 2—Member ports whose earnings remain to be fixed.

A—Trinity House Out-Ports.

Port	Pre-War average	1954-56 average
Brixham	145	680
Dartmouth	205	165
Fowey	320	800
Newhaven	280	465
Penzance	105	245
Poole	405	1365
Portsmouth	595	875
St. Ives	160	480
Shoreham	735	1525
Workington	465	805
Yarmouth	570	1130

B—Other Small Ports.

Port	Pre-War average	1954-56 average
Ardrossan	240	825
Berwick	Pilots remunerated by salary	1120
Eoston	425	1120
Gloucester	370	570
King's Lynn	310	915
Wisbeach	305	850

DEBATE ON THE REPORT

THE report which was eventually adopted on the motion of Mr. BENNETT, seconded by Mr. DUNCAN, gave rise to a long debate almost entirely on aspects of the Letch Report, in fact, it really became merged with the discussion of the item on the agenda "Earnings of Pilots—Report and Recommendations of the Committee under the Chairmanship of Sir Robert Letch."

At the outset Mr. BENNETT congratulated Mr. Griffiths on his excellent report and Mr. Tate on his work as Chairman of the Executive Committee. He also complimented the other parties on the agreement which would be regarded in the annals of pilotage as a great step forward. Although so much had been accomplished during the past 12 months he agreed with Mr. Griffiths that there was still much to do and he suggested that one of the next steps should be serious consideration of working conditions. An outstanding feature during the year had been the strength of unity and it was gratifying to hear that 85 per cent. of the pilots had been dealt with in the Letch Report. That was something every pilot would not forget. When they talked about unity was it not time to talk about strengthening the unity by bringing together those organisations which had been so vitally concerned on the Letch Committee. They had shown that by combined efforts they could achieve many things. He particularly complimented the London pilots on the manner in which they had stood by the Association. He commended the suggestions put forward by Mr. Rawlings Smith as the representative of the Elder Brethren of Trinity House for speeding-up negotiations when applications were made to Pilotage Authorities and eventually to the Ministry.

Barry made their application to implement the Letch Report as long ago as May, but nothing had happened. Away back in 1950 when the pilots made an application for an increase they were so disturbed by the long delay that they felt it had gone into a pigeon hole and would never be taken out. On their behalf an M.P. who was a widow of a Barry pilot approached the Minister and the new rate was ratified almost immediately. If they could get what Mr. Rawlings Smith was suggesting now a great difficulty would be overcome. He was disappointed to hear about the difficulties on the Humber, and that the apparent policy was to raise the exemption tonnage and not increase the number of pilots. Mr. Bennett concluded his speech which was warmly applauded, with reference to pensions and said he appreciated all the work that would have to be done to draw up even a preliminary scheme. He wished the Executive luck, but did not envy them their task.

Agreeing with all Mr. Bennett's remarks, Mr. DUNCAN said that London would help to

row the boat and not to rock it. The two major problems were the small ports and the Humber. He suggested that one way of solving the Humber's difficulties was to base earnings on so many acts of pilotage. If they could get these two problems out of the way they could go forward with conditions.

Mr. F. BERRY said that their acts of pilotage totalled slightly more than 300 including docking jobs. If the 1,500 tons exemption limit was adopted they would be taking a gamble. They had asked for 20 more pilots and were prepared to compromise for ten, but now with only four they were overworked.

Mr. DALTON asked what constituted a small port because Shoreham was apparently in that category as their earnings had not yet been settled. "Yct," he said, "2,138 ships entered the port in 12 months ending in April and I, myself, carried out 473 acts of pilotage. Why should we not have been included in this Report, because we feel we are not a small port—small in size but important, doing a lot of work."

Mr. WYNN said that "small port" had always been a misnomer; it meant a port with less than ten pilots. It was no reflection on the size of the port.

Mr. CARRUTHERS attending his first Conference, said that in 1956 the total Shoreham tonnage was 1,118,000 and the average number of ships per pilot was 435.

"I would like the Shoreham pilots to take a message back from this Conference that the Executive will do their best to maintain the standards at their port," said Mr. GRIFFITHS.

Mr. CHASE mentioned that King's Lynn was not classified as a small port. If earnings could be stabilised it should be an easy matter to deal with pensions and working conditions. "We are living in hopes," he added.

Mr. D. PERRY said that Mr. Griffiths had earned a great deal of everlasting gratitude from many people. Stabilisation of earnings had been achieved subject to certain conditions, and he asked for a classification of paragraph 6 (ii).

Mr. GRIFFITHS said it was sometimes unwise to be too specific. The paragraph dealt with circumstances in which rates could be adjusted in future, and it was purposely worded in that way to give a wide discretion to the final arbitrator to decide whether changes were justified. An extremely small port with a low level of earnings to-day might be developed as the greatest oil terminal in Europe in the not too distant future. That was a "substantial change" and when the time came conditions would obviously call for a complete revision of their level of earnings. It might happen that the earnings of a neighbouring port would be substantially diminished. A

Debate on the Report

power station might be erected or abandoned or some significant industry transferred. These were special circumstances which would call for a review of rates, if a substantial change in the trade of the port resulted.

Mr. AYRE said the Goole pilots felt so strongly about the raising of the exemption limit in the Humber that they had made an objection to the Ministry of Transport.

Mr. GRAINGER endorsed Mr. Berry's remarks and said that there had never been any idea in the minds of the Hull pilots to deal with ships and not men. They were fighting all the time to bring the proper number of pilots on the scene.

Mr. GARNER commented that the Letch Report seemed to have fallen short in this particular direction. Working conditions on the Humber were one of the remaining snags. There should be some extension of the scope of the Letch Committee to include working conditions. The bigger the ship the greater the comfort in which they could do their work and "before all things let us consider comfort," added Mr. Garner amid laughter.

"We, in Preston," said Mr. CHAMBERS "consider we have gone to the wall in the negotiations, not because of the £ s. d. but because conditions have been ignored." He went on to ask how the figures were arrived at; they could not find out what services they were required to perform to get their daily bread. Sooner or later there must be some investigation into working conditions.

Mr. T. MORGAN drew attention to paragraph 8 (iii) and asked what was meant by "overlapping, duplication and interchangeability of pilots."

Mr. GRIFFITHS quoted from the paragraph "... apart from the obvious case mentioned ... consideration should be given ..." The operative words, he said, were "consideration should be given." In other words, if someone had a case to put up that in the interests of economy or increased efficiency, changes should be introduced, it would receive *consideration*. A person making such a proposition had first of all to establish that there was some degree of overlapping or duplication, and that amalgamation would be in the best interests of all concerned. Again, there might be one port which was losing its trade and, not far distant, another where it was on the increase. During the period before the situation became clarified it should be possible for pilots to be transferred to the district urgently needing new men. That, in general terms, was the sort of thing they had in mind. It was designed to protect pilots who had done valuable service in their district from the possibility of substantial reduction, and enable them to transfer to a district where their experience and skill could be applied at once without the Authority having to bring

in inexperienced men. The sole purpose was the realisation of the benefits that would accrue to all concerned.

"There is no catch in it," Mr. GRIFFITHS emphasised. "Don't suspect everything that tends to alter existing arrangements. As pilots you should stop at nothing to make the service economic and efficient."

Mr. D. PERRY said it should be accepted in the case of London that the level of earnings was related to a specific number of ships, but the Letch Report did not say so.

Mr. GRIFFITHS agreed that it was a tremendously important point for the London District. Two or three years ago when certain great changes were made in the London District this innovation was introduced and accepted. The Committee of the London pilots with whom he had worked in close association agreed on a common level of earnings for their stations, based upon an agreed number of acts of pilotage. Earnings were specifically related to the amount of work done and for the first time this had introduced an element of security and stability. The Letch Report provided that "a basic condition of the recommendations is that the number of pilots licensed by the Pilotage Authority shall be, in fact, the proper number and the rates should be fixed (and adjusted as occasion requires) to produce for that number of pilots the level of net earnings recommended." Assuming that a port had what was believed to be the right number of pilots and earnings exceeded the agreed figure by more than 10 per cent., a case arose for the shipowners to ask for a reduction. The pilots might claim that their number was no longer the "proper number" and ask for additional men to be licensed. Everything would depend on the circumstances prevailing at the time. That was the current position in the terms of the Letch Report, and it would apply to the London stations as it did to the rest of the country.

Mr. GRIFFITHS replied to a further point by Mr. D. Perry as to the position when trade dropped and, in point of fact, there were more pilots than were required. He said that of course the converse equally applied. There could be no claim for an increase until earnings fell by more than 10 per cent., in which event there would be an automatic adjustment, unless it could be established that the number of pilots was excessive in the light of the current and anticipated trade of the port. In practice that would only occur where the drop in earnings was far greater than 10 per cent. and likely to be of a permanent nature.

That brought Mr. GRIFFITHS to a rather more difficult point. "Suppose your earnings have been agreed at £1,000 and you drop to £850," he said, "you have a claim for an increase in rates, but to produce what figure? £1,000 or £900 which is the bottom of the permissible tolerance?" In our view, if there

is a recession of trade the fair thing is an adjustment in rates to bring you back just inside the boundary, i.e. to £900. That is the fair way because if trade comes back you will return to normal. If your earnings exceed the agreed figure by more than 10 per cent. do you want to be restored to the mean level or to the top of the permissible boundary? Just think it out!"

A remark by Mr. BERRY led Mr. Griffiths to add, "It is not suggested that immediately you exceed 10 per cent. either way it necessarily involves a review of your numbers. There is no rule of thumb method to be applied. Ordinarily speaking if earnings fall outside the agreed tolerance rates should be immediately adjusted to bring them within."

The CHAIRMAN said that there was never any attempt to relate earnings to the number of acts of pilotage.

Replying to a question by Mr. Chambers, Mr. GRIFFITHS said that neither side was precluded from saying that the situation called for a review of the number of pilots, and he referred particularly to paragraph 5 of the Letch Report.

Mr. LOWREY asked who was going to determine the proper number of pilots. Primarily the Authority was the body, but on the other hand they were not the only people with a say in the matter.

Replying to a point by Mr. Berry, Mr. GRIFFITHS said they need not feel that because there was a slight drop below the 10 per cent. margin the Authority would automatically have a case for reducing the number of pilots. The provision was only that the situation should be brought under review.

Mr. BENNETT raised a point about the 7½ per cent. N.M.B. increase. A port might become intensely active and as a result exceed the Letch figure by more than 10 per cent. Would they get the benefit of the 7½ per cent increase?

The CHAIRMAN said that once the basis of the Letch recommendation had been established, the 7½ per cent. was a purely automatic addition.

Mr. HARDY asked how many ports were enjoying it, but the Chairman stated that he was not in a position to give this information.

Mr. GRAINGER said they should not read too much into the Report, they should beware of finessing.

The CHAIRMAN: We broke down on this margin. The Chamber of Shipping were quite adamant that you go back to the middle. We left it wide open because we could not get agreement. Someone will bust the sound barrier sooner or later and the question will be "where do we go back to?"

Mr. GARNER commented on the "many unknowns" that confuse them. How many pilots? How many ships?

Mr. DUNCAN fired the question at the Chairman, "Do you really think this is a victory for the pilots?" which brought a sharp reply from the Chair that a more unfair question could not have been posed. It was a matter for the people at the Conference to decide, but Mr. TATE went on to say it was not peace at any price. As to whether it was an all-round victory, he would say it was good in parts. There were ports with 14 to 15 per cent. increase in their earnings. He recalled that four or five years ago he said that if they could get earnings settled, working conditions and all that implied—holidays, pensions, etc.—should be the next automatic step. "As to whether it is a victory, I can only leave it to your judgment," he added.

"I will stick my neck out here," said Mr. D. PERRY, "in asserting that it was a victory for the pilots, but it was not a clear-cut victory."

Mr. BENNETT said that the men from compulsory and those from non-compulsory ports were bound to have different views. He wished they would let alone "acts of pilotage." How could they compare the Barry pilotage district with London or the Humber, or even Cardiff, their nearest port only ten miles away?

Mr. CHAMBERS argued that the number of acts of pilotage constituted the amount of work they did, the two were linked for ever and ever. The number of acts of pilotage, and the number of ships must always be coupled with eventual earnings.

Mr. TAYLOR pointed out that while the five main stations in the London District were on the same level, the acts of pilotage per man per year were:—

Channel	.....	100
Cinque Ports	.....	86
River	.....	236
Medway	.....	200
North Channel	.....	113

The agreement with Trinity House on these figures some two years ago when they had an increase of rates was even more important than the increase itself. The number of acts of pilotage even on the same salary could be related to each other pro rata, and the delegates should instruct the Executive to go ahead working on the number of acts of pilotage for each port.

The CHAIRMAN said that would be very difficult, but if a port had reason to complain, the General Secretary should be given information so that the Association could take proper action.

Mr. BALMAIN quoted from Mr. Griffiths regarding the concern which had been expressed in some quarters on the question of pooling in the London River. Who

expressed this concern and on whose behalf? "I hope they have not had to resort to tranquillisers," he added. "Although a domestic matter the vast majority of London River pilots are in favour of the implementation of the Letch Report so any anxieties expressed on our behalf are purely misguided."

The CHAIRMAN: Your statement has been received. (Laughter).

"We started Conference on a self-satisfied note," said Mr. D. PERRY. "We ought to try to make some suggestions as to how else things can be tied up before it comes under review (the Letch scheme). I don't know whether we should have more or less pilots, but I suggest the Executive should set up some sort of sub-committee to examine the difficult question of acts of pilotage to earnings, so that when the proper time comes application may be made for increased rates."

The SECRETARY said that in the ordinary course of events the normal action to be taken if earnings fell out of the agreed toleration margin was to bring them back within the margin and numbers should not be touched. The Executive and those who sat on the negotiating committee kept in mind the vital necessity of linking any agreed level of earnings with the work done by the pilots, but they were unqualified to express any view as to what would be normal work for any port. Repeatedly they had stressed that earnings were related to the proper number of pilots.

Mr. BERRY pictured a situation where five fewer pilots were needed. "They could not take them out and shoot them," he said, "but when the rates were adjusted to bring earnings inside the margin they would be told that on the retirement of so and so next year the vacancy would not be filled. He could see that happening not only in one place he knew in the British Isles." When Mr. Berry asked if the U.K.P.A. would support those pilots, Mr. Griffiths replied "most certainly."

Mr. MARSHALL described himself as coming from one of the ports not satisfied with the Letch Report. He saw quite a few snags in it and was surprised that others had not been on their feet about them. He asked if there was a fear in some ports that masters and some colliers might do without pilots, and mentioned one case where it was stated the ships would take a pilot only one way.

Mr. HARDY said they could not be satisfied until their bye-laws had been implemented, and how long that would take he didn't know.

At this stage, Mr. SPENCER in characteristic fashion declared: "Like every other Conference we are going round and round and getting nowhere. We shall get into a worse state than we were in trying to put them into groups. Go back and work out what time you are on duty and send back the information for the Executive to work on from there."

This was the opportune moment for Mr. SWINBURNE without further ado to propose "we accept the Report for the time being."

Mr. TAYLOR promptly seconded.

The motion was carried and so ended the debate on the Letch Report.

FINANCE

The Balance Sheet and Accounts for the year ending December 31, 1956, which were printed in the September issue of *The Pilot*, were submitted by the Hon. Treasurer, Mr. WYNN—the first occasion on which he had done so. He referred to the increase in the expenditure by £944 and said it was largely due to the number of meetings that had to be held in connection with the negotiations, and of course, the rising cost of everything. Meetings alone accounted for £827 of the increase which was not surprising in view of their protracted character. He was hoping to be able to say that they had passed through that period without having to dig too deeply into the old sea chest, but he had changed his views because after Conference there would be a tremendous lot to do. There were the affairs of the 17 smaller ports to be settled, and they could not expect those ports to send delegates to London because the stations would cease to exist while they were here. It would mean a lot of travelling for Mr. Griffiths and probably Mr. Tate. There had been an increase of 27 members, but thanks to that and the increased subscription there was a surplus for the year of £370 which was roughly £200 more than in the previous year, but in these days it would not go far. On the other side of the account they still had a little item "subscriptions in arrears." From year to year this figure seemed very constant. The money turned up in the end, but always too late for inclusion in the current balance sheet, and he appealed to all secretaries to get subscriptions in by the end of the financial year.

Mr. WYNN also referred to the retired pilots, one of whom they were pleased to see at the Conference, and he asked delegates to encourage retired men to remain with the Association paying the 5s. fee for which they would receive *The Pilot* and be kept in touch with old colleagues.

Replying to Mr. DUNCAN who asked if the payment of the 5s. would entitle a man to come to Conference, Mr. WYNN said it would but he could not vote.

Mr. DUNCAN suggested that the fee should be raised to help make the Association a paying concern, but Mr. TAYLOR opposed this on the ground that a retired pilot who had been sufficiently interested in the Association to continue as an honorary member had paid enough to have an extra "piece of pie."

The report was adopted and Conference rose for the day.

RESOLUTIONS

The first business on the morning of the second day were the resolutions on the agenda.

Mr. D. PERRY on behalf of London River moved:

That this Association expresses concern at the increasing number of masters of exempt vessels and in particular those belonging to nationalised undertakings doing their own pilotage at the expense of pilots in general the result of which can only eventually add to the expenses of the owners of the vessels which are subject to compulsory pilotage.

This was seconded by Mr. CHAMBERS and carried unanimously.

The matter, Mr. PERRY said, was closely tied up with many of the points discussed on the previous day, and the problem was becoming more important in the light of current events. It was most appropriate that the resolution should come from London River because they were the one big station which shared the problem with so many of the smaller ports. Mr. Perry emphasised that any observations he made were no reflection on the ability of their good friends who were masters of exempt ships. In fact, there was nobody more qualified than the pilots to appreciate their ability. The pilotage service drew from their ranks and understood their problems just as well as those of the pilots. Any appreciable increase in the practice would result in serious risks for ships and installations. The pilotage service must be maintained night and day and at times the exempt ships were dependent upon that service. If there were any appreciable dropping off of the exempt work it would be a special circumstance and the pilots would be justified in applying for their rates and conditions to be brought up to the level of those stations which were purely compulsory. The affairs of a privately owned shipping company were their own, but those of the nationalised industries concerned them all—the vessels were public property. He felt in the circumstances the pilotage committee of M.P.'s should consider the matter. The first point was, whereas most of the masters of nationalised ships were extremely competent, they could not fulfil all their duties under the Merchant Shipping Act and remain sufficiently alert to do their own work and that of two or three pilots as well. The second point was that there were people who were likely to be deprived of their livelihood without any saving to the national purse. The pilotage service was acknowledged to be a vital part of industry, and it was only right that the nationalised concerns should pay their share towards that service and not throw the full expense on compulsory ships. It was illogical that there should be any such thing as an exempt ship. These masters were not subject

to supervision, and there was nothing to stop a man who was not physically fit holding a pilotage certificate. The remedy was that when owners applied for exemption of a ship it should be the duty of the Pilotage Authority to see that the person who was going to pilot that ship should be physically fit, and what experience he had had. He should also make return of all pilotage money he received and poundage should be paid on it.

The CHAIRMAN said that we are fully alive to this matter. He promised that the Executive would take it up and pursue it with the utmost vigour.

Mr. BENNETT said that although Barry was not a compulsory port they supported the resolution. The State-owned ships had practically kept the port going for many years. In those cases where the master did the piloting they could not prove what he received for it. He also pointed out that a master was examined before he received his pilot's certificate.

Mr. PERRY after pointing out that ports like Shoreham were dependent upon exempt ships asked that the Association should make the approach to the Minister on their behalf.

The CHAIRMAN: The obvious choice is the President.

TO SPEED-UP BYE LAWS

There were two resolutions on the agenda in the name of Gourcock. The first of these urging the formation of a consultative body led to considerable discussion, and an amendment was proposed, but ultimately both resolution and amendment were withdrawn in favour of a motion proposed by Mr. Tate.

That the Executive Committee support the suggestions (a) and (c) advanced by the Pilotage Department of the Trinity House to speed up the machinery for confirming bye-laws but that the time limit of 14 days in proposal (b) be extended to 21 days, and that if objections are substantiated within that time, the promoters be given 14 days within which to make their comments upon the objections. (The Trinity House suggestions were quoted by Mr. Griffiths in his report page 13).

The Gourcock resolution as moved by Mr. MACLEAN was:

That a consultative body be formed of all interested parties, i.e. U.K.P.A., Union, Chamber of Shipping, Ministry of Transport, and representatives of Trinity House and Pilotage Authorities, so that any alterations in the National Maritime Board rates of pay which affect earnings under the Port Grouping Scheme can be mutually agreed and implemented without delay. Also that pilots be represented on the National Maritime Board.

He said that the Clyde pilots felt that a certain amount had been accomplished through unity in bringing about the Letch Report. It was now time that they had a central pilotage authority, and there was none better than Trinity House. The lesson from the complaints which had been voiced turned on one thing, inefficient Authorities. On the Clyde they were fairly happy, but they knew that their Authority was not efficient because they were not thinking of the well-being of the service as a whole. Incidentally, Mr. MacLean said, the Humber had the full sympathy of the Clyde pilots.

Mr. COATES seconded the resolution and Mr. MAIN supporting it said that if the pilots were represented on the N.M.B., advanced knowledge of impending alterations in rates of pay and the date of an application would be known. The percentage alterations could then be mutually agreed by the proposed consultative body.

Mr. LEVACK said that this would be an additional cog in the machinery which would not expedite matters. The pilots were a relatively small body, and it was most unlikely that a special panel of the N.M.B. could be instituted. It would be useless for them to be admitted to the masters' panel which was concerned with bettering conditions at sea. It would be a loss of face for the pilots to join the officers' panel. He moved as an amendment:

That instead of seeking to form a new consultative body, the object could be better achieved by speeding up existing machinery and that consideration be given to the suggestions by the Trinity House Pilotage Department for shortening the length of advertised time and setting a time limit for all objections.

Mr. GLASBORROW seconded.

The CHAIRMAN said that although they subsequently settled at $7\frac{1}{2}$ per cent. some of the N.M.B. rises were very complicated. He felt there was a need of some liaison, because the Chamber of Shipping had quick access to information.

Mr. INNES asked if they really wanted a consultative body, or did they wish to wait two years. There was a strong possibility that they might find somebody else taking charge and becoming a consultative body over them. "It would be a grievous error to sit back two years," he added, "it is what we do now that will determine our livelihood for the rest of our lives."

Mr. WYNN questioned whether 14 days for the substantiation of an objection was long enough; he suggested a month.

Mr. SLADE quoted Cardiff's experience with the Chamber of Shipping on this point. They were kept waiting four months and actually had an increase before the Chamber substantiated their objection.

Mr. CHASE said that if they were going to carry on with the new conception they should put their house in order. Why maintain the old system? Why not set up machinery so that they could take full advantage of what they had gained?

Mr. GRIFFITHS pointed out that Mr. Levack's proposal was not an amendment at all and as regards the resolution, the Ministry of Transport was not an "interested party." The Minister was an entirely disinterested party and certainly would not serve on any body which had to do with pilotage rates because in the event of a dispute he was the arbitrator and could not join in the battle as well.

Mr. DUNCAN asked if Conference knew where they were getting to in the amendment. At the 1956 Conference there was a resolution that they should have a general meeting of all the pilots in London. The River men objected on the ground that they were not authorised to vote on something not on the agenda. How many at the Conference had any authority to vote on the present proposal?

The CHAIRMAN said that the resolution was in two parts. The main object was to expedite the transference of an award into terms that could apply to the pilots and the second point was that they should have some say on the central body. Up to the present there had been no machinery whereby the two bodies representing pilots were officially informed on a variation in the relative scales of merchant seamen. The recent variation was noticed in a newspaper by someone. That was most unsatisfactory. There was a very simple and straightforward remedy; a letter could be sent jointly from Mr. Griffiths, Mr. O'Leary and Mr. Gorick to the National Maritime Board asking that the three interested parties should be notified of a variation. The proposed consultative body would be unwieldy. The recent $7\frac{1}{2}$ per cent. increase was obtained quickly and efficiently by direct negotiation. Mr. TATE added that the Executive Committee were fully aware of the intention behind the resolution and amendment, but he asked that they should be withdrawn so that the motion drafted by Mr. Griffiths could be put to Conference.

This course was followed and the new resolution moved by Mr. TATE. It was seconded by Mr. D. PERRY and carried. Three delegates voted against and there were six absentions.

PENSIONS

The second resolution in the name of Gourcock led to an unusual position. It was as follows:

That the formation of a National Pension Fund for Pilots is a matter of urgency and that the Executive Committee be instructed to formulate plans for its creation and

explore the possibility of incorporation with The Merchant Navy Officers' Pension Fund.

It was moved by Mr. McCULLUM and seconded by Mr. LEVACK.

After considerable discussion it was defeated by a narrow majority—For 27; Against 31.

Then in this amended form it was moved by Mr. GARNER, seconded by Mr. BENNETT and adopted:

That the formation of a national pension policy for pilots is a matter of urgency and that the Executive Committee be instructed to formulate plans for its creation.

On the original motion, Mr. PAGE who is an authority on pension matters asked Conference to regard his remarks as purely personal. He said that he had been trying to get information from the ports as to the size of their pensions and the balances in their Benefit Funds. There would be great difficulty in making one fund. In some ports the benefit fund had no capital, but in the majority of ports it had, the total amounting to some millions of pounds. The amount varied from about £3,000 per head of licensed pilots to absolutely nothing. The Authorities employed an actuary who would not let the pilots do what they liked with the capital. The shipowners were very interested and there was a genuine desire to see a pension scheme for pilots, but he was told that there might be objections if the pilots wanted to put it too high. The direct contribution from gross earnings was now about 7 per cent. and if the pilots tried to enlarge the funds by making it 10 per cent. there might be some objection from the shipowners.

Mr. PAGE was anxious to know on what the actuaries based their calculations and said that they must be educated up to the fact that there was a guaranteed income from pilotage. The actuaries would say that a port might dry up. If pilotage ceased, shipping would cease and the country would cease. He went on to say that in the working life of those now over 50 they would not get the amalgamation of the funds into one central fund. A national fund could be established as a secondary pension fund. Pilots who so desired could subscribe and obtain income tax allowance on their contributions. As far as the Merchant Navy Officers' Pension Fund was concerned, the majority of new entrants to the pilotage services had probably been members and they could have deferred pensions under the scheme which in 10 or 15 years would bear fruit. It would be foolish for any man to draw his money out.

The CHAIRMAN said that the advice given by the actuaries was precisely what the Authorities wanted them to give. He endorsed Mr. Page's remarks about the shipowners being interested in pensions for pilots; it was

recommended in the Letch Committee's report that the matter should be investigated.

"I like to say," Mr. TATE continued, "what do I want in the way of a pension, not what will drop on me and not what the actuary is prepared to give me. What do you reasonably minded people want? You know the level of your earnings; what is a reasonable pension on those earnings? The Executive Committee are prepared to go to the Chamber of Shipping and say boldly, 'We want this pension.' As a first step, instead of educating the actuary, make a demand to stabilise the rate of contribution paid throughout the country."

Mr. DUNCAN said it took Sir Robert Letch to tell them what they wanted. If the delegates were asked how much pension they wanted it would be found that there are 99 different opinions.

Mr. BERRY told the delegates about the pension position on the Humber.

Mr. CHASE thought that a pilot after 25 years' service should receive 50 per cent. of his income and if he worked longer it should be more.

Mr. BENNETT maintained that the pension fund was built up by pilots' money and was not paid by the shipowners. No matter what port a pilot came from, whether small or London itself, he was entitled to an adequate pension which should be two-thirds of his earnings. They would never get a sound pension scheme out of the present benefit funds because they ran up against the actuaries. The only way to get an adequate pension was by contribution to a subsidiary or separate fund.

The little argument as to who really paid the contribution to the benefit fund continued and eventually the resolution was put to Conference and defeated.

After the vote Mr. PAGE reminded Conference that Mr. Tate's resolution which came before Conference in 1955 still stood.

(The resolution as amended by that Conference and adopted without opposition was as follows:

That the Executive Committee of the U.K.P.A. shall explore the conditions that at present exist throughout the country in relation to pension and benefit funds with a view to presenting proposals for a scheme on a national basis by the amalgamation of all capital sums now standing to the credit of those funds and by the establishment of direct contributions from shipowners and pilots alike).

Mr. PAGE pointed out that the difficulty was the terribly short time a pilot had to contribute for his pension. His lifetime as a pilot might be 30 years, but in an ordinary job one might start at 18 and go on until 65. "Never mind who pays it," Mr. PAGE added, "but get the young people to agree that a contribution should be set aside for pensions."

Then Mr. GARNER, "as a member, apart from being a delegate," moved the Gourcock resolution with "policy" substituted for "fund" and ending at the word "creation," which Conference accepted.

RULES

The next item on the agenda was "Rules—reprint."

Mr. GRIFFITHS explained that the time had come when they had practically run out of rule books and a reprint was necessary. It, therefore, seemed the appropriate moment at which to introduce a few minor amendments.

As everyone knew, he continued, the Association for some time had had as treasurer, a retired pilot, Mr. Webb, but when he retired Mr. Wynn was appointed and as a member of the Executive attended in two capacities. The arrangement saved a considerable sum of money. He accordingly suggested the deletion of the sentence at the end of Rule 7 which at present reads: "The office of Treasurer and Secretary may be held by the same person," the deletion of the words in brackets in the second paragraph of Rule 8 and the addition of the words "or Treasurer" after "Vice-President" in the last sentence of the same Rule.

Rule 14 provided for the payment of certain expenses and Mr. GRIFFITHS reminded the delegates that the 1955 Conference increased the daily allowance to £3. The same rule stipulated third-class railway fare and saloon on steamer. Having regard to the work the Executive did and the status of pilots he suggested Conference might approve of first-class travel and that "saloon fare" be deleted.

On the proposition of Mr. WYNN, seconded by Mr. BERRY, Rule 23 was suspended for the purpose of the vote.

Conference then adopted the suggestions put forward by Mr. Griffiths.

Mr. SWINBURNE said that quite a number of other alterations for the benefit of the Executive might be brought up.

Mr. GRIFFITHS: I shall be delighted to receive any proposals to go before Conference next year.

1958 CONFERENCE

On the proposition of Mr. ROBERTS it was agreed that the 1958 Conference should be held in London.

Conference then adjourned until the afternoon.

ELECTIONS

On resuming, Conference without a lot of speech-making quickly dealt with the elections.

SIR PETER MACDONALD was re-elected PRESIDENT on the motion of Mr. BENNETT, seconded by Mr. SPENCER.

Mr. INNES had what he called "a very temporary step-up" to the chair while Mr. TATE was re-elected senior vice-president on the proposition of Mr. BENNETT, seconded by Mr. BERRY.

Mr. WYNN, re-elected junior vice-president (proposer Mr. DUNCAN, seconder Mr. CAR-RUTHERS) said he had a fairly easy job; all he had to do was to keep the senior vice-president in order!

Mr. FIFE moved the re-election of Messrs. CATTON and PEAD as trustees and to fill the third position, vacant through the death of George Brewer, Mr. WYNN proposed Mr. ALEC HOLLAND. This was seconded by Mr. PERCY and cordially received. The three appointments were approved.

Mr. GARNER suggested amid laughter that the new trustee should identify himself.

Although a familiar figure, Mr. HOLLAND obliged by standing and said he was gratified that he could figure on the first page of *The Pilot* among the nob! He thanked Conference for electing him and said he would be pleased to do what he could for the Association.

Mr. DUNCAN proposed and Mr. HARRIS seconded the re-appointment of Mr. J. B. WATLING as Auditor which was agreed to.

"This is to save money for the Association" said Mr. WYNN when he was re-elected treasurer. "I will do my best to keep the finances right."

MESSRS. EAGLE, HOLLAND and CAMPBELL were appointed tellers for the ballot for four vacancies on the Executive Committee. The result of the ballot was:

D. GRAINGER (Humber)	48
S. GREEN (Barrow)	47
D. MAIN (Gourock)	47
W. C. DUNCAN (Cinque Ports)	45

J. P. BENNETT (Barry)

The re-election of Mr. GRIFFITHS as solicitor (the position of General Secretary is not an annual appointment) was proposed by Mr. T. MORGAN, seconded in a dozen places and promptly carried.

Mr. BENNETT raised a point regarding the Secretary's annual report at this juncture and suggested that as it was circulated in advance it might be taken as read, thus sparing Mr. Griffiths the ordeal of reading it and saving the time of the Conference.

Mr. GRAINGER mentioned that the reading of the report by Mr. Griffiths this year took 50 minutes.

Mr. PAGE suggested that it would be more in order if at Conference the Chairman asked the delegates whether they wished to have the report read out.

Mr. BENNETT agreed.

A vote of thanks to the Editor of *The Pilot* once again gave him the opportunity of appealing to the ports to send him news items about the services and the men who run them. Even weddings and family additions can yield paragraphs. (His address is "among the nobs," to quote Mr. Holland, on the cover of *The Pilot*).

"ANY OTHER BUSINESS"

Mr. WILKINSON thanked the Executive for the help given in a Sunderland case.

Mr. CHAMBERS put another point which might affect quite a number of ports. It related to ports divided by the pilotage area and the dock area where a licensed pilot also

did the docking. At the end of the year it might be found that that man's figures exceeded the toleration margin. As a result of that one man's action had the shipowners a case for reducing the earnings of the pilots?

The CHAIRMAN asked Mr. Chambers to write to the Association more fully on the point.

At the close of the proceedings, Mr. GREEN referred to the conversations which had taken place with Union representatives regarding closer liaison between the two organisations. He said that it was found that the difference of opinion was too great for anything to be achieved but he had had a letter from Mr. Herbert of Liverpool wishing them all the best and hoping that the ground-work which had been done would not be lost so that at some time they could continue their deliberations and ultimately become one body.

That concluded the business and the CHAIRMAN, declaring the Conference closed, said "In my short experience it is the quietest Conference I have attended. Thank you very much."

TWO EXECUTIVE MEETINGS

ALL the members of the Executive Committee attended the usual pre-Conference meeting on the afternoon of October 1st.

The Committee received Messrs. B. H. PERRY and A. AYRE as a deputation from the Goole pilots who expressed grave concern if the recommendation in the Letch Report (par. 4) for raising the exemption limit on the Humber was to be applied to Goole.

Mr. GRIFFITHS said that every person in the room would be extremely sympathetic with the Goole pilots in their opposition to the application of the increased exemption to their waters. He assured them that the objection was very much in the minds of their representatives on the Letch Committee, but the most delicate stage had been reached in the negotiations and in order to get a national settlement at all Mr. TATE and he were obliged, not to sell the Goole pilots "down the line," but to accept a compromise. They had only done so after making certain investigations as a result of which they had felt confident that the Conservancy Board would have been ready to act in accordance with the obvious intention of this particular proposal and confine the change to the Lower Humber.

Mr. D. H. Tate (in the chair) assured the delegation that the whole of the Executive and Mr. Griffiths were behind the Goole pilots, as the action of the Authority, in the light of the advice they had received from the Ministry, was wholly unnecessary.

Mr. WYNN, as honorary treasurer, reported on the finances of the Association, and also announced that since the last Conference there had been a net increase in membership of 26, the total now being 830. He mentioned that

the problems of arrears were still with them, and two ports had been in arrears for over two years.

It was agreed to communicate with those ports and ask for a decision in writing as to whether they wished to remain in membership.

The Committee agreed to pay the legal expenses amounting to ten guineas in a case concerning a Tees pilot.

Other matters discussed were the Conference arrangements, Tyne's dissatisfaction with their level of earnings as recommended in the Letch Report, and the position of the small ports.

Immediately after Conference the Executive Committee met. All the members were present and Mr. TATE, in the chair, welcomed the new member, Mr. DUNCAN.

The Committee agreed to increase the Association's subscription to the Honourable Company of Master Mariners from 10 to 20 guineas.

Mr. GRIFFITHS said that he would be in touch with Mr. Tate about the small ports and they must also get on with the problem of pensions. With regard to the latter he would prepare a detailed statement so that they would have a comparison of the ports in convenient form. They would then have to consider what action could be taken port by port.

The Finance Committee consisting of the two vice-presidents and Mr. SLADE was re-elected.

The date of the next meeting was left open.

THREE CONFERENCE RECEPTIONS

ON the eve of Conference the officers were the guests of the Chamber of Shipping of the United Kingdom at a reception in the Queen's Room at the Baltic Exchange. They were cordially received by the President of the Chamber, Viscount Simon, C.M.G. The hosts and their other guests representing various interests in the shipping world were soon on the best of terms with the pilots, and the occasion provided a most enjoyable and auspicious beginning to a memorable Conference.

The following evening the U.K.P.A. held their own reception on board the *Wellington* at which they were once again honoured by the presence of many distinguished guests. This function brought the delegates and their wives into touch with old and new friends from official and shipping circles.

The following guests were invited:—

Sir Robert Letch.

Ministry of Transport and Civil Aviation: Sir Gilmour Jenkins, K.C.B., K.B.E., M.C., P. Faulkner, C.B., Miss M. B. A. Churchard, O.B.E., R. W. N. B. Gilling, A. Broadley, O.B.E., D. S. R. Nobes, Miss P. R. Creeth, Mr. R. C. Williams.

Trinity House: Capt. Sir Gerald Curteis, K.C.V.O., R.N., Capt. G. C. H. Noakes, R.D., R.N.R., Capt. G. P. McCraith, Capt. K. McM. Drake, R.D., R.N.R., Capt. T. A. Sergeant, R.D., R.N.R., Messrs. T. H. Burleigh, M.A., R. S. McLernon, O.B.E., S. Rawlings Smith, O.B.E., M.Inst.T., E. Babbs, A. Dickson Blake.

Chamber of Shipping of the United Kingdom, Viscount Simon, C.M.G., Mr. R. D. Ropner, Sir John Gibson Graham, M.C.

Members of the Chamber's Pilotage Committee: Messrs. W. Comben Longstaff, E. W. Evans, W. J. Everard, C.B.E., A. S. C. Hulton Capt. R. R. Kippen, C.B.E., Messrs. H. H. Lewis, G. Powell, Capt. J. L. Watson.

Sir John Fisher, Messrs. W. MacGillivray, Ian Hooper, G. Hinton, G. Milling, Frank Atkinson, O.B.E., J. H. Bennett, K. W. Black, J. R. Cowper, O.B.E., J. H. Haworth, Alderman Frederick Jones, J.P., Messrs. Leslie Mann, J. L. May, H. Owen, J. C. Radcliffe, O.B.E., J.P., I. R. S. Salvesen, K. Stoker, Alderman T. Sykes, A. S. Witherington, E. J. K. Goldsmith, F. B. Bolton, M.C. H. G. Sorrell, O.B.E., E. G. Baines, L. C. Eversden, G. S. Baldwin, M.B.E., C. Soord, T.D., A. H. K. Aldred.

Messrs. H. E. Gorick, C.B.E., L. J. H. Horner, J. B. Greenwood, R. C. Oades, Gifford Gordon.

Honourable Company of Master Mariners: Air Chief Marshal Sir Frederick Bowhill, Sir Ernest and Lady Murrant, Capt. J. D. F. Elvish, Capt. C. St. G. Glasson, Mr. W. T. C. Smith.

Sir Peter Macdonald's Guests: Sir Jocelyn Lucas, Mr. and Mrs. Arbuthnot, Mr. and Mrs. John Howard.

Transport and General Workers' Union: Capt. John Clement, Messrs. D. C. Fulton, J. Purvis, R. T. Green and T. O'Leary, National Docks Group Secretary.

Others invited included Sir John and Lady Inskip and Miss Inskip, A/Cdr. Lewis and Mrs. Lewis, W/Cdr. Webb, Mrs. C. Howard, Messrs. B. C. Webb, H. B. Eagle, J. Basil Watling.

After Conference came the reception at Trinity House to meet the President, Officers and Executive members of the U.K.P.A. These most delightful receptions with which the Elder Brethren have so kindly wound up the annual Conference in recent years have always been very enjoyable functions but this one made history, the invitations being widened to include the ladies.

The guests were received by the Deputy Master, Sir Gerald Curteis, K.C.V.O., R.N. (Rtd.), with whom were the following Elder Brethren: Captains G. C. H. Noakes, R.D., R.N.R. (Retd.), (chairman, Pilotage Committee), W. R. Chaplain, C. St. G. Glasson, D. Dunn, K. McM. Drake, R.D., G. P. McCraith.

Trinity House officials present were: Mr. T. H. Burleigh, M.A., secretary; Mr. R. S. McLernon, O.B.E., deputy secretary; Mr. P. W. Hunt, M.I.C.E., engineer-in-chief; Mr. W. D. Seaman, surveyor of shipping; Mr. A. W. Nicholls, principal, Lights Department; Mr. G. D. D'Ombain, A.C.A., principal, Corporate Department; Mr. S. Rawlings Smith, O.B.E., M.Inst.T., principal, Pilotage Department; Mr. V. G. Stamp, deputy principal, Corporate Department; Mr. E. Babbs, deputy principal, Pilotage Department; Mr. A. R. W. Ransley, public relations officer.

London Pilotage Committee were represented by Messrs. W. MacGillivray and G. Milling, M.A. (shipowners' representatives), and Messrs. W. J. Glassborow, R. V. Palmer, H. A. Garner, M.B.E., D. Perry, D.S.C. (pilot representatives).

From the Ministry of Transport and Civil Aviation came Miss M. B. A. Churchard, O.B.E., under secretary, and Mr. A. Broadley, O.B.E. chief executive officer, and from the Chamber of Shipping, Sir J. Gibson Graham, M.C., chairman, Pilotage Committee; Messrs. H. E. Gorick, C.B.E., general manager; L. J. H. Horner, assistant general manager; J. B. Greenwood, secretary, Pilotage Committee.

Other guests included Mr. A. Dickson Blake former principal, Pilotage Department.

REPORT OF THE COMMITTEE ON PILOTS' EARNINGS UNDER THE CHAIRMANSHIP OF SIR ROBERT LETCH

1. In January, 1957, a meeting was convened by the Ministry of Transport and Civil Aviation, on the joint initiative of the Chamber of Shipping of the United Kingdom and the Liverpool Steam Ship Owners' Association, representing the shipowners, and the United Kingdom Pilots' Association and the Transport and General Workers' Union, representing the pilots. It was then agreed that the four organisations would take part in discussions, under my chairmanship, in a renewed attempt to reach a settlement on the question of the level of earnings of pilots at the main ports in the United Kingdom and several meetings have since been held. It was explained at the outset that, over a long period, the parties had endeavoured to find a solution by reference to the National Maritime Board scales of pay related to a "representative" or "notional" ship for each district but that, despite the best of goodwill, the discussions had revealed the great difficulty of settling such a complicated problem by a simple formula to be applied nationally. This conclusion was not surprising, bearing in mind that rates and conditions of pilotage have been built up piecemeal over many years in circumstances which vary from one district to another.

2. The Committee reviewed in detail the proposals made in the past and then considered the matter afresh for individual districts and I am glad to say that the four organisations have now agreed to subscribe to this report and to the recommendations to the Pilotage Authorities which it contains.

3. In the following table are set out thirty-two pilotage districts (or stations within districts) in the United Kingdom and the recommended net earnings for the first class or equivalent status of pilots. Retainers paid to choice pilots have been excluded but otherwise the figures include the various sources of income customarily brought into account in assessing the net earnings for the particular district or station. It should

be emphasised that a basic condition of the recommendations is that the number of pilots licensed by the Pilotage Authority shall be in fact the proper number and the rates should be fixed (and adjusted as occasion requires) to produce for that number of pilots the level of net earnings recommended. It follows that, in any district where there are too few pilots, earnings may be above the recommended figure until the pilots have been brought up to strength or, conversely, that where the number of pilots exceeds that which the traffic and circumstances of the district can reasonably justify, the pilots may earn less than the recommended figure until their number has fallen to the appropriate level.

	Per Annum
	£
Aberdeen	1,050
Barrow	1,250
Barry	1,200
Belfast	1,300
Blyth	1,100
Bristol	1,500
Cardiff	1,200
Clyde	1,650
Dundee	1,050
Falmouth (Sea)	1,500
Goole	1,300
Grangemouth (including Bo'ness)	1,225
Hartlepool	1,050
Hull	1,400
Ipswich	1,100
Isle of Wight (In)	1,575
Isle of Wight (Out)	1,825
Leith	1,225
Liverpool	1,550
London	1,850
Londonderry	950
Manchester	1,450
Methil	1,050
Newport	1,300
Plymouth	1,100
Port Talbot	1,200
Preston	1,200
Seaham	1,000
Sunderland	1,150
Swansea	1,550
Tees	1,500
Tyne	1,150

4. In the case of Hull, the Committee have agreed that the recommended figure of £1,400 per annum should be conditional upon steps being taken promptly to raise the existing exemption limit from compulsory pilotage for ships navigating the Lower Humber from 600 gross tons to 1,500 gross tons. If on legal considerations it is not possible, without amendment of the Pilotage Order, to apply an exemption limit to a part of the Humber District, the Committee agree that the recommended increase in the exemption limit should apply throughout the District.

5. The Committee fully appreciate that even normal fluctuations of traffic, with their effect on the number of vessels piloted, make it impossible for the pilotage rates for a district to be fixed so as to produce net earnings at precisely the recommended level. Since one of the main objects of the discussions was to bring about a measure of stability in pilots' earnings, the Committee have considered how to avoid recurring examination of the pilotage rates whenever earnings are rather more or rather less than the recommended level and have agreed that, in the district included in the foregoing list, there should be a margin within which net earnings should be allowed to fluctuate and that this margin should be ten per cent. Where, however, the earnings of the pilots in a district for any calendar year are more than ten per cent. above or more than ten per cent. below the recommended figure (revised as may be necessary in accordance with sub-paragraph (i) of paragraph 6), the pilotage rates should be brought under review in order to consider what adjustments, having regard to all the circumstances, should be made.

6. Apart from any adjustment called for in the circumstances set out in the preceding paragraph, it is implicit in the proposed arrangements that, once the pilotage rates have been fixed to produce the recommended level of earnings for the proper number of pilots, no revision of those rates, designed to

bring about an alteration of that level, should be made or considered except in the following circumstances:—

- (i) A general increase or decrease in the National Maritime Board scales of pay for navigating officers, in which event the recommended level of earnings and the pilotage rates should be adjusted to correspond as closely as possible with that increase or decrease. Whether the foreign-going or home trade scale should be taken as the yardstick would depend on whether the trade in a particular district is predominantly foreign-going or home trade.
- (ii) A substantial change in the character of the trade of a district, *e.g.* if a port is developed as an oil terminal, with the consequent introduction of large tankers, or conversely, if a significant trade ceases at the port.
- (iii) A fundamental change in the sources from which the pilots derive their earnings, being sources customarily taken into account in assessing net earnings for the particular district or station and to which regard has been had in recommending the earnings set out in paragraph 3.

In any case falling within sub-paragraph (ii) or sub-paragraph (iii) above, the reasons for the change should be examined and such adjustments made in the pilotage rates as the circumstances warrant.

7. The Committee hope that the various Pilotage Authorities will give urgent consideration to the recommendations and, where necessary, take steps to revise the pilotage rates as quickly as possible.

8. Coupled with the foregoing recommendations are the following:—

- (i) That an urgent attempt should be made to bring about pooling of earnings at the "compulsory" River Thames and Medway

stations where pooling does not at present exist and where in consequence serious anomalies in earnings of individual pilots arise.

- (ii) That the pilotage station of Bo'ness, for which there is only one licensed pilot, should be amalgamated with that of Grangemouth.
- (iii) That, apart from the obvious case mentioned in (ii), consideration should be given to the desirability of amalgamation in certain other districts in order to secure economic units of administration: to eliminate overlapping and duplication: and to achieve inter-changeability of pilots, making for a more equitable distribution of work. Such amalgamations should not, of course, be based on any rigid geographical formula, and, while recognising local traditions, should have as their sole purpose the realisation of the benefits that would accrue to all concerned.
- (iv) That, wherever practicable, the ownership and administration of pilot cutters should be in the hands of the Pilotage Authority, as the financing of this service should be self-contained and not connected with the earnings of the pilots.
- (v) That Pilotage Authorities should review the adequacy of the arrangements for the provision of pensions or other benefits to pilots.

- (vi) That the Pilotage Authorities, in revising their charges to produce earnings at the level recommended for their districts, should give sympathetic consideration to the coasting trade and bear in mind the fears which have been expressed that any substantial increase in the charges incurred by vessels in this trade, with their frequent visits to ports, would tend to make their continued operation even more difficult.

9. Concessions have been made on both sides to enable overall agreement to be achieved and the four organisations have subscribed to the report on the understanding that none of them will promote or support action which would be at variance with either the spirit or the letter of the recommendations.

10. The recommendations cover about eighty-five per cent. of the licensed pilots in the United Kingdom. The remainder are engaged in many small ports where there are generally less than six pilots and it is considered that it would be preferable for these cases to be dealt with individually on their merits having regard to the widely varying local conditions.

11. The Committee suggest that the arrangements contained in this report should be allowed to continue in operation until 31st December, 1959, whereafter it would be open to the ship-owners' or pilots' organisations subscribing to this report to request a general review.

(Sgd.) ROBERT LETCH, *Chairman.*

Chamber of Shipping of the United Kingdom,

(Sgd.) H. E. GORICK, *General Manager.*

The Liverpool Steam Ship Owners' Association,

(Sgd.) MARTIN HILL, *Secretary.*

The Transport and General Workers' Union,

(Sgd.) T. O'LEARY, *National Docks' Group Secretary.*

United Kingdom Pilots' Association,

(Sgd.) C. D. GRIFFITHS, *General Secretary.*

1st May, 1957.

THE PILOT

Local Secretaries :

Aberdeen	.....	W. A. Gervaise	.....	Aberdeen Harbour Pilots, North Pier, Aberdeen
Ardrossan	.....	R. N. Knox	.....	Pilot Office, The Harbour, Ardrossan
Barrow-in-Furness	.....	S. Green	.....	63, Furness Park Road, Barrow-in-Furness
Barry	.....	F. W. Llanfear	.....	6, Clement Place, Barry, Glam.
Belfast	.....	A. G. Starkey	.....	6, Rosetta Avenue, Ormeau Road, Belfast
Berwick-upon-Tweed	.....	T. N. Richardson	.....	Pier House, Berwick-upon-Tweed
Boston, Lincs.	.....	A. V. Howard	.....	25, Main Ridge, Boston, Lincs.
Brixham	.....	E. J. Mardon	.....	Ridley, Berry Head Road, Brixham
Cardiff	.....	S. L. Duggan	.....	Polwithen, Pen-y-Bryn Road, Cyncoed, Cardiff
Clyde (Gourock)	.....	D. M. Main	.....	Ashtower, 22, Victoria Road, Gourock
Cinque Ports	.....	Robert S. Percy	.....	60, Leybourne Road, Dover
Dartmouth	.....	R. R. Gatzias	.....	24, Lower Street, Dartmouth
Falmouth	.....	E. Carlyon	.....	Pilot Boat Association, 14, Arwenak Street, Falmouth
Fowey	.....	M. Hingeston-Randolph	.....	Lamorna, Fore Street, Polruan-by-Fowey, Cornwall
Glasgow	.....	J. H. Innes	.....	16, Belhaven Terrace, Glasgow, W.2
Gloucester	.....	L. C. Taylor	.....	Pilotage Office, Sharpness, Glos.
Goole	.....	H. Richman	.....	Concord, Thorn Road, Hedon, Hull
Grangemouth	.....	A. McArthur	.....	Pilot Office, The Docks, Grangemouth
Gravesend (Sea)	.....	G. L. Baker	.....	38, Whitehill Lane, Gravesend
Hartlepool	.....	T. Pounder	.....	16, Gladstone Street, Hartlepool.
Harwich	.....	K. C. Davis	.....	9, Queen's Road, Dovercourt
Hull	.....	D. Grainger	.....	Humber Pilots' Society, 50, Queen Street, Hull
Ipswich	.....	W. Steele	.....	45, Dereham Avenue, Ipswich
Isle of Wight (Inw'd)	.....	K. E. Powell	.....	25, Union Street, Ryde
King's Lynn	.....	N. D. Smith	.....	141, Wotton Road, King's Lynn
Leith	.....	G. Duncan	.....	1, Bangholm Villas, Edinburgh
London (River)	.....	J. H. Fife	.....	Saga, 28, Northridge Road, Gravesend
Londonderry	.....	C. M. O'Donnell	.....	3, Oakfield Drive, Londonderry.
Middlesbrough	.....	W. E. Guy	.....	27, Barker Road, Linthorpe, Middlesbrough
Newhaven	.....	W. Cross	.....	62, Hill Crest, Newhaven, Sussex
Penzance	.....	A. de Rauffignac	.....	Pilots' Lookout, South Pier, Newlyn
Plymouth	.....	E. Rogers	.....	Pilot Office, 2, The Barbican, Plymouth
Poole	.....	A. W. James	.....	15, Harbour Hill Crescent, Poole, Dorset
Portsmouth	.....	W. F. N. Quinton	.....	Trinity House Pilots, Victoria Pier, Portsmouth
Port Talbot	.....	E. Hare	.....	8, Bath Street, Port Talbot.
Preston	.....	H. Halsall	.....	Pilotage Office, The Docks, Preston, Lancs.
St. Ives	.....	R. J. Martin	.....	Trewyn, Higher Ayr, St. Ives
Sheerness	.....	G. H. Taylor	.....	56, Minster Road, Sheerness
Shoreham	.....	A. J. Blaker	.....	26, Glebe Close, Southwick, Sussex.
Southampton	.....	K. J. Hutchings	.....	Pilot Office, 18, Queen's Terrace, Southampton
South Shields	.....	R. Marshall	.....	Pilot Office, South Shields
Sunderland	.....	S. Hall	.....	Pilot Office, Old North Pier, Harbour Entrance, Sunderland
Trent	.....	R. Acaster	.....	30, Cranbrook Avenue, Cottingham Road, Hull
Workington (Whitehaven and Maryport)	.....	J. R. Tennant	.....	Brooklyn, Crow Park, Whitehaven, Cumberland
Wisbech	.....	E. M. C. Dale	.....	90, Edinburgh Drive, Wisbech
Yarmouth	.....	C. Bewley	.....	35, Sussex Road, Gorleston-on-Sea, Yarmouth