

# The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

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No. 4. Vol. 22.

November, 1942.

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IN THIS ISSUE.

FULL REPORT

of the

**56th CONFERENCE**

at the

HOLBORN RESTAURANT, LONDON

SEPT. 30th & OCT. 1st, 1942

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Post-War Pilotage Problems

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Head Office of the Association :

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to whom all communications are to be addressed.

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1942-1943 OF THE

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# THE PILOT

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 4. Vol. 22.

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THE 56th conference of the Association was held at the Holborn Restaurant, London, on September 30 and October 1, 1942.

This was the first Conference of the present war and it brought together most of the officers, a considerable number of delegates and some visitors. Nearly every coast was represented and such a gathering was gratifying evidence of the interest taken in the work of the Association.

There were three sessions, two on the opening day and one on the following morning. The Executive Committee met on the afternoon before the Conference and again when it was over. It was a strictly business, even an austerity Conference, and the business was important both in regard to the internal affairs of the Association and to the future of the pilotage service at large. The latter, in the all embracing terms of the agenda, "post-war pilotage problems," held attention for a considerable period and although no concrete proposals were before the delegates, the debate set everybody thinking, which was the main objective.

It is desired that all pilots should be turning these problems over in their minds. The Conference delegates will have told them a good deal and the full report of the debate in the subsequent pages of this issue will, it is hoped, serve as a useful guide in those thoughts and in any discussions at the ports.

We missed the President, but there was news that he was well and serving with his regiment in the Middle East. Sir John brought along two picture postcards he had received from him and one of these, showing Lord Apsley as cheery as ever, is reproduced on another page. He was re-elected President with enthusiasm. Mr. Bernard C. Webb, the senior vice-president, who took the chair throughout and conducted the proceedings to the satisfaction of all, could not get the delegates to listen to his plea that a more accessible man in the office would be better than one from the "backwoods of Arran" and was promptly re-elected, while Mr. George Richardson was retained as the other vice-president. Conference confirmed the Executive's choice of Messrs. Chesterfield and Windass on the Committee and added Mr. Alexander Love, son of a familiar figure of former years.

This issue of "The Pilot" is not making its appearance as soon as we desired for a variety of reasons. Owing to the exceptional nature of some of the matters discussed the editorial treatment called for particular care and Sir John Inskip also gave the notes most careful consideration. In its final form, however, it presents a full and true account

of the discussion; nothing of consequence has been omitted. We have dispensed with the usual index because different aspects of the topics were introduced from time to time in the discussion but a generous use of heading will enable readers to find the various subjects in the proceedings.

When the Conference opened the members of the Executive present were:—

Messrs. J. J. Jones (Cardiff), J. H. A. Smith (Isle of Wight Outward), M. M. Marshall (Tyne), J. A. Sparrow (Gravesend Sea), H. B. Eagle (Isle of Wight Outward), G. Windass (London River), and F. S. Chesterfield (Humber). Trustee: Mr. W. T. Small. Secretary and Solicitor: Sir John H. Inskip, K.B.E.

The following were delegates:—

Barry—Messrs. A. Woodward and J. P. Bennett.

Cardiff—Messrs. C. R. Hinds, H. G. Pead and S. T. White.

Cinque Ports—Messrs. Edward J. Peskett, N. A. Line and E. T. Day.

Dundee—Mr. Norman O. Dew.

Glasgow—Mr. Alexander A. Love  
Gravesend River—Messrs. A. J. Bray,

H. J. Wynn and H. J. Wynn, Junr.

Gravesend Sea—Messrs. F. R. Goldsmith,

C. S. Dendy and M. Bousfield.

Humber—Mr. G. S. Ward.

Isle of Wight—Mr. L. W. Akerman.

North Channel—Messrs. T. R. R. Letten and H. Robinson.

Port Talbot—Mr. H. A. Gunn.

Preston—Mr. William Coward.

Swansea—Mr. S. J. Hanson.

Tyne—Messrs. R. Phillips, E. Ramsey, R. Young, R. S. Shewan and R. A. Cowell.

The following attended as visitors:—

Messrs. G. M. Brewer (Cinque Ports), Raymond Powell (Barry), T. Flinn (Gravesend Sea) and D. Watson (Gravesend Sea).

Many ports had written expressing regret that it was not possible to spare a pilot to attend the Conference and wishing the Association all success.

Opening the proceedings the Chairman said: In the absence of Lord Apsley, who is with his regiment in the Middle East, I extend a hearty welcome to you, especially as so many have come.

At the Chairman's suggestion, Conference stood for a few moments as "a silent farewell to those who had gone out." Mr. Webb named some of those who had gone—"our old friend Dick Lewis" and "Stone of the 'Umbur."

The General Secretary then read his report.

# PILOTS IN THE FRONT LINE

## Problems of War Time and Possibilities when Peace Returns

By SIR JOHN H. INSKIP, K.B.E.

Three years have passed since my last report to Conference, and it will hardly be expected that I should attempt to give you a full report of all the varied activities of this Association during that period.

There has been no Conference and there have been few Executive Meetings, but the questions which have arisen, the matters dealt with and the problems which have been tackled have been more numerous and more difficult than any in previous years since I became your solicitor 28 years ago.

### In the Front Line.

Less than three months after the Newcastle Conference, war was declared, and immediately the pilots found themselves in the front line, and it was soon realised that the holding of Executive Committee meetings would be impracticable. There were one or two, but then came the tremendous happenings of 1940, which at the last moment stopped the conference after all the arrangements had been made. It soon became apparent that Executive Committee meetings for one reason and another could not be held, and a Conference in 1940 and 1941 could hardly expect an attendance which would justify the holding of it.

The attendance at this Conference, so far as I am able to judge from the letters received up to the time of writing this report only a few days before the opening of the Conference, affords some intimation of what it would have been during those anxious months and years. All this has been explained in "The Pilot" and it is a reassuring fact that there has been no request from any port for a meeting of the Executive Committee. If any port thinks that their interests have suffered, then we shall doubtless hear about it before this Conference ends, and in this connection I shall refer later to recent events in Liverpool and Manchester.

### Membership and Finance.

The membership of the Association has kept up remarkably well, if allowance is made for breaking away of

substantial numbers of Liverpool and Manchester Pilots. One port, which during a period of depression had to drop out, has returned and other ports show an increased membership and there are one or two additions to the list of ports which appears in each issue of "The Pilot".

The finances of the Association were never in a more healthy condition, and so far as I am able to judge the Association is in fine fettle and able to face and weather any storm. It has, I think, reason to be proud of its record. When the last war opened the Departmental Committee on Pilotage had not long reported to the Government, and the Pilotage Act had just been passed.

Can anyone who is able to look back to the days prior to the passing of that Act and to compare them with conditions existing today deny that the status and lot of a pilot has been improved beyond measure during this quarter of a century.

There are only a few pilots in this room who know the part which this Association played in the comings and goings and deliberations that took place prior to the Pilotage Act 1913 coming on the Statute Book. But we are more concerned today with the present and the immediate future, and so let me first refer in passing to some of the more important matters which have been engaging my attention during these war years. As this will cover a period of three years, I must not attempt to go into so much detail as I have done with previous reports, neither can I pretend to mention every matter even of general interest which has come before me.

I shall have something to say later in this report about pilots' earnings, although for obvious reasons the kind of detailed information which I should like to give on this important matter is not available for publication.

It is only to be expected that many of the questions which have arisen are the outcome of war conditions, and like every

### The Secretary's Report.

One else the pilot has found plenty of problems. I will deal with these not in order of date or importance, but just as they occur to me.

### Compensation Scheme

One of the first matters which engaged my attention was that of Compensation for War Injuries and Detention, and following quite a lot of correspondence and interviews with one and another, including the Ministry of Shipping and the Ministry of Pensions, the scheme in operation today was arrived at. As you all know, the pension payable to a pilot was fixed by reference to the corresponding naval rank which is based upon the gross tonnage of the ships piloted during the three years or the twelve months preceding the death or injury. It was originally proposed that a fixed period of twelve months should be taken, but this Association pointed out to the Ministry that this would work harshly in those cases where as a direct consequence of the war the size of vessels had diminished with the result that pilots possessing the highest qualifications were now piloting vessels of considerably smaller tonnage than before the outbreak of war, while at other ports the position is reversed.

The concession giving the option of taking either twelve months or three years was then granted; and is, I think, satisfactory in the circumstances, although, of course, if the war drags on this benefit will be of diminishing value.

Other points arise, which I need not particularly mention again in this report, but one of the more important points was, I think, cleared up by an assurance from the Ministry that a pilot is in exactly the same position as a master, who by Section 3 of the Act is entitled to benefit if injury is sustained whilst he is in the service of a British ship for the purpose of taking her or assisting to take her into or out of a port in the British Islands.

It may well be that pilots would be more satisfied with an assured income at a reasonable level commensurate with the amount of work and the responsibility incurred, rather than to face the constant ups and downs and to have hanging over them the perpetual fear that their earnings may be reduced to a level at which they cannot reasonably carry on.

This Association has, I think, been reasonably successful over a long number of years in its efforts to maintain the level of pilots' earnings, not that I am suggest-

ing for one moment that the earnings at every port have been, or are today, at that level. Such is not the case, but the fact remains that a large number of ports have been granted increases during the last three years. It is a significant fact that in not one of the three or four recent applications which have been turned down by the Ministry, including that of Manchester, was this Association consulted before the application was made and not until some time after the application had been rejected by the Chamber of Shipping.

### Association Has Won Respect.

Since the war Pilotage Authorities have perhaps taken a more generous view and have appeared to hold the reins not quite so tightly as in normal times, and I have found much more than the usual amount of willingness on the part of individual shipowners on Pilotage Authorities to favour an application by pilots for an increase.

This Association has never supported blindly an application for an increase in rates, and it has, I think, won the respect and confidence of the Ministry of War Transport and the Chamber of Shipping, and also of the Pilotage Authorities.

It is in the interests of pilots generally that when this Association supports a case this support should carry with it the conviction that the Executive Committee of this Association believes that it is a reasonable one.

There will be many here who can recall occasions when a port has been advised against making an application for an increase and thereby I may perhaps have got myself into disfavour but I am sure that in the end this policy is the right one, and I am emphasising this in my report because I honestly believe that at the back of the minds of most, if not all, of those pilots who have harnessed themselves to some other organisation there is the belief that the other organisation will exercise more power and will be more successful in raising the level of the earnings of pilots at this or that port.

### Looking Ahead.

This brings me to another consideration, and that is what alteration, if any, the pilots would like to see in the way in which their remuneration is fixed and paid. It is hardly to be expected that pilotage administration will remain untouched in the aftermath of the War. Thirty-one years have passed since the Departmental Committee sat and made its report, and 29 years since the Pilotage Act was passed into law. The experience gained over



*The Secretary's Report.*

this period must not be lost and members assembled at this Conference may well think that the time has come for discussing the future of pilotage, whether or not they wish to continue more or less as at present, whether they would be attracted by a more stable income at a reasonable figure, if means could be devised of bringing this about, whether the present system, satisfactory as it has proved to be at some ports, of providing pensions for pilots is all that can be desired not only in the interests of each individual port, but of the general body, and whether, and if so in what respects, they would like to see amendments in the Pilotage Act.

In my view, the time is ripe for a careful consideration of all these questions, and if so, the pilots at every port individually and collectively should consider very carefully and decide in their own minds whether this Association or some other organisation without much, if any, practical experience in pilotage affairs, is best equipped to guide them, to protect their interests and to take part in any deliberations which may follow.

One question which has been in my mind is the choice, not that I am suggesting for a moment that it is a choice which is open to you at the moment, between a continuance of the present administration of pilotage in this country by means of separate local bodies responsible only to the Ministry of War Transport and either a nationalised service or a central authority with local pilotage committees. I am mentioning these alternatives not because I am advocating any change of so important a character, but because our minds must be open to the suggestion that the development of pilotage administration in this country has not perhaps reached its final stage.

**Close The Ranks.**

This Conference, unlike peace time Conference, and is a purely business one and with the evident signs of a certain amount of unrest at two important ports, the time has obviously come to clear the air in certain respects, to state frankly all the problems and the possibilities that are likely to face us, and for the pilots to close their ranks once more in support of an organisation that has surely served them well for more than half a century, and which enjoys, I believe, what is more essential than anything else, the goodwill and confidence, not only of the great bulk of the pilots, but of the Ministry and of the various bodies with whom we have to deal.

**Objections from the Association.**

What was found on perusal of the

Bristol application was that an attempt was being made to ignore a cut which had been made in the Bristol rates a few years ago in order to increase the pre-war level of pilots' earnings for comparison with the current earnings. Now if this had been allowed to happen, what would have been the position of all those ports where the pilots before the war had received not a cut but an increase? Was it not bound to follow if the Bristol argument had prevailed that when it suited the occasion the pre-war earnings at any port in receipt of a percentage increase, and there are many of them, might have their pre-war standard artificially reduced by ignoring the increase. This was one of the matters to which the objection of this Association was registered.

Another point made in support of the Bristol application was that instead of taking the actual earnings of the First Class pilots, which has always been done in cases where there is more than one class, the average earnings of all three classes should be taken. I went very carefully into this, and when it was found that the adoption of this contention would have seriously affected many of the ports where there is more than one class of pilot, the objection of the Association was registered to that particular contention.

I deemed it wise also to emphasise the fact that where additional work was put upon the pilots, as for instance an extension of the docking or berthing work, there should be an increase in the basic rate of pilotage and that a proposal embodied in the Bristol application should not be allowed to interfere with this important right of the pilots to claim an increase in such circumstances.

A fourth point which was taken up in accordance with the well established practice of this Association was to support the contention that if financial assistance is asked specifically for pilot cutters, under whatever ownership, the full accounts and statements should be furnished in support of such an application. To maintain otherwise would be a great mistake because it will be remembered that only in a small minority of cases are pilot cutters owned by the pilots.

**"Wild Talk"—and the Facts.**

It is being said, I know, that this Association torpedoed the Bristol pilots' application for an increase. This complaint, if justified, appears to be in conflict with the contention of the Bristol pilots that the Union to which they allied themselves a few years ago can exercise far greater power than this Association, particularly in the matter of pilotage rates. I am bound to make another observation in this connection, and this is that

*The Secretary's Report.*

it is hardly reasonable for any body of pilots to sever themselves from this Association and then to attempt to control its policy. Perhaps I may be allowed to leave this matter now with the following quotations from my observations on behalf of this Association to the Ministry of War Transport. They are as follows:—

"Therefore this Association follows the Bristol application with great interest and would welcome any intimation that the Ministry is now prepared to consider sympathetically applications for increases so as to bring the earnings of the pilots at every port to at least the pre-war level".....  
"It is hardly necessary for me to add that if on the material figures, all of which have not been disclosed, the Bristol Pilotage Authority can make a case for the proposed increase without sacrificing principles to which this Association attaches great importance, then the present application would have the whole-hearted support of this Association".

I have dealt thus fully with the Bristol case only because of a certain amount of wild talk which is going on and in order to let the other ports in the Bristol Channel know the true position.

**Pilots' Rates.**

Now I come finally to the question of pilots' rates, and wrapped up with it the whole question of post war pilotage administration.

As previously mentioned in this report, the fixing of pilots' remuneration is not an easy matter. For better or for worse pilots' earnings have for a long number of years now been dependent on the number and size of the ships piloted. In the main I think it may be said that the system has worked reasonably well, but it has provided some strange anomalies and, I think, some injustices. It cannot for instance be contended that it is right to maintain a pilotage service at a port where the services of a pilot are necessary and to pay those pilots, if only for a temporary period, something less than 40/- a week.

Only today as I write this report, I have had brought to my notice the case of a pilot at one of the smaller Trinity House Outports, who piloted in the course of last month six small vessels for which he received the total sum of £4 2s. 5d. out of which he had to pay a man to attend on him for boarding and landing.

I quote that case only to support the

submission that the present system of fixing and providing pilots' remuneration calls for review.

It would not be right for me to enter into too much detail with regard to the earnings of the pilots at the various ports, but as many of you will know, I have been for some weeks past collecting information from certain selected ports for the purpose of making a report to the Executive Committee which I did at the last meeting.

This investigation revealed startling variations in the fortunes of not a few ports, and it must be difficult indeed for a pilot to adapt his mode of living to his ever changing financial position. War conditions are, of course, responsible for many anomalies that exist today in the matter of pilots' earnings, but that does not mean that they ought to exist.

**Manchester's Grievance.**

On that matter, in reference to Manchester: as you know many of the Manchester pilots have left this Association and they are aggrieved because they were under the impression that they were excluded from the benefits of the Scheme. I know nothing of that sort. Mr. Evans refers me to a letter written in December 1941, but in February 1942 it was reported in "The Pilot" and to Manchester that an assurance had been obtained from the Ministry that pilots were in precisely the same position under that scheme as any member of the Mercantile Marine. What more the Manchester people expect to get with the assistance of the Transport and General Workers' Union than an assurance of that character I do not know—and that is the only grievance the Manchester pilots have against this Association as far as I know.

**Temporary Pilots.**

Quite early in the war, and indeed before the war, discussions had taken place with regard to the appointment of temporary pilots. To begin with this proposal was looked at somewhat fearfully in certain quarters. A code of bye-laws was formulated and the operation of this emergency service, whilst raising a good many questions, which I have had to deal with from time to time, has, I think, worked satisfactorily. Many of these temporary pilots have joined this Association and are loyal and active supporters of it.

There has been a little difficulty at one or two ports with regard to the amount to be paid by these temporary pilots towards the upkeep and running expenses of the pilot cutters, and a proposal at one port that they should participate in the



*The Secretary's Report.*

Pilots' Benefit Fund had to be dropped. I have not heard recently of any further complications and gather that the war-time system of temporary pilots is working smoothly and satisfactorily.

At some ports the Pilotage Authority has preferred to employ unlicensed men rather than appoint temporary pilots, and I have had considerable correspondence and interviews on this matter. The employment of unlicensed men in a pilotage district is a revolutionary development and indeed a breach of the provisions of the Pilotage Act. Admittedly it is a war time expedient and one which could not operate without the agreement of the licensed pilots who are, of course, entitled to supersede any unlicensed man piloting a vessel within the limits of their district. How far, if at all, a Pilotage Authority should lend itself to an illegal procedure of this kind and invite the licensed pilots to break the law with them even in war conditions, it is very difficult to say. It is possible that all kinds of complications may arise if any vessel in charge of one of these unlicensed men got into trouble, but apparently the Pilotage Authority is content to face this risk. There are such obvious objections to an experiment of this kind that it is just a question whether this Association should not give it further thought.

**Pilots and the Home Guard.**

Quite recently I have been in communication with the Ministry of War Transport with regard to the enrolment of pilots in the Home Guard following an official intimation that it was not proposed to exempt pilots as a class from the provisions of the Home Guard regulations. It seemed difficult to conceive how a man could be in blue one day and khaki the next, and although, as must kharki the next, and although, as must be evident from their record, the pilots wish to play their full part, it is not difficult to foresee certain complications arising. However, the matter has been fully considered by the Ministry and two definite safeguards assured. One is that the commanding officers of the Home Guard units have discretion not to require men to perform the full amount of 48 hours' training for a period of four weeks, and the other is that pilots can be placed in the category of List 1 or List 2, and, further, the Pilotage Authority can where necessary appeal against the enrolment of a pilot. At certain ports the Admiralty may have something to say on this matter, and in any case, this Association has not seen fit to press the Ministry on the matter because it is hardly possible to conceive that the Ministry of War Transport would allow any-

thing to be done which would weaken the efficiency of the pilotage service at any port.

**Firewatching.**

Akin to the above question is one of firewatching, and there the Association made representations to the Ministry following which the Ministry of Home Security intimated that they accepted in principle the exemption of licensed pilots from the scope of the Civil Defence Duties Compulsory Enrolment Order 1941.

**Powers of the Naval Officer in Charge.**

Difficulty has arisen at one or two ports consequent upon Orders made by the Naval Officer in Charge. At Aberdeen an Order was made reducing the pilotage dues for trawlers and for vessels which have, or had before the war, a master or mate possessing a pilotage certificate. The Naval Officer in Charge has certain powers under the Pilotage Stages and Rates (Variation) Order 1939, but not so far as to vary pilotage rates unless in connection with any change in the pilotage stages. On this matter being brought to the notice of the Ministry of War Transport, it was ruled that the Order was ultra vires the Emergency Powers Defence Act 1940 and the Pilotage Act 1913, and that disposed of the matter for the time being.

But in the meantime, a similar case arose at Dundee where the Naval Officer in Charge purported to exercise his powers under the Order mentioned above for the purpose of effecting a rate reduction. In order to get this power the Naval Officer in Charge was proposing to introduce a stage for one class of ship. The whole procedure appeared to be highly artificial. There can be no question that this Order too was ultra vires, as also in a third case which arose later in the Firth of Forth where the Commander-in-Chief, Rosyth proposed to vary the licenses of pilots so as to preclude certain pilots from piloting vessels over a certain size. This was a matter which should be done, if at all, by a bye-law, and these three cases following soon after one another indicated a danger of pilotage administration passing out of the hands of the Pilotage Authority. Therefore, this Association deemed it necessary to take the action which they did and which appears to have been justified for the protection of the pilots' interests.

**Work Outside the District.**

From time to time I have been asked to advise pilots with regard to charges for work done outside any pilotage district, and I have advised them that a pilot is free to make his own reasonable bargain for services performed in waters in which there is no authorised

*The Secretary's Report.*

rate. If the shipowner objects to the bargain which the master made with the pilot and thinks it an unreasonable one, he has his redress. On more than one occasion during the last few months I have been asked to advise a pilot on this matter, and there is no doubt at all that if a Pilotage Authority seeks to control the pilots in the matter of the charge for work done outside their district, they must, if they can, obtain the confirmation of the Ministry of War Transport to a bye-law fixing a rate for this work.

Whether or not such a confirmation will be obtained is another matter.

Now I will just mention without discussion other matters which I have been dealing with.

**Firth of Forth Schemes.**

Protracted negotiations are continuing with regard to a Pilots' Benefit Fund embracing all the Firth of Forth Ports. I have had a lengthy correspondence with the pilots at the ports in the Firth of Forth and attended a useful meeting with the Chairman and Secretary of the Authority. I am now hopeful that at long last a satisfactory Benefit Fund will be established in the Firth of Forth.

Another matter in connection with the Firth of Forth, which is a troublesome one is still unsettled, has to do with the pooling of a portion of the earnings of the pilots.

**War Risk Money.**

In one or two recent issues of "The Pilot" reference has been made to the question of War Risk money for pilots. Back in the early part of 1941 the Liverpool pilots, without the knowledge of this Association, made an application, or the Liverpool Pilotage Authority made it on their behalf, to the Ministry of War Transport for an increase in their rates to meet the cost of the payment of War Risk money to the pilots. It would have been better if this Association had been consulted, because, as the Liverpool Pilotage Authority and the Liverpool pilots must have realised, it is a national question, Liverpool being by no means the only port where pilots are having to face war risks. However, the application was turned down by the Ministry for reasons which have been stated.

This proposal raises many questions of some difficulty, and if it is to be pursued it must not be by means of applications of individual ports, unless the suggestion is that consideration is to be given to the degree of risk at the various ports which is hardly a sensible proposition.

Then this Association has concerned itself with many other matters including obtaining a concession for pilots with regard to the supply of uniforms and protective clothing, also with regard to rations. Income Tax allowances in the case of pilots who have been transferred to another port to meet war conditions, taxation as it affects pilot cutters, the right of Pilotage Authorities to payment of poundage on salvage money, various Pilot Benefit Funds, claims under the War Pensions Scheme, several applications for rate increases.

**Liverpool and Manchester Break Away.**

This leaves me with three matters to deal with and the first of these relates to developments at Liverpool and Manchester. As members will have gathered from the last issue of "The Pilot", there has been a falling away of members at these two ports, these members preferring to associate themselves with the Transport and General Workers' Union. This is really a repetition of what happened at Bristol some years ago, and I shall have to say something about Bristol when dealing later with the question of pilotage rates.

What has brought about the unsettled position at Liverpool and Manchester, I have not the slightest idea. One of the senior pilots at Manchester who is himself one of the seceding pilots, wrote to me at the time that it had nothing to do with this Association and was a purely domestic matter, and that is as much as Executive Committee know about Manchester. Rumours were current with regard to a similar development at Liverpool some considerable time before I received an official intimation from the secretary at Liverpool with a list of names of pilots who were resigning their membership of this Association, headed by Mr. Lewis Jones, who will be remembered by many as an old member of the Executive Committee on which he lost his place some few years ago and to which he has unsuccessfully tried to get back again at the last few conferences.

As in the case of Manchester, there has not been a word of complaint, grievance or criticism from any of the Liverpool pilots to me, or, so far as I know, to the Executive Committee, which has enjoyed the benefit of having amongst their number a member from each of these two ports for a great many years. We can only await a possible statement at the Conference, but the linking up of the majority of pilots at these two ports with another Union must raise important questions and the Executive Committee will doubtless welcome the opportunity of the guidance of Conference as to the policy to be followed, because obviously a body of pilots at any port cannot expect

*The Secretary's Report.*

to be served by two separate organisations.

Those who read the quarterly issues of "The Pilot" will have gathered some idea as to the variety and complexity of pilotage problems which arise literally from day to day. If the pilots think that the Transport and General Workers' Union is prepared to advise and tackle problems of the kind indicated in this Report alone. I think that they are likely to be mistaken. Also, it seems to me at any rate questionable, to put it mildly, whether the status and the remuneration of a pilot is likely to be improved by identifying himself with the general body of Transport Workers. Incidentally, two ports do not appear to have been very successful in their applications for a rate increase under their new advisers.

*Letter from Mr. Arthur Evans.*

That brings me to introduce at this stage something which has come to me in a letter from Mr. Evans who is Secretary to the Liverpool and Manchester Pilot Associations. It is written in reply to one from me asking whether he could indicate to me a single complaint against this Association on any particular matter during the last three years. I will not trouble you with the whole letter but I would like this extract to appear in "The Pilot" and it will be communicated for the guidance and information of the Ministry of War Transport.

This result as you are aware caused great dissatisfaction amongst the pilots and they formed the view that in this as in other matters the dictum of the Ministry was readily accepted as final and that the U.K.P.A. lacked either the disposition or the strength to combat a decision."

They have formed the opinion that we are too gentlemanly here and want a union that can wield the sword and threaten the Ministries and pursue very different methods from those that have been followed by this Association ever since I have been connected with it.

*From Mr. Wilcox.*

This was followed by a letter received this morning from Mr. Wilcox from whom I had heard not a word of complaint. Incidentally, I knew what was going on. Mr. Wilcox wrote on September 28th expressing regret that he would not be here and saying that although he remained a member of this Association and had not joined the Union he wished to resign from the Executive, which was understandable. He also wrote:

"There has been such secession of members from the U.K.P.A. during the last week that now only four of us remain. It appears that the T. &

G.W.U. can get things done and this is the probable cause of the secession. They seem to have very little difficulty in getting in touch with the Ministry of Transport, so much so that on October 14th the Secretary of that body is meeting a deputation of pilots accompanied by two Transport officers, Mr. Deacon and Mr. Donovan; subject—rates. It seems to me that these people will not take 'No' for an answer."

There now you have it. There is a suggestion in this letter that the doors of the Ministry of War Transport are not open to this Association. I was there yesterday. I am there very often and I am likely to be there very much more often in the next twelve months than either Mr. Deacon or Mr. Donovan. However, let us see what the result is of this deputation of Transport officials who will not take 'No' for an answer. They are faced with the position of having entered very little into the world of pilots. There have been three recent applications from ports who have linked themselves with the Union which have been turned down. It is not very encouraging to any other port.

*What the U.K.P.A. has done for Liverpool*

Any one casting their minds back over the last few years will be more than ever mystified with the Liverpool case, because they on their own admission, their expressions of thanks to this Association on more than one recent occasion being quite overwhelming, have received in money grants alone from this Association more than the total amount of their subscriptions for at least five years. The Port Lynas inquiry two or three years ago was a costly business for this Association, but there could, I think, not be a better example of the service which this Association can and does afford for any body of pilots when the need arises. Liverpool too has received assistance by way of financial grants, and in other ways, to individual pilots, and no one is better aware of this than Mr. Lewis Jones himself.

I do not know exactly what advantages the Union is offering the members of this Association, or whether the advantage is all on one side, but more than one meeting of Liverpool pilots has been addressed by a Union official and following a very recent meeting there have been a few further defections. However, I ought not to magnify this business. It is, I believe, a passing phase to which personally I do not attach much importance.

I have said so much only in response to a request for a statement to be made to Conference, and if Conference asks for further information I may be able to throw a little more light upon it.

*The Secretary's Report.**Bristol's Application.*

Regrettable as all this is, the Association is more than strong enough to survive the blows aimed at it by a section of the Liverpool and Manchester pilots, and the only really important question arising out of it all is what line this Association is to take when a body of pilots many or some of whose colleagues turn to this Association in time of difficulty for support. The kind of complication which will arise is well illustrated by the recent Bristol case. There the Bristol Pilotage Authority with the full support of the Bristol pilots was applying to the Ministry of War Transport for an increase in rates. The form in which the application was made was, I think, misconceived. What, if any, help and guidance the Bristol pilots had from the Union, I have not the slightest idea. However, this Association was eventu-

ally asked, as it is always asked, to make any observations it wished to the Ministry of War Transport.

I found on perusing the case put up in support of this application that certain grounds upon which it was based would, if left unchallenged, seriously prejudice many ports and undermine the whole structure upon which pilotage rates and their assessment are based. The fixing of pilotage rates is not so simple and straight forward a matter as fixing the rate of pay for, say a driver of a lorry or of a motorbus. There are certain guiding principles which have been observed for a long time now and which help the parties to arrive at what would be a fair rate of remuneration for the pilots at any port. I am far from saying that today pilots everywhere are enjoying a fair rate of remuneration, but that is not the question under discussion at the moment.

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## VOTE OF CONFIDENCE IN SIR JOHN

Sir John was heartily applauded when he finished reading his report and before the debate the Chairman impressed on Conference that although there had not been an Executive meeting in the past two years until three months ago, circular letters had been sent out and ports had been asked through the medium of "The Pilot" to say if they desired a meeting, but there had not been one request.

"For good or ill," he continued, "Sir John has carried me with him in everything he has done. If I had not been moved from the Clyde I could not have dealt with all he has sent me. We have written, phoned and telegraphed and if he is in a position to be condemned I am 50-50 with him.

*A LIVERPOOL STATEMENT.*

"Just recently I had information from Liverpool that 40 or 50 men were remaining with us and not transferring their affections to the Union. Then somebody up in Liverpool said Sir John was playing double and was secretary, adviser and lawyer of a shipowners' association down in the West. and 40 or 50 men took their names away. I want somebody here to ask him straight from the shoulder whether this accusation made in Liverpool that he is running with the fox and hunting with the hounds is true."

Mr. Robinson moved a vote of thanks to the Secretary and a resolution expressing the confidence of the Association in him as Secretary and Solicitor, and in the Executive.

This was seconded by Mr. Love amid applause.

Mr. Line associated the Cinque Ports with the resolution.

"What is the real idea in Liverpool?" asked Mr. Cowell. "Is it sour grapes?"

Mr. Woodward put the question to the Secretary suggested by the Chairman—"May I ask Sir John if he is acting for the Bristol Shipowners' Association?"

The Secretary: That statement was made in Liverpool recently at a meeting addressed by a representative of the Transport and General Workers' Union. I believe that the pilots of the kingdom and the members of this Association would have sufficient confidence in me to allow me to hold the two positions, but the fact is I have never been secretary or solicitor of any Bristol shipowners' association in all my life."

Mr. Gunn mentioned that he had heard a complaint that Sir John had let the Bristol pilots down and he had been given to understand at a meeting that Sir John would not accept their subscriptions.

*"ABSOLUTELY UNTRUE."*

"That is another wild and untrue statement," said Sir John. "The Bristol pilots many years ago allied themselves with the Union and Conference decided that in future those pilots had better look to that Union. Incidentally that decision had the full support of Mr. Lewis Jones, which might be some guide to Conference when considering these cases. As I said in my report I deny the right of the Bristol pilots to criticise or seek to control the policy of this Association when they are not members of it. The charge that this Association has refused to



accept any subscriptions from the Bristol pilots is absolutely untrue. The three Ray brothers, one of whom died recently, maintained their membership throughout and the fact that I received their subscriptions is evidence of the willingness of this Association to accept those payments, I deny that I have received an offer of subscriptions from any Bristol pilots since they went out of the Association, except from the Ray brothers."

Mr. Gunn said he would be very glad to convey that assurance to the Bristol Channel men.

Mr. White also welcomed the assurance because at a recent meeting in Cardiff a Bristol pilot (Mr. Buck) stated that Sir John refused his subscription and sent it back.

#### NO APPLICATION FROM BRISTOL TO REJOIN.

The Chairman recalled that the Executive had on two occasions discussed sending an invitation to the Bristol men to rejoin because there were rumours that a good many of them would like to do so. He said "No" then and said "No" to-day: if any district wanted to join the Association they should ask to do so, and no such application or notification had been received from Bristol. When the brothers Ray decided to continue their membership it was agreed that they would be entitled to protection as individual members, but the Association could not take up anything on behalf of a port where the pilots as a body belonged to another organisation.

Mr. White asked about the position at Newport, and the Secretary said they had 100 per cent. membership of the Association. Recently they made application for an increase of rates and it came to his knowledge that it was being backed by the Union. He saw the futility of two organisations backing one port, and asked Mr. Page (the Newport secretary) to whom the pilots were looking. Mr. Page asked for notice of that question but rang up the next day to say that the pilots wished the U.K.P.A. to look after the application. Sir John said he replied that he would want that in writing so that he could notify the Union, but up to the present he had not received it.

Mr. Chesterfield reverted to the remark about the Secretary and the shipowners and "to clear the air," asked if Sir John were secretary or solicitor to ANY shipowners' association.

The Secretary: My interests and sympathies are with you and have been for 28 years, he added, and I repeat that I am not solicitor to any shipowners' association.

Mr. Gunn: If a port makes an application for an increase of rates does the Ministry consult Sir John or the U.K.P.A.?

The Secretary: It consults the Association, and does so in the ordinary manner by writing to the Secretary.

#### MR. SMALL'S ADVICE.

Responding to an inquiry from the Chairman as to whether he had anything to tell Conference, Mr. Small said that the first intimation he had about the friction was when several of the younger men came to see him. They said they were going to join the Transport Union. After listening very carefully he advised them to stick to the Association, which had always done them service, and he could not reconcile the Union regulations with the pilots' interests. Some time later he saw Mr. Wilcox and advised him to get the men back to the fold, but "before he could say 'knife'" they were in the Union. Mr. Wilcox resigned the Chairmanship of the Liverpool Association, which he had held for many years. It was all fixed up and last week there was a representative of the Union at the meeting in Liverpool when the statement was made that Sir John was acting in the same capacity for the Bristol Channel shipowners as for the U.K.P.A. Within five minutes 45 of the names of those who were remaining in the U.K.P.A. were wiped off. In fairness to Sir John the name of the man who made that statement should be published.

#### WHAT LIVERPOOL OVERLOOKED.

Mr. Sparrow said that listening to Sir John they might gather that he had done nothing for Liverpool for several months—in his modesty he had led them to believe that—but at the Executive meeting on the previous afternoon he disclosed what he had done for them since the war began.

It was clear that Liverpool was throwing away the substance for the shadow. All they could see at the moment was £ s. d.; the question of rates was behind the trouble. They overlooked that there was not another man in the kingdom who had pilotage at his finger tips as Sir John had, as the Liverpool, Manchester, Bristol pilots and any others who forsook the Association would find to their cost. The trend to-day was towards protection, but that protection had to be properly organised. The Association had built itself up to a degree of respect throughout the shipping world and in Parliament that demanded a hearing and a fair hearing. This Liverpool business was extremely unfortunate not only for the pilots of that port but also for the Association. He was very pleased Sir John had nailed the lie about the shipowners' association, but the seed had been sown and it had to be dealt with. The pilots must stick together as they never had before and they could only do so in that Association. It was particularly unfortunate that the Liverpool men had chosen the least enlightened of the Unions and were now associated with road sweepers and others. The pilots must recognise that they were a professional body.

Mr. Marshall could not understand men

like Mr. Lewis Jones and Mr. Wilcox who had the Association at heart for so many years throwing it down so easily. Was it not the case that the Liverpool men thought the Association too reserved? Was there someone who had twisted them round and said "we can do more than Sir John and the U.K.P.A.?"

Mr. Robinson did not want it to be recorded that they were casting any aspersions on the activities of the Union, who, would not like to see the U.K.P.A. smashed by members joining the Union.

#### UNION SEEKING TO ENLIST PILOTS.

The Secretary: It is an important point. I said in my report that I did not know what advantages those pilots who joined the Union expected to derive. It is idle to say that the Union is not a very active party in enlisting pilots. Officials have addressed the Liverpool pilots more than once in the past month or two. I have never in the course of 28 years received an invitation from the Liverpool pilots to address them on general matters. The Union could not say they are not seeking to attract pilots into their organisation; they must have good reasons for doing so. If they were not they would not attend meetings, and say that doors are open to them that are not open to this Association. I say advisedly, from information which has reached me, not from Liverpool or Manchester, that the Union is actively desirous of getting pilots into its ranks.

Mr. Smith said it was only right that the Executive should leave the resolution to come from the body of the hall, as it had done spontaneously, but the Executive wished to endorse the motion and say that they had entire confidence in Sir John. One speaker asked if it were a matter of sour grapes. They could not tell what was in another man's mind but he would ask the delegate to read in "The Pilot" what had been said by the man referred to. That man seeking election to the Executive Committee had put himself in the hands of the delegates, who had turned him down on half a dozen occasions.

The Chairman: I am quite confident that if two gentlemen from Liverpool were sitting here, one as senior vice-president and the other as secretary all would have been well on earth and God in His heaven. (Applause)

The resolution was carried unanimously.

Mr. Marshall asked for guidance for any other ports who might be thinking about this. Was it possible that the Ministry might throw those ports where the majority of pilots joined the Union on to the harbour authorities?

#### UNION'S PLACE IN THE COUNTRY.

The Secretary said he would rather not be drawn into a discussion on a question of that kind. Most of them could picture the kind of situation which might arise if all

the pilots threw in their lot with those whom the Union represented. No one had been more insistent than the Liverpool pilots, and the one who led them now, in maintaining that the pilot ranked far above the mean between a master and a mate. Now they were putting themselves on the level of the bus conductor.

"No one would attempt to minimise the importance and power of the Union," Sir John added. "It fills a most important place in this country. It is hardly possible to imagine those it represents without that Union to look after their interests but as to the result of pilots generally deciding that they fell in the same category as those the Union represents, I would only say that the possibility hinted at by Mr. Marshall is not one to be lightly disregarded."

In the course of the debate it was asked if there was not the possibility that the Union would benefit more from having the pilots as members since in the event of trouble at the docks the pilots would have to strike too or become blacklegs.

The Chairman recalled that when the Association joined the Seafarers' Joint Council, Mr. Love's father and he were the only two who opposed it. A pilot was licensed for 12 months and if he struck and refused to handle a ship his licence would be revoked. That was the one insurmountable obstacle.

Mr. Line pointed out that the U.K.P.A. was certainly the body which would represent the pilots on post-war problems.

Mr. Phillips suggested that the Ministry might be informed that they wanted pilotage questions dealt with by pilots—the U.K.P.A.

The Secretary: The Ministry cannot be expected to deal with two organisations representing the same body of men. This organisation will continue to be the official pilots' organisation in the eyes of the Ministry until it becomes evident that some other organisation has won the allegiance of the pilots as a whole. This Association had been asked whether it wishes to be represented at the meeting the Union are making such a lot of, and I have not yet made up my mind what course to advise the Executive to take. The Chamber of Shipping has also been invited to attend, but I do not yet know what attitude they will adopt. The action of the Union in appealing to the Ministry for a review of a decision on an application for an increase of rate within a month or so of that decision is revolutionary. I do not think that this Association should be a party to it because if that is to be the usual procedure, when a port gets an increase—the Tyne has one, and I hope others will get them—the Chamber of Shipping can come along at once and try to wipe it out. Do we want that? I think not. My advice will, I think, be to inform the Ministry that the weapons employed by the Union are not those of this Association; that we want to be constitutional and are content to accept



the arbitrament of the Ministry.

Mr. Gunn: If this port is successful in its application what is the position of the U.K.P.A.?

The Secretary: The result is likely to be a spate of applications to review other decisions. This Association would go through the open door and claim that recent refusals of increases should be reviewed. It is a hypothetical question and I would say 'wait and see.' But I would greatly regret it.

#### PILOTS WITHOUT LICENCES.

Mr. Bennett asked for a further explanation of unlicensed pilots piloting in licensed waters.

The Secretary said that the Humber Pilotage Authority rather than adopt the procedure of bringing temporary pilots into the service, decided that when there was pressure of shipping they would call upon men qualified and capable of handling ships but would not licence them. It was admittedly a breach of the Pilotage Act, to which at present shipowners and pilots were turning a blind eye. It was a dangerous procedure—it had not spread to other ports—not only for the reasons he gave in his report, but because of the risk of the result such a policy would have when they returned to normal times.

Mr. Chesterfield explained that on the Humber they were down to 44 pilots and the Commodore had compiled a list of pilots in retirement, so that if the amount of shipping were so great that it could not be coped with, he would be able to call on them. The pilots fought it, and only one of these men had so far been asked to perform this duty. There were 10 or 12 men on the list and they did not hold licences. They were subject to being superceded by any pilots who came in.

#### POUNDAGE ON SALVAGE AWARDS.

Mr. Robinson asked for more information on the payment of poundage on salvage awards.

The Chairman referred him to the statement on page 4 of "The Pilot" of February, 1942.

Mr. Davis said that in May, 1941, he was on board a ship which became disabled, and in April, 1942, was given a salvage award. Since then Trinity House had been asking for payment of poundage on the award. The latest development was that he had been called to appear before the board with his licence for disciplinary action and had been told he could be legally represented. Trinity House was sitting in judgment on what was really their own bye-law. It was a question which should be decided by a proper legal authority.

Mr. Woodward: Has not the legal opinion been given that where a pilot goes aboard

a ship to pilot then the pilotage could be claimed irrespective of salvage?

The Secretary said the short answer was that a man could not be a pilot and a salvor at the same time. The law was clear on that point and in his opinion Trinity House were wrong in claiming poundage on money which was not pilotage in any sense of the word.

Details of the award were given by Mr. Davies replying to Sir John's questions and ultimately the Chairman announced that the Association would follow up the case.

#### WAR INJURIES

#### PILOTS IN PRECISELY THE SAME POSITION AS MEMBERS OF M.N.

Two points were mentioned with regard to compensation for war injuries.

Mr. Goldsmith asked what the position was in the case of a pilot killed or injured when in a foreign ship, and

Mr. Wynn, Junr., mentioned instances of pilots who were informed when they went to register at the Mercantile Marine Office that they were river workers and not members of the Mercantile Marine.

Sir John said he wanted to emphasise the important fact that pilots were in precisely the same position as the Merchant Navy under the scheme. Pilots or members of the Merchant Navy came under the scheme only in cases when they were on board for the purpose of taking the ship to or in from sea. He hammered the point out with the two Ministries. Men might be employed on craft in harbour and not for the purpose of taking them to sea. The line had to be drawn somewhere.

Mr. Wynn, Junr.: I also take the ships from Gravesend to London but they are coming from sea.

Sir John: It operates both ways.

Mr. C. F. Young, who has recently retired from the Manchester service, reminded Conference that it was through the hard work of Sir John that the three years' basis was adopted under the scheme instead of the class of ship on which the pilot was acting. When the Manchester pilots heard that because they did not take ships to sea they did not come within the scope of the compensation, a bad impression was created among the younger pilots, who said they would join the Union, which might help them.

Sir John: It is a thousand pities that Mr. Young or the local secretary did not tell us that this question was ranking in the minds of the Manchester pilots or even ask the Association to follow it up. It is all set out in a letter in "The Pilot" of February, 1942, page 3.

#### PILOTS UNDER THE PENSION SCHEME

The letter from the Ministry of Pensions referred to, stated:—

"I am directed by the Minister of Pensions to inform you that the Minister of Pensions regards the powers conferred upon him by the Pensions (Navy, Army, Air Force and Mercantile Marine) Act 1939, as adequate, broadly speaking, to justify awards in the cases of all pilots who are at sea pursuant to their duties as pilots. Accordingly, if a pilot has gone on board a ship for the purpose of taking her out of port, the Minister would not consider that purpose was altered by the fact that, after reaching the limits of his pilotage district, the pilot remained on board:

(1) in order to pilot the ship to the limits of another pilotage district; or

(2) in connection with gun, engine, or other trials outside the limits of his pilotage district; or

(3) in order to anchor the ship and stay on board until such time as her convoy arrives.

With regard to the penultimate paragraph of your letter, it is thought that the cover under the Scheme for pilots and mariners is identical so far as the different nature of their respective occupations permits. In particular it is to be remembered that the mariner, like the pilot, is only covered if he is engaged in sea-going service."

#### FUNDAMENTAL POINT.

Sir John added: Now if any pilot thinks that something better for the pilots should be asked for, I am sure the Executive would give careful consideration to it. A fundamental point for everybody to bear in mind is that the present position has apparently been accepted by the officers' organisations and others.

"I would make a request," said Mr. Young, "to have a number of copies of the next 'Pilot.' I am going to see that each of the pilots on the Canal gets a copy of the explanation of a situation which has caused a lot of trouble in Manchester.

Mr. Love: On what Sir John has just said I would ask the Executive to give consideration to shifting vessels. It is an important part of our work on the Clyde. Accidents are liable to happen and if other associations have not seen fit to deal with it that is no reason why we should not.

Mr. Chesterfield said he would like to see some stabilisation of the pilot's pension in relation to naval rank. He might work 365 days in the year and the average tonnage of his ships be only 500. His widow would receive a pension equal to that of a lieutenant in the Navy. A pilot in more

flourishing circumstances and not working on the strict rota system might take only four ships of 11,000 tons each, but his average being over 10,000 tons his widow would enjoy a pension equivalent to that of a commander or captain in the Navy. The master of a ship was allocated to a ship of a certain size and took the pension of that size. If the Association made some effort to stabilize the position it would do some good work.

The Chairman suggested that before the matter was taken up they should get into touch with Captain Coombs to try to get him and the extra weight of his organisation with them.

Mr. Smith pointed out that when they were only shifting vessels they were civilians and would not be compensated under the Scheme.

Mr. Phillips asked what they would get in that case, and the Chairman replied: "The same as any other civilian."

Mr. Marshall favoured Conference giving the Executive power to approach Captain Coombs.

#### CAPTAIN J. S. LEARMONT.

Conference then adjourned for luncheon. when Captain James S. Learmont was a guest. Looking as fit as ever he had cheery greetings for many old friends. (On the following day he was elected an honorary vice-president of the Association.)

#### A PENSION POINT.

At the afternoon session Mr. Akerman mentioned that two new pilots were made in the Isle of Wight district and they paid their poundage to Trinity House but the House had ruled that they could not participate in the pension fund. Further, the Elder Brethren would not give any undertaking that their services would be required as permanent pilots after the war.

Mr. Robinson said that much the same happened in London. Their new men had been called upon to pay poundage and they would participate in the pension fund after five years just as if there had been no war, so it seemed that there were two rules—one for London and the other for Southampton. He understood a bye-law was contemplated.

Some discussion developed on this subject but Sir John pointed out that a bye-law would be necessary and it would be better to see what was proposed when it was published.

#### FOREIGN SHIPS.

Mr. Goldsmith's inquiry at the morning session regarding pilots engaged on foreign ships was reviewed and Mr. Day mentioned two cases where compensation had been paid in such circumstances.

The Secretary said he would bear the matter in mind and get it cleared up but he did

not believe a claim would be rejected because the man was on a foreign ship which was being run for the benefit of the Government.

#### ORDERS OF NAVAL OFFICERS.

Mr. Dew advised pilots to watch any orders given by Naval Officers-in-Charge. At Dundee the officer gave himself powers to exempt any ships or any class of ships and the pilots lost money hand over fist. They put the matter in the hands of Sir John and it had been quite satisfactorily settled.

Mr. White said there had been a meeting in the Bristol Channel and all exemptions except of small Admiralty craft had been wiped out.

Conference then considered the resolutions.

#### EXECUTIVE TO CONSIDER ASSISTANCE FOR THE SECRETARY.

The first, in the name of the Cinque Ports Branch, was:—

"That in view of the increasing work which the Secretary of the United Kingdom Pilots' Association is doing, this Conference should give consideration to the question of Sir John Inskip, Secretary of the United Kingdom Pilots' Association being given authority to appoint an assistant."

The Chairman asked the Cinque Ports to amend the resolution to read:

"That authority be given to the Executive to confer with Sir John as to the necessity for and the selection of an assistant."

It simply meant, Mr. Webb explained, giving authority to the Executive to go into the matter.

Mr. Line, on behalf of the Cinque Ports, adopted the suggestion and moved the necessary authorisation to the Executive. The Conference would be on common ground with him, he said, in agreeing that the work of the Association had increased enormously and it naturally followed that the work of the secretary had increased pro-rata. After the war their activities would be still further increased.

Mr. Robinson seconded.

The Chairman said it was a serious matter in these days that Sir John had no understudy. The Executive were agreed on that and Sir John was of the same mind. Sir John himself would have to be almost a deciding factor in the kind of person he wanted to help him.

The amended proposition was unanimously adopted.

#### PILOTS AND THE WORKMEN'S COMPENSATION ACT.

Mr. Cowell moved the resolution in the name of South Shields:

"That the Executive consider the unfavourable position of those pilots who,

suffering from injury following their employment do not come within the scope of the Workmen's Compensation Act." Mr. Phillips seconded.

Mr. Cowell gave details of an accident which happened to him aboard a Free French ship with a French crew. He went to the steward's pantry to get some water and, in the dark, fell. The accident kept him off duty for four and a-half months and up to the present he had received nothing. When he reported the matter to the agents he received a notice that the Shipping Federation were dealing with it. He had to answer a questionnaire like an income tax form, and eventually he brought the case to the notice of Sir John. He was offered an ex gratia payment under the Workmen's Compensation Act. When he put in for medical expenses they offered him half. "Another thing I would like to know," Mr. Cowell added, "By what law has the Shipping Federation powers to deal with a Free French ship?"

The Chairman: I want to know what you were doing prowling round the steward's pantry?—(laughter).

The Secretary: This is a case in which Mr. Cowell suffered injury and we are all glad to see him to-day in such fighting form. I was able to persuade the Shipping Federation out of sympathy to deal with the case as if it were a workman's compensation claim—they refused to admit any liability. Then he wanted masseur's fees as well, and eventually the Federation agreed to pay 50 per cent. of the masseur's fees but he will not accept that. My advice to him is to accept it and be thankful.

Dealing with the resolution Sir John said the "unfavourable position" of the pilots who did not come under the Act was the same as any other person in this country. The Workmen's Compensation Act stopped at certain limits and Mr. Cowell's complaint was that pilots were above that limit, so the first suggestion appeared to be that the Government should be asked to raise the limit. That was hopeless in war time.

Mr. Cowell said he thought £450 was the limit. There were many pilots below that: were they not entitled to come under it?

Mr. Phillips said he was laid up last year. As soon as he came under the limit he thought there would be an advantage in coming under the National Health Scheme. He was accepted, but an inspector came round and told him that a pilot was a salaried man whose earnings fluctuated; in the following year he might have £600. So he dropped out.

Mr. White said that some four or five years ago the Cardiff men tried to join but they were refused. Some young men who were under the scheme before they became pilots were continuing as voluntary contributors.

After further discussion the Chairman asked if Conference wished the Executive to go into the matter of the pilots' status under the Workmen's Compensation Act.

There were no votes "for."

Mr. Webb added that a mutual benefit scheme or insurance in their own ports was a very good thing.

Mr. Cowell asked what should be done if a

shipowner could be saddled with negligence.

The Secretary: You issue a writ against him.

The Secretary read, as an interlude at this stage of the proceedings, a number of quotations from speeches by Mr. Lewis Jones (Liverpool) regarding the pilots and the T. & G.W. Union. These and others are recorded on page 22.

## WAR RISK, PENSIONS AND CUTTERS

It was agreed to defer item 6 on the agenda (post war pilotage problems) until the following morning but to have an exploratory discussion on items 7 (pilotage rates), 8 (pilot benefit funds) and 9 (pilot cutters), all of which were linked with it.

At the suggestion of the Chairman the Secretary gave an informative survey of the subjects.

Sir John: Pilotage rates are a most important matter and nobody can be satisfied with the way the present system of fixing them is working. The Ministry of War Transport has decided that the only way of dealing with rates in war time is to ensure that the pilots at every port shall at any rate get their pre-war standard. Any port not getting that standard has more than a prima facie case for an increase. They have only to let the Association know and application can be made. Some ports, even with 100 per cent. increase would not bring their reduced earnings up to the pre-war standard. The Pilotage Authorities concerned, and I think the Ministry too, feel the difficulty of that position. It is for us to consider whether we have any suggestion to put to them. In the absence of any other consideration the rule they will follow is one that will maintain the pre-war standard. It may be said that most people have a rise because of the cost of living. A good many have, but I suppose that more have not. Liverpool applied for a war risk bonus and were turned down. One difficulty is that if a 5 or 10 per cent. war risk increase is suggested is there to be differentiation between the ports, because admittedly some ports are more risky than others. Is it to be a flat rate for each port irrespective of the risk? Can the Association ask for 10 per cent. for a port which is earning say £900 a year against, say, £400 pre-war? Where are you going to draw the line? Then the question arises: "Is it worth while to press this for this reason? if you get a war risk bonus to-day, it will come off automatically the moment the war is over, whatever your earnings may be at the time." If you get an increase in the normal way it will not come off directly the war is over. Even a port where the earnings are less than £300 would lose war risk bonus and it would be neces-

sary to make application to get the earnings up again. I am not at all certain it would be in the interests of the pilots, even if they could get it, to apply for a war risk bonus. You are on a sliding scale for better or worse and in that you are different from most other people—the Merchant Navy for instance—and all that has to be carefully considered. The Liverpool pilots did not pursue the application after it was turned down and no other Authority has put it forward. The question of pilotage rates is always with us and if Conference can think of any proposal which is likely to meet with any response from the Ministry, to get over the admitted difficulties which the war has created. I am sure the Executive will put it forward.

Sir John next dealt with Pilot Benefit Funds and said: I have the question of these funds in hand at various ports, more particularly in the Firth of Forth. I am not suggesting that the pilots at every port are dissatisfied, but I do not think the general body can be said to be satisfied with regard to pensions. I know the Ministry and the shipowners would like to see the pilots enjoying satisfactory pensions. I have discussed it with the Ministry—with all respect to our friends at Liverpool who think I never enter the doors of the Ministry—and you would not be surprised to hear that the idea of some kind of national benefit fund for pilots has been mooted. I am not suggesting that it has been put forward as a definite proposal. Everybody's hands are too full to tackle so big a question in wartime but you can all think round it. I would like to assure you all, and particularly the older men, that the rights of the pilots under existing benefit funds would have to be preserved in any change. It is a question this Association will be asked to consider seriously, not now, perhaps, but after the war. I would not absolutely shut out the possibility of it being considered during the war if the war lasts longer than we all hope.

Sir John then dealt with pilot cutters. These, he said, are creating some trouble because recently there have been applications by one or two ports for increases in rates and one of the points urged is that



assistance is wanted by the cutters. Bristol was one, Newport, pending, is another and the Humber. When that is made a point in support of an application the shipowners and the Ministry say "You are asking for the taxpayers' money to help finance the cutters; a perfectly reasonable proposition if you can make out a case; where is your balance sheet?" The Humber pilots have produced their accounts, which has facilitated certain negotiations, but there is a definite refusal or unwillingness to do so on the part of others. The private ownership of pilot cutters is not likely to survive very long. At any rate, that is my guess.

### THE CHAIRMAN'S "VISION."

The Chairman announced that he had had a vision of the future. It seemed, he said, that the stage of the game they had reached in pilotage was most unsatisfactory not only to the pilots but also to the powers that be. Whether they acknowledged it or not they were working on what he termed a "hidden salary." The Authorities might decide that the pilots should have £500 a year and the schedule was worked out on those terms. If the shipping of the port went up along came the shipowners for a reduction of rates; if it went down along came the Association asking for an increase.

"I think the Authorities are as sick of it as we are," continued Mr. Webb. "You have pilots earning nothing and compelled to keep their station. Give them 100 per cent on nothing? I foresee at the end of the war the possibility of State controlled or nationalised railways, mines, banks, mercantile marine, and I do not see us getting out of some revolution in our system of working. It is time we considered what stand we are going to take. I cannot see anything to dread in State control or nationalisation or centralization of the pilotage service. In the negotiations, taking all things into consideration, we might arrive at a fair salary for a certain amount of work for a certain number of men; the rates could be collected in the same way as shipping or light dues, and every pilot would be guaranteed a pension for himself and his dependants. I think we should turn it over in our minds. There might be objections; I remember there were when the Pilotage Act was introduced, but it was the pilots' charter. That Act is now 30 years old, and when you get an upheaval like to-day it seems that it is time a change took place in the pilotage world. I have a startling presentiment that something on these lines will be brought forward for us to discuss and reply to. I have no definite grounds for it; it is still just a dream, but I am asking you to-night to have a talk among yourselves and we will open this again to-morrow morning.

Mr. Love: Those are your personal views or those of the Executive?

The Chairman: My personal dream.

### AN UNWRITTEN RULE.

Mr. Windass introduced a proposal from London River asking for some alteration of the Association's practice of not taking up a matter without a unanimous vote from the pilots of the district.

"I am sure this policy in the past," he said, "has lost us 50 per cent. of our membership. We are ruled in our lives by a majority vote; why not in pilotage matters? We cannot get a unanimous vote on anything, but we might get 80 per cent., and I am sure there are many things of a domestic nature which might be taken up if the Executive are satisfied that it would be in the best interests of the port."

The Secretary explained that they had always refrained from entering into anything which was of a domestic character upon which the pilots concerned were divided, but this was not one of the rules of the Association. It was agreed to many years ago and was based on the idea that if they expressed an opinion or intervened in a domestic matter they might be treading on the toes of a minority who did not want it. It seemed, however, that if a port came along for advice at the request of 60 per cent. of its members and the Executive declined to deal with it on the ground that it was a domestic matter, they would be treading on the toes of the 60 per cent. The Executive had now come to the view that if 75 per cent. of the U.K.P.A. members at a port were in favour, and the Committee did not consider it detrimental to other ports, the Association would take the matter up.

Mr. Wynn, Junr.: It is a fact that it has been thrown up in our face: "What has the Association done for us? The majority is not considered and if there is a minority against it, the whole thing is thrown out." That is not a satisfactory state of affairs.

Mr. Line agreed and said that if they kept to the principle of a unanimous vote nothing would ever be accomplished.

Mr. Goldsmith pointed out that where a port was not 100 per cent. in the Association a majority of members of the Association might not be a majority of the pilots.

Mr. Jones: If a man is not a member of the Association we do not consider him.

Mr. Wynn, Senr., said it was found that a decision made at Gravesend was not telegraphed to the Association as it should have been. It was not so domestic after all, because it affected all ports where provisional pilots were brought in.

The Chairman: Mr. Windass is not bringing forward any particular case; he is only asking us to rescind our old ruling that we would not deal with a domestic matter when the pilots are divided on it.

Mr. Sparrow was sorry to find himself in the opposite camp and recalled some "unpleasant memories" of incidents at Gravesend. It was a very different proposition, he said, where there was a full membership. He was very much in sympathy with the River men because they had a real grievance but he doubted whether it was right to come to the Association and ask them to change a lifelong practice. "You don't know what you are breaking up," he added.

Mr. Bray said that the Association had definitely lost members through turning down a majority vote.

After further discussion, Sir John said that non-members were rightly ignored. Trouble arose only where say 70 out of 80 members of the Association wanted something done and the small minority of ten were against it. It had been the custom not to intervene when any members of the Association did not agree with the majority.

Mr. Windass wanted the Executive to be given a free hand to take up the case of a majority regardless of the wishes of a small minority of U.K.P.A. members.

Mr. Windass: The phrase "domestic matter" has been used a lot. I should like to know what a domestic matter is. What does the Association exist for if it is not to bring up these matters? Where 80 pilots suffer under a rank injustice, as we did on the Thames, it is a good deal more than a domestic matter.

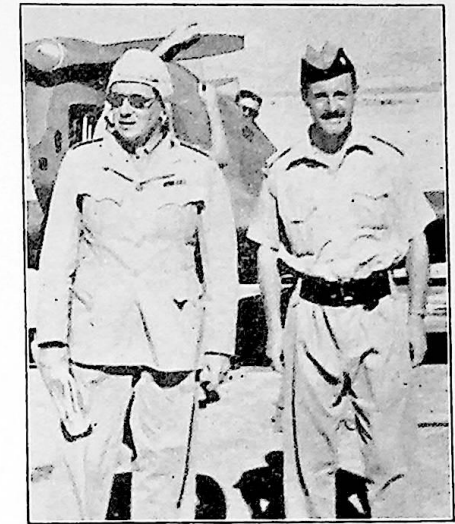
Mr. Cowell said that the "domestic matter" ruling had caused a lot of dissension on the Tyne and at various times, but not recently, their membership of the Association had dropped almost to nothing.

Mr. Windass: Several of us are trying to talk round the River pilots and get them into the Association, but two out of every three have raised this point of "domestic matters."

Mr. Sparrow suggested adding to the book of rules. "Play the game." That was what it amounted to. The suggestion had been made that a majority of 75 per cent. should be accepted and he was quite prepared to withdraw his words on the subject if Conference felt that the time had arrived for the matter to be reviewed.

Mr. Woodward asked what the Executive would be committed to if the proposal were adopted.

Mr. Smith thought the matter had been pretty well aired but they had rather made a mountain out of a molehill. The issue was very simple and he thought the Executive had been acting as they had been instructed, but those instructions had been rather drastic. It was wrong to say that there must be unanimity: it was going away from democratic principles. He was in favour of the proposed change in the unwritten law.



The President (right) on Active Service in the Middle East, Sir John Inskip received this photograph from Lord Apsley just before the Conference.

Mr. Wynn, Junr., answering further discussion, said that Gravesend River had no case they wanted to bring to the Executive. This resolution followed something which happened three years ago.

The discussion was brought to an end by the Chairman, who said he did not think there would be any harm in disregarding the old unwritten law and "doing what we are here for." "If we throw away our old ideas of what is domestic and what is not," he added, "and a port puts a matter before us with the facts we will go into it."

Mr. Woodward: I move that as an amendment.

Mr. Bray seconded and it was carried.

Conference then adjourned for the day.

### SECOND DAY, OCTOBER 1st, 1942.

When Conference reassembled on the following morning, Mr. Webb again being in the Chair.

Mr. Goldsmith proposed that a message should be sent to Lord Apsley expressing appreciation of his past services as President of the Association and the hope that circumstances would soon allow him to resume his old associations with them.

Mr. White seconded and it was cordially adopted.

The Chairman said it was nice that the proposal had come from the body of the hall.



## POST-WAR PILOTAGE PROBLEMS

Conference then discussed item 6 on the agenda—Post-War Pilotage Problems.

Repudiating any idea that he was "a prophet or the grandson of a prophet," Mr. Webb said that the subject was one for them to think round. Rumours were in the air of the possibility of some centralization—or nationalisation, if you like.

Mr. Line said it was very difficult to formulate ideas on a hypothetical case as the Chairman had expressed it on the previous day. They might formulate opinions before it took place, which, when they were confronted with actualities might be very difficult to dissolve. "As far as you are aware," he asked the Chairman, "there is every possibility of nationalisation being considered?"

The Chairman: I would not go so far as that. I am only intimating that in my opinion there is a chance of our going into the melting pot and departing from our present system of administration. It is more than likely that the Pilotage Act will be opened. If the Act is opened there is going to be a vital difference in our future, isn't there?

Mr. Line: Yes. Open up the Act and nationalise pilotage—it is like a move on the chess board: you move out a pawn to release the queen. Have the Executive any idea what part of the Act is going to be attacked and does it bear any possible reference to nationalisation? Is there anything in the Act which prevents the accomplishment of nationalisation?

The Chairman: It is simply to ask members of the Association to consider possible changes in the system at the end of the war.

## SIR JOHN LOOKS AHEAD.

The Secretary: I would like to preface my remarks by saying this: I do not know that anybody—shipowners or Pilotage Authority, let alone any Government Department or Ministry—has made any proposal or got any fixed ideas as to the re-organisation of pilotage after the war. I do not believe any has been made and I do not believe any of the organisations connected with the administration of pilotage have yet made up their minds on any of the points which are bound to arise if and when the administration comes under review. With that assurance we can discuss the matter quite freely and frankly. In my report I suggested one or two matters which would obviously come to the front if in the aftermath of the war the pilotage administration of this country came up for consideration. One of the purposes of the Conference is to discuss problems which have arisen or are likely to arise; and if there is one matter on which there is a general feeling of uneasiness and dissat-

isfaction it is that of pilotage rates. I do not think the Ministry is satisfied with the present system of fixing pilotage rates; I do not believe the shipowners are, and I do not believe the pilots are. One of the questions therefore for pilots to consider to-day is whether, and, if so, on what lines, they would like to see some alteration made in the method of fixing and providing the remuneration of pilots. As I said in the report, for better or worse, for a number of years now pilots have been paid on a sliding scale by reference to the number of ships piloted and the size of those ships. Do you want to adhere to that principle? That is point No. 1. It carries with it obvious objections. If a pilot wants to take advantage of a sudden boom in trade at one port and get his earnings up to a more than reasonably high figure he must not complain if through some equally fortuitous circumstances he finds that in succeeding years the figures drop below a reasonable level. I do not think that pilots at some of our ports would say that the remuneration they are receiving now is one they should receive in normal times. It is argued that if pilots like the system of what you might call piece-work they must put up with its consequences. If I were a pilot I should hate the present system; I should never know where I was. It is cumbersome and a source of constant trouble. Is it right that the pilots of "A" should be getting £1,000 a year while those at a comparable port, piloting the same number of ships and putting in the same amount of time should be getting half the amount? I am not telling you what you should do: I am only saying this to help ventilate the question and start a discussion. It will be admitted, I think, by everybody that pilots are bound to be in different categories. Nobody would suggest that the remuneration of the pilots at every port should be on the same level. If there were standardisation of pilotage earnings I do not think it would be accepted by the shipowners or Ministry that there should be a fixed amount paid to every pilot at every port whatever the nature of the shipping of the port. It is for the pilots to express their views on this question. Do you like the present system with all the consequences and difficulties that flow from it? If so, there is an end of it.

## IN A NUTSHELL.

Mr. Robinson: It boils down to this: are we satisfied with the present system or would we prefer to have a fixed salary based on classification of the ports?

The Secretary: That is a fair way of putting it.

Mr. Robinson: We shall have to leave it in the hands of the Executive of course.

The Secretary: I don't want to suggest

that is the only alternative to the present system.

Mr. White mentioned that one of the members of his Authority had stated that nationalisation was bound to come.

Mr. Gunn said that the point which interested his port was the retention of compulsory pilotage.

Mr. Cowell said that after the war, or when nationalisation came—he had heard on shipowners' authority there was going to be nationalisation—compulsory pilotage at all ports would have to be considered. They had always stood for the principle one man one job. "We have always been treated like the taxi man plying for hire"; he added. "The pilots have to stay on station in the cutter for ships to use them if wanted. On a dirty night they will take a pilot, but if it is fine they run past with a wave of the hand."

Mr. Chesterfield asked Conference to consider not a salary or nationalisation but centralization, under which there would be a collecting centre where the pilotage money would be divided out in proportion to the importance of the ports.

Mr. Woodward argued that if the Act were opened and nationalisation introduced, whatever Ministry was responsible was bound to safeguard the returns by compulsory pilotage. One little snag was how the money should be distributed.

Mr. Read said that if nationalisation were brought about it would not matter if they had compulsory pilotage providing pilots had a fixed salary. If there were a different method which would provide a pilot with a fixed income he for one would be happy to see it. If an average for, say, 20 years were taken anyone could fix on a salary, and ways and means of collecting pilotage could be found.

## CONTINENTAL SYSTEM.

Mr. Robinson pointed out that pilotage was nationalised on the Continent. Every ship paid towards the pilotage fund and salaries were fixed. The pilots did not worry if a ship were compulsory or not. In Holland salaries were fixed according to the district the pilots worked in. The Government, no doubt, would call in Sir John and they might go and see how nationalisation worked in Germany or Holland. Were the pilots satisfied with the present system of fluctuating income?

Mr. Day said the question of nationalisation of pilots would not come up unless the Merchant Navy were also nationalised. So far as the Continental nationalised pilotage system was concerned his experience was that the pilots were in such a poor status that their only interest in piloting ships was to get a gratuity from the master after, which would be very lowering to members

of the U.K.P.A. He did not think the question of compulsory pilotage would make much difference because once the salary was assured the pilots would not be so concerned about people who went past without employing them. In the event of the nationalisation of both ship and pilotage there was no doubt all vessels would be made to employ a pilot, as was done on the Continent. Before agreeing to nationalised pilotage they should go very deeply into the status the pilots would have under it.

The Chairman said there was not a member of the Executive who would not fight for a proper status for the pilot. The point was whether they should fight the change or agree to it on the best possible terms.

## NO DATA AVAILABLE.

Mr. Love said that on the Clyde they had heard various reports and rumours about nationalisation and it had been discussed by the pilots but they could not decide because they had no data to go on. While they might be satisfied with the present system until they heard details of some other system, they were not prepared to say they wanted to stay as they were.

Mr. Phillips said that there were men on the Tyne who were agreeable and who would appreciate a fixed salary and pension; but what was going to happen to their apprentices? If the Government took over pilotage and cut down the number of men the prospects of the young men were very bad.

Mr. Line inquired whether Conference was being asked to give a definite ruling to the Executive as to whether they were satisfied with present conditions. If so, he could not give a definite answer until he had put the question to the pilots he represented.

Mr. Marshall said that while the question of nationalisation needed every consideration, if it were going to lead to compulsory pilotage and to a guarantee of earnings and a pension he was inclined to agree with it. He asked what standard they were going to be put on.

The Chairman said it would be time enough to find out about salaries when it was on the table.

Mr. Marshall saw a lot of ports losing their individuality.

The Chairman said that he heard a lot about pilots losing their individuality when they pooled, but where they pooled they gained in strength.

Mr. Smith said it was not a bit of good trying to get down too deep into details but there was no harm in airing the ground. There was no hurry about it and he reminded Conference that the Departmental Committee on Pilotage was appointed in 1910 and there had probably been a lot of ground work before that, but it was 1913 before the Act was passed. It was not going to be settled in a fortnight and none of them knew

what sort of a world this was going to be after the war. What the Executive wanted was for them to pool their brains and ideas; to go back to their ports and do their best to get the matter discussed from all the points of view they could envisage. They did not want them to say "We are going to have this or that" without any argument or consideration of the facts. The whole thing was in the air and he impressed on Conference that the ultimate decision was a matter for Parliament, and it would be a long job. A great responsibility rested on all to see that they did not allow any wrong impression of that discussion to get round the ports.

#### MR. LINE'S RESOLUTION.

Mr. Line thought Conference was beginning to realise that they, as delegates, could give no mandate to the Executive without referring back to their ports. Some important issues were involved. The Chairman had told them of his dream, as he described it. There was a famous king, Nebuchadnezzar, who had a dream and sent for the wise men of the east to interpret it. If Mr. Webb's dream came true they would have to send for the wise man of the west! He moved:

"That the pilots at every port be asked to discuss the present system of assessing and providing the remuneration of pilots and to inform the Executive the result of their deliberations."

If carried, Mr. Line added, that would give the Executive the information they wanted.

Mr. Read seconded.

After some discussion.

The Chairman said the whole thing hinged on whether the pilots were satisfied with the method by which they were paid for their services, or, in the event of a change being offered them what would be the idea of members of the Association?

The Secretary said it was a pity, perhaps, that so much had been made of "nationalisation." The word had been used in the course of the debate but he had not heard it proposed by anyone and he did not want any deliberations which might take place at the ports to centre on nationalisation. There were alternatives in his mind which were more likely than nationalisation.

"I have reason for knowing," he continued, "that the Chamber of Shipping are considering matters at the moment. We have never been on better terms with the shipowners than we are to-day and I believe the shipowners, the Chamber of Shipping, the Ministry and the people are thoroughly appreciative of the services the pilots are rendering to the country at this time and that any review of the situation by the shipowners will be undertaken in a thoroughly sympathetic spirit.

#### REFERENDUM SUGGESTED.

Mr. Goldsmith moved an amendment:

"In the absence of anything concrete, the whole question of whether this Association is satisfied with the present system of remuneration of pilots should be deferred. At some subsequent date a referendum of members at the ports should be taken with a view to ascertaining the general desire."

Mr. Wynn, Junr., said that when a port was prosperous and the pilots were working themselves to death the shipowners asked for a reduction in pilotage, saying "you should not be earning as much as that." When times were bad and the pilots were not earning much the shipowners said "Look at the shipping!"

The Chairman: We cannot take a resolution this morning and we do not seek power. All we submit is that there is a possibility that proposals for a change will come before us. If so, we want an idea from our members whether they are satisfied with the present system.

Mr. Jones: Since the last meeting of the Executive I have had conversation on this matter with a considerable number of pilots, not only at my own port, but several others, and I have not found one yet who is satisfied with the present system of fixing rates. If we had nationalisation we should be putting ourselves on a better footing. We should have security of tenure and be able to budget our lives better.

Mr. Goldsmith pressed his amendment on the ground that it did not lose sight of the issue at stake but only sought the opinions of the pilots.

On a vote, the amendment was lost and Mr. Line's resolution adopted.

The Secretary said he would have found it very difficult to prepare a referendum at this early stage, but he would be happy to act in the spirit of Mr. Goldsmith's amendment and help the pilots of any port to focus their attention on the material points.

#### SHIPS THAT DO NOT SAIL.

There was a short discussion on a matter raised by Mr. White. He asked whether there was any fee for standing by a ship which did not sail as arranged.

The Chairman said that on the Clyde when a sailing was cancelled, except for weather conditions, there was a fee for the pilot of 10s. and 2s. 6d. an hour for every hour he had to wait.

The Secretary said the fee varied very much, but the principle was well established.

#### THE ADMIRAL'S POWERS.

One delegate asked how far the powers of the Admiral of a port extended. He was

referred to the Pilotage Stages and Rates (Variation Order) and Sir John added that the Admiral could not interfere with a pilot's licence, as one tried to do, or alter the pilotage rates, except by way of adjustment to meet altered stages.

#### ELECTION OF OFFICERS THE PRESIDENT.

The Chairman proposed the re-election of Lord Apsley as President. There was no need for any bouquets, he said. They looked forward to having Lord Apsley with them again, all in one piece, telling them some of his funny stories, and, most important of all, looking after their interests, as he had always done so well.

The proposition was adopted unanimously after it had been seconded by Mr. Cowell.

#### VICE-PRESIDENTS.

Mr. Wynn, Junr., proposing the re-election of Mr. Webb as senior vice-president, said he had some marvellous dreams in the backwoods of Lamlash. The pilots had in Mr. Webb one who would fight their battles to the last.

Mr. Webb said that owing to the difficulties he had in attending meetings from the district where he was now stationed he thought it desirable that someone else should be chosen for the office.

Mr. Gunn however seconded Mr. Wynn's proposal, which was carried unanimously.

Mr. Chesterfield explained the position of Mr. Richardson, the other vice-president. He said that Mr. Richardson was master of a pilot cutter, held a pilot's licence and was a member of the Association; he was therefore eligible. His position gave him a certain amount of leisure to devote to any questions sent along by Sir John.

On the proposition of Mr. Woodward, seconded by Mr. Gunn, Mr. Richardson was re-elected.

#### SECRETARY AND SOLICITOR.

"I don't think you could find a better man," said the Chairman in proposing the re-election of Sir John Inskip as secretary and solicitor, and the motion was promptly adopted amid loud applause.

Sir John said that as long as he had health and strength and they wanted him he would continue with them. As he said in his Report, he was jealous of the reputation the Association had earned for itself.

(A Delegate: "You have earned it.")

"We stand as high in the estimation of the Pilotage Authorities, the Chamber of Shipping, the shipowners and the Ministry as we ever have," he said, "and that is partly because this Association has always pursued a strictly constitutional line, has

taken up a strong attitude when it thought it ought to do so, but has bowed, as I hope it always will, to the arbitrament of the Ministry.

"I want to clear up a slight misunderstanding. 'Lloyd's List' have treated us very generously and given a very full, fair and interesting report of the discussion, but I did say something which does not appear. I want to say again what I said yesterday about this awkward and troublesome difference with the Transport Union. I recognise—and we all recognise—it is a great and important Union, and this country and the workers it represents could not be without it, but they ought to fish in their own waters and on that point I cross swords with them. I do not want to convey the impression that the Union is going round the country of its own volition soliciting the pilots to join. What it is doing is readily accepting invitations to go to this port and that and discuss taking the pilots into the Union. I think it is going too far when it attempts to wear the allegiance of pilots from their own organisation. I hope when they read these remarks they will accept them in a friendly spirit; I do not want to quarrel with them or anybody."

#### TREASURER.

The Chairman said that since the death of Mr. R. A. Lewis he had acted as treasurer and it was agreed that he should carry on in that position.

Mr. J. B. Watling was re-elected auditor and Mr. Curthoys editor of "The Pilot" was accorded a vote of thanks.

#### EXECUTIVE COMMITTEE.

Messrs. Small and Watson were appointed tellers for the ballot.

Mr. Cowell withdrew his candidature, and the voting resulted as follows, the names of the five appointed being in heavier type:—

	Votes.
<b>Mr. J. H. A. Smith</b> ...	32
<b>Mr. F. S. Chesterfield</b> ...	31
<b>Mr. A. Love</b> ...	30
<b>Mr. M. M. Marshall</b> ...	22
<b>Mr. G. W. Windass</b> ...	22
—	
Mr. J. P. Bennett ...	16
Mr. E. T. Day ...	15

Thanking Conference for his election, Mr. Smith said he feared the older men among them would not see the fruits of any alteration of the Pilotage Act—reconstruction, nationalisation, or whatever they liked to call it. That would take some years. He would try to review the problems ahead from the points of view of both the older and the young men.



The others elected also briefly addressed Conference.

#### NEW HONORARY VICE-PRESIDENT.

When the election of the honorary vice-presidents was under consideration, Mr. Robinson proposed that Captain J. S. Learmont be added to the list. This was seconded by Mr. Letten and cordially adopted.

The Chairman mentioned that since the last Conference they had lost Mr. Michael Joyce and it was agreed to place on record the Association's appreciation of his long and influential service to the pilots.

#### TRUSTEES.

The trustees were re-elected on the proposition of the Chairman.

#### WAR INSURANCE POLICY.

There was some discussion on a proposed British Pilots' War Insurance policy which first came before the Executive Committee on June 10, when it was agreed that the Secretary should make further inquiries about it.

Sir John read a letter from the insurance brokers showing that for an annual premium of £20 a pilot would be insured up to £500. It was so expensive because it covered war risks. In peace time the Association might negotiate a policy for the whole of its members but he was not suggesting that the premiums should be paid out of their present income. He did not think they could get special terms for a quantity in war time.

Some members gave their experience of existing policies.

#### FINANCE.

The statement of accounts and balance sheet for the year ending December 31, 1941, printed in the August issue of "The Pilot," were adopted.

#### PILOT DODDS.

At the request of Mr. Akerman, the Secretary made a statement on the case of Pilot Frederick Dodds, which had been satisfactorily settled. (See "The Pilot," August, 1942, page 4.)

#### NEXT CONFERENCE.

Conference agreed with the Chairman that no date or place for the next meeting could be fixed but it was agreed tentatively for next June in London.

A suggestion by Mr. Cowell that in war time Executive meetings in the Midlands would be more convenient was not followed up.

Votes of thanks to the Secretary (proposed by Mr. Wynn, Junr.), and the Chairman (proposed by Mr. Line) brought the Conference to a close.

## FROM THE SPEECHES OF MR. LEWIS JONES.

"We cannot mix with the Transport Union."

In view of the recent developments at Liverpool the following quotations from speeches by Mr. Lewis Jones at meetings of U.K.P.A. at the time when the Bristol pilots joined the Transport and General Workers' Union will prove interesting.

It is understood that Mr. Lewis Jones, who was for some years a member of the Executive Committee of the Association, is leading this movement at Liverpool. He lost his seat in 1932, since when he has offered himself for re-election on four occasions without being successful, the last occasion being in 1938.

"We cannot mix with the Transport Union; you cannot mix oil and water. If the Bristol pilots wish to have the assistance of the U.K.P.A. they have got to withdraw the resignations and leave it to our Executive and officers to do their best for them as in the past, but we are not going to be drawn in on any other lines"

—(Swansea Conference 1925).

"Trade Unionism does not mean a lot to the pilots, who are governed by Act of Parliament and must look to Parliament to remedy any grievances they have."

—(Swansea Conference 1925).

"It was seriously suggested by many ports that we should affiliate with the Transport Federation, and another proposal was that we should join the T.U.C. I was very strongly in favour of the latter as the alternative to the Transport Federation. I am thankful now other people had more sense than I had then. If the proposal had been carried into effect where would we have been?"

—(Southampton Conference 1926).

"If the Bristol men wish to rejoin they must leave the Dockers' Union. This Association is not going to be involved in any question of fighting on the same platform as that Union, although it is all right in its own line."

—(Glasgow Conference 1929).

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#### RATE INCREASES.

Pilotage rate increases have recently been granted to some ports including South Shields and Fowey, and the Humber Pilotage Authority have submitted an application to the Ministry of War Transport for an increase of 12 per cent. in the Humber rates.

## FAMOUS YACHTS ON WAR SERVICE

The war reprieved the 43 year old Royal Yacht "VICTORIA AND ALBERT" and she is acting as an overflow accommodation ship for one of the Royal Navy's gunnery schools.

Where equerries, ladies-in-waiting and distinguished guests were accommodated, petty officers, training to become temporary warrant officers, now have their cabins. The furniture has been removed, though the handsome fittings still remain. Down the corridor between the suites, with its sycamore panelling, is the petty officers' mess-room. The Royal reception lounge, where many foreign royalties and notabilities have been received, has been boarded off, and now serves as beer bar and canteen.

Temporary Sub-Lieutenants, R.N.V.R., taking a gunnery course occupy what used to be the cabins of the yacht's officers, the list of which contains some famous naval names.

Only two cabins of the Royal apartments are in use. The rest are closed, with all the Royal furniture and fittings shrouded in dust sheets, the white and gold decorations hidden in darkness till peace time.

Four Royal Marine servants are left, all of whom have served the Royal Family at reviews, Cowes Weeks and on holiday cruises. The Chief Yeoman of Signals is also there, and it is the hope of these veterans that the old V. and A, as the yacht is affectionately known throughout the Navy, may finish her career in glory, leading His Majesty through the lines of his warships in a Victory Review.

\* \* \* \* \*

Two famous Admiralty yachts, now armed with guns and depth charges, are guarding convoys together in the same escort group. They are the Admiralty yacht H.M.S. ENCHANTRRESS, and the yacht of the Commander-in-Chief Mediterranean, H.M.S. ABERDEEN. Both ships have been stripped of many of the luxury appointments which have served a long succession of Royal and distinguished visitors, but they still boast comforts which recall their peace time duties.

In H.M.S. ABERDEEN a junior officer now occupies the maid's cabin, with a full length mirror to help him dress, while the First Lieutenant enjoys a private bathroom and shower.

ENCHANTRRESS, too, which comes of a line of Admiralty yachts, still boasts tiled bathrooms, but the beautiful old Admiralty furniture and the plate, dating from George

III and George IV, have been stored ashore for the duration.

\* \* \* \* \*

A luxury yacht, reputed to have cost £250,000 to build, is flying the White Ensign. The yacht—now H.M.S. ATMALH—was originally built for a King of Egypt, but was purchased before completion by a member of the Rothschild family. She has been lent to the Navy for the duration by her owner.

Although the Atmah has been converted for war use, much of her former luxury still remains. There are more than a dozen bathrooms, some of them attached to cabin suites. Most of the cabins have their own running hot and cold water. Other bathrooms are tiled throughout and shower-baths are fitted. Radiators, finger-plates and door handles are of silver.

She was built in 1898 by the Fairfield Shipbuilding and Engineering Company of Glasgow. At one period in her career shipbuilders performed a delicate surgical operation on her. They cut her in half, built in a new section 31 feet long and joined her together again.

During the last war she was used by the French Navy in the Mediterranean. This time she was at Le Harve until shortly before the fall of France, but raised steam and got away to England.

\* \* \* \* \*

Electrically heated bunks for ratings are a feature of H.M.S. THALASSA formerly a luxury motor yacht, owned by Mr. Eugene Higgins of New York.

Most of the elaborate equipment, for the comfort of her wealthy guests on pleasure cruises before the war, remain at the disposal of British sailors.

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The luxurious steam yacht which Mr. Tom Sopwith built to tow his America's Cup challenger ENDEAVOUR II across the Atlantic is now H.M.S. PHILANTE. On her bridge she carries a memento of her past, for around the compass platform is nailed a length of stout rope which was used to tow the "Endeavour II" to the United States.

#### FOUR SHIPS A DAY.

"By January you can count on an average of four ships a day," said Admiral Howard L. Vickery, vice-chairman of the U.S. Maritime Commission recently. "Even four ships a day does not represent our maximum potential shipyard capacity."

He also gave an assurance that 24,000,000 tons of shipping would be delivered by U.S. shipyards by the end of 1943.



## D.E.M.S. SERVICE

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### Nearly 20,000 Trained Seamen Gunners Defending the Ships.

Gunners in defensively equipped ships have destroyed or damaged 228 enemy aircraft since the beginning of the war. This is the score of men of the Navy's D.E.M.S. Service and Maritime Regiment.

Few branches of the Royal Navy have grown in such size, scope and importance during the war as the D.E.M.S. Service. At the beginning there were only 1,300 men available for this vital service and they were mainly naval and marine pensioners. In defence of the merchant ships they were assisted by their colleagues of the Merchant Navy, whom they helped to train.

Now the D.E.M.S. Service numbers nearly 20,000 trained seamen, gunners and gunlayers, augmented by thousands of Army gunners of the Maritime Regiment.

Merchant ships, both British and Allied, are now equipped with a great variety of new weapons and anti-aircraft devices, so that a D.E.M.S. rating may be called upon to man any of eighteen different kinds of weapons, from a six-inch gun to a little Marlin machine gun, which fires .30 ammunition.

The Naval gunnery crew in a merchant ship may now number anything from five to twenty-five or even more in exceptional cases.

It takes four months to train a D.E.M.S. seaman gunner, and one northern training establishment alone turns out 100 men a week.

### NO SAFETY IN SPEED

Some glib advocates of speedier ships insist that speed is a protection against submarine attack. The facts of war, both now and in 1917, contradict them. If speed were such protection, how does it come about that 30-knot vessels like the 'Ark Royal' and cruisers and destroyers have been destroyed by submarine attack, in some cases despite an anti-submarine screen? How did it come

Construction of faster ships must slow up output and yet the most urgent need of the situation is rapid replacement of losses and the creation of an immense reserve of carrying power. Those are facts that need to be known and borne in mind in any consideration of a change of policy. They are not "imaginative." Jules Verne would not have been a particularly successful Director-General of Merchant Shipbuilding.

(From "Shipping and Shipping Record").

## SHIPPING LOSSES.

Reporting on merchant shipbuilding and repairs the Select Committee on National Expenditure recommended that "yard committees should be used to remove misconceptions in the minds of the workers which discourage production, and the possibility of giving some facts about shipping losses, not necessarily in the form of a monthly statement, should be considered from the point of view of stimulating output."

Output per worker in British merchant shipyards has probably never been higher than to-day, said the committee. Apart from a special welding process the remarkable American record for quick launchings due less to the use of more modern methods than to the advantages of space, labour supply, and the absence of the black-out. Actual output per man in tons of steel in American yards was approximately half the output per man in the British yards.

In the opinion of the committee women could do almost any job a man could do except those requiring sheer physical strength. They recommended that a larger proportion of women in the age group 20 to 30 should be made available for shipbuilding.

### D.S.C. FOR LIEUT. INSKIP.

Lieutenant Robin Inskip, R.N.V.R., only son of Lord Caldecote, the Lord Chief Justice and nephew of Sir John Inskip, at a recent investiture, received the D.S.C. for gallantry and distinguished services in Greek waters. He went into the Palace with his wife and Lady Caldecote, his mother

When a pressman asked Lord Caldecote how his son won the award he said: "Don't ask me. Like all these young men, he refuses to say a word about it.

"We know that he has been all through the operations in the Red Sea and the Mediterranean, but when we ask him to describe how he won the medal he says, 'Oh, it wasn't much of a show.'"

### SIR JULIAN FOLEY RETIRES.

Sir Julian Foley who has just retired from the Deputy Director-Generalship of the Ministry of War Transport, at one time had a good deal to do with pilotage matters. He is a Liverpool man and entered the Civil Service. In 1915 he was Assistant Director of Transports and in 1917 became Director of Military Sea Transport in the Ministry of Shipping, occupying the position until the end of the war. After seven years as Under-Secretary to the Mines Department he became head of the Mercantile Marine Department and Under-Secretary of the Board of Trade in 1929. He received a knighthood in the Jubilee Honours List in 1936.

### THE PRESIDENT:

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Mr. G. N. RICHARDSON, 853, Anlaby Road, Hull

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Mr. J. H. A. SMITH, Pilot Office, 18, Queen's Terrace, Southampton  
Mr. J. STANLEY AYRE, 42, Trajan Avenue, South Shields  
Mr. M. M. MARSHALL, 26, Trajan Street, South Shields.  
Mr. J. A. SPARROW, 20, Old Road, East, Gravesend.  
Mr. ALEXANDER A. LOVE, 32, Falkland, Street, Hyndland, Glasgow, W.2.  
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Mr. G. WINDASS, 66, Whitehill Road, Gravesend, Kent.  
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### LOCAL SECRETARIES:

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BARROW - IN - FURNESS	William Taylor ... ..	...23, West Avenue, Barrow-in-Furness.
BARRY ... ..	C. Carpenter ... ..	...Pilotage Office.
BELFAST ... ..	F. J. Hurst ... ..	...Pilot Office, Clarendon Dock, Belfast.
BLYTH ... ..	W. T. Carr ... ..	...51, Ridley Avenue, Blyth.
BO'NESS ... ..	D. McAlister ... ..	... "Asgog," Grahmsdyke Road, Bo'ness
BOSTON, LINCS. ... ..	H. Fountain ... ..	...Pilot Office, Custom House Quay, Boston Lincs.
BRISTOL ... ..	S. J. Ray ... ..	... "Hillboro'," Elberton Rd., Westbury Lane, Bristol.
BURNTISLAND ... ..	L. McAlister ... ..	...The Pilot House, The Docks, Burntisland.
CARDIFF ... ..	D. Edgar Morris ... ..	...13, Woodland Place, Penarth, Glam.
CLYDE (GOUROCK) ... ..	J. H. Innes, ... ..	... "Burnbrae", Victoria Road, Gourrock.
CINQUEPORTS ... ..	E. T. Day ... ..	...Channel Pilots' Room, Royal Terrace Pier, Gravesend.
DARTMOUTH... ..	R. Gatzias ... ..	...Pilots Watch House, 3, Bayards Cove.
DEE ... ..	T. Bennett ... ..	7, Railway Terrace, Connah's Quay, Nr. Chester.
DUNDEE ... ..	N. Dew ... ..	... "St. Olaf" 268 Broughty Ferry Road, Dundee.
FALMOUTH ... ..	Duncan Robinson ... ..	...Pilot Boat Association, 14, Arwenak Street.
FLEETWOOD ... ..	A. Wright ... ..	...12, Airlur Street, Fleetwood.
FOWEY ... ..	James Salt ... ..	...Seaside Cottage, Polruan, Cornwall.
GLASGOW ... ..	A. A. Love ... ..	...32, Falkland Street, Glasgow, W.2.
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GOOLE ... ..	T. M. Mapplebeck... ..	...45, Salisbury Avenue, Goole.
GRANGEMOUTH ... ..	A. Fleming ... ..	...The Docks, Grangemouth.
GRAVESEND (River) ... ..	J. H. Fife ... ..	...Clare House, 24 Singlewell Road, Gravesend.
GRAVESEND (Sea) ... ..	T. Flinn ... ..	...20, Overcliffe, Gravesend.
HARTLEPOOL ... ..	J. T. Nicholson ... ..	...70, Church Street, West Hartlepool.
HARWICH ... ..	T. R. R. Letten ... ..	... "Rivington," Fronck's Road, Dovercourt.
HOLYHEAD ... ..	William Owen ... ..	...8, Hibernia Row, Holyhead.
HULL ... ..	L. Walford ... ..	...35, Glencoe Street, Anlaby Road, Hull.
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ISLE OF WIGHT (Inw'd)	L. W. Akerman ... ..	... "Craig-y-don," Princes Esplanade, Cowes, I. of W.
KING'S LYNN ... ..	J. W. Smith ... ..	... "The Haven" Hardwick Road, King's Lynn.
LEITH ... ..	J. P. Short ... ..	... "Braco", 164, Granton Road, Edinburgh, 5.
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LOWESTOFT ... ..	J. Riches ... ..	... "Kingston," Walmer Rd, South Lowestoft, Suffolk.
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MIDDLESBROUGH ... ..	L. Pickersgill... ..	...270, Marton Road, Grove Hill, Middlesbrough
MILFORD HAVEN ... ..	T. H. Roberts ... ..	...4 Hill Street, Hakin.
NEWHAVEN ... ..	E. W. Childgey ... ..	... "Quantock," Hillcrest, Newhaven, Sussex.
NEWPORT (MON.) ... ..	C. J. Page ... ..	...1, Caerau Road, Newport, Mon.
PLYMOUTH ... ..	E. Rogers ... ..	...43, Woolster Street, Plymouth.
POOLE ... ..	W. Brown ... ..	... "Elgar," 28, Hermitage Road, Parkstone, Dorset.
PORTSMOUTH ... ..	R. R. Russell... ..	...10 Dolphin Court, Craneswater Gardens, Southsea.
PORT TALBOT ... ..	H. A. Gunn ... ..	...5 Adare Street, Port Talbot.
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St. IVES ... ..	W. H. Treloar ... ..	...14, Barnoon Terrace, St. Ives.
SHEERNESS ... ..	P. J. Hannan ... ..	...113, Minster Road, Sheerness.
SHOREHAM ... ..	A. J. Blaker ... ..	... "Braeside," Old Rectory Gardens, Southwick, [Sussex.
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SWANSEA ... ..	S. J. Hanson ... ..	...Pilot House, West Pier.
TRENT ... ..	Robert Acaster ... ..	...30, Cranbrook Avenue, Hull.
WHITEHAVEN ... ..	T. H. Stevenson ... ..	...Bridge House, Netherton, Maryport.
WISBECH ... ..	J. P. Burton ... ..	...35, Custom House St., Sutton Bridge, Wisbech.
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