

# The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

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### FULL REPORT OF THE **58th CONFERENCE**

at the

HOLBORN RESTAURANT, LONDON

JULY 24th and 25th, 1945

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### PILOTAGE SERVICE REFORM

Seven-Point Basis for Negotiations

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### FUTURE ORGANISATION OF THE U.P.K.A.

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Mr. J. H. A. Smith Elected Senior Vice-President

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Head Office of the Association :

No. 13, SMALL STREET, BRISTOL

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

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*United Kingdom Pilots' Association*  
**REPORT OF THE FIFTY-EIGHTH CONFERENCE**  
Held in London, July 24th and 25th, 1945

SINCE Conference was held peace has come. When we met towards the end of July hearts had been lightened by the end of the conflict in Europe, but the most optimistic among us did foresee that in three weeks Japan too would have surrendered. From the pilotage point of view, however, it was the return of peace to the western waters which was so important in that it made the tackling of the general subject of post-war pilotage a much more urgent matter.

It is interesting to recall that the date of the Conference was arranged by the Executive at their meeting on May 3rd and although hopes of peace in Europe were running high it scarcely seemed possible that the beginning of the following week could see their fulfilment.

Then came an event which threatened to necessitate a variation in the Conference date—the General Election. Fortunately the polling date was fixed well in advance of the Conference, but not so fortunately the results of the election were not known until the day after the Conference closed. The extent of the swing in political thought was on a scale no one expected. The entry of a new administration into the affairs of state is always a matter of considerable importance to pilots owing to the fact that their calling is regulated by an Act of Parliament.

A strong desire was expressed at the Conference that the office of President of the Association, vacant since the deeply lamented death of Lord Apsley, should be filled and the advantages of having a Member of Parliament in the position was generally recognised. The appointment can be made only by Conference, which in the ordinary course will not be before next summer, and in the meantime there may be found in the new House of Commons a very good friend of the pilots. Linked with the question of the Presidency is the desirability of reviving the Committee of Members of Parliament to watch the interests of the pilots. Time and the ballot-box have eliminated many who rallied round Lord Apsley in the past and we have to seek new friends. When the question was put to the chair as to whether there would be any political discrimination, Mr. Smith very adroitly turned it aside with the remark "We are non-political with diplomatic reservations."

It was very gratifying that Mr. Bernard C. Webb was able to make the journey from Scotland to attend the Conference, but he did not feel equal to the strain of taking the chair. Mr. Smith, therefore, had his first experience of presiding over full sessions and he successfully carried on the Michael Joyce tradition of letting any man who had anything to say, say it. For a period on the second day Mr. Webb went into the chair and it was clear that the Conference atmosphere was the best tonic he could have had. He was right on his top form, strong of voice and ever ready with sparkling repartee. His spirits were undamped by the knowledge that inexorable time was bringing to a close his long term as vice-president and still longer term as a member of the Executive.

A very emphatic vote promoted Mr. Smith into the senior vice-presidency and gave him Mr. Alex Love as his "junior." The honour paid to Mr. Love is a very fitting acknowledgment of the increasing interest he has shown in the Association in which his father long held executive office. The delegates were not unmindful of the great service rendered all these years by Mr. Webb and not only added his name to the list of Honorary Vice-Presidents but elected him Honorary Treasurer which ensures that the Executive will still have the help of his good counsel.

Two retiring members of the Executive, Messrs. M. M. Marshall and H. B. Eagle were re-elected and there are two newcomers on the Committee: Mr. G. S. Ward of the Humber and Mr. J. H. Innes of Gourock.

The administrative side of the Association—what might be called its domestic set-up—was given considerable attention. It is well known that for some time Sir John Inskip has been anxious to be relieved of the secretarial duties as soon as possible and various suggestions have been made for meeting the situation. The location of the head office and the income necessary for running the organisation also come into the question. The discussion at Conference is worthy of careful consideration in preparation for the decisions which must ultimately be made and in the meantime it is gratifying that Sir John has agreed to continue as secretary for another year if necessary. As usual his report was an outstanding feature of the Conference and following the usual custom it is printed verbatim in the following pages.

Immediately after reading the report Mr. D. J. Davies of Swansea rivetted attention with a seven-points programme for post-war reconstruction in the pilotage service for consideration by the Executive as a basis of negotiation. Before that could be accepted, however, the "no Change" resolution of the previous Conference (1943) had to be rescinded. The delegates seemed to be pretty well of one mind on that and then Mr. Davies's points were taken one by one, varied

*Continued at foot of page 4*



## THESE ATTENDED THE CONFERENCE

The following attended the Conference:

**Visce-Presidents:** Messrs. Bernard C. Webb (Glasgow) and J. H. A. Smith (Isle of Wight Outward).

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

**Trustee:** Mr. T. W. Small (Liverpool).

**Delegates:**

BARRY	.....	Messrs. J. A. Clare and J. P. Bennett
BELFAST	.....	Mr. A. G. Starkey
CARDIFF	.....	Messrs. H. G. Pead, L. R. Slade and S. T. White
CLYDE (Gorrock)	.....	Messrs. J. H. Innes and H. S. Rogers
CINQUE PORTS	.....	Messrs. R. E. Clare, E. T. Day and N. A. Line
COLCHESTER	.....	Mr. H. C. Chamberlain
GLASGOW	.....	Messrs. Neil MacGillwray and S. M. Ritchie
GRAVESEND (River)	.....	Messrs. A. Bray, C. A. C. Catton and A. Cavendish-Tribe
GRAVESEND (Sea)	.....	Messrs. A. H. Dyer and A. A. Holland
HARTLEPOOL	.....	Messrs. J. R. Hastings and R. Hunter
HARWICH	.....	Messrs. C. C. Smith and T. R. R. Letten
HUMBER	.....	Messrs. R. W. Fox, J. Lazenby and G. S. Ward
ISLE OF WIGHT	.....	Messrs. F. V. Jancs and G. W. T. Mason
MIDDLEBOROUGH	.....	Messrs. L. Pickersgill and D. H. Tate
PLYMOUTH	.....	Mr. C. W. Sherlock
PORTSMOUTH	.....	Mr. F. H. Collins
PORT TALBOT	.....	Mr. H. A. Gunn
SEAHAM	.....	Mr. W. Miller
SUNDERLAND	.....	Mr. T. Rush
SWANSEA	.....	Messrs. S. H. Hanson and D. J. Davies
TYNE	.....	A. H. Ayres, Ralph Phillips, E. Ramsay and G. W. Purvis

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

**Visitors:** Captain L. W. Akerman, R.N.V.R. (Isle of Wight Inward), A. W. White (Barry) and Alfred Young (Tyne).

*Report of Conference—continued from page 3*

in some cases, accepted in others and the whole programme passed to the Executive as something to work upon. What was done, however, did not go without challenge and we would draw attention to an article at the end of the Conference report in which Mr. E. T. Day states the views of the Cinque Ports pilots.

A good deal was heard about pilots who have changed their allegiance from the U.K.P.A. to the Transport Workers Union, and there was some plain speaking in the discussion which is printed under the headline "What is the Association doing?" a question which drew a spirited and detailed answer from Sir John Inskip.

THE old custom of the Association of opening Conference with prayer was observed by Mr. Smith. He also invited the gathering to stand for a brief silence in tribute to the pilots who had lost their lives in the war. He said he thought with pride of the dauntless courage of the sea pilots in the grim struggle around our coasts, from which we had just emerged. What price had had to be paid in lives he could not say, but they owed it to those gallant comrades that their names should not perish, but have a lasting record in the annals of the Association. He, therefore, appealed to each delegate to see that a complete record of war casualties in the pilotage service of his

port was sent to Sir John Inskip in due course and commended to the Executive the consideration of whether they could crystallise their remembrance of them in some tangible way.

It is intended to publish the record of the war casualties in *The Pilot* and already some details are to hand, but rather than deal with them piecemeal it is proposed to collect the information until we have the record for the service as a whole. The sooner this is done the better; we would like to have it ready for the next issue. It is possible if local secretaries will give the matter early attention.

SECRETARY'S REPORT.SIR JOHN INSKIP CLEARS THE AIR ON THE  
TRANSPORT UNION QUESTIONHis Own Views on How Pilotage Administration can be  
Improved—New Act Necessary

THE report which I propose to give to this Conference will be on somewhat different lines from those to which members are accustomed. There is more than one reason for adopting this course. One is that the issues of *The Pilot* since the last Conference have dealt reasonably fully with all the activities of this Association during that period, and, therefore, I propose only to call attention to very few of the more important of them. The other reason is that this Conference will be occupied largely, and rightly so, with the future rather than with the past, and, therefore, I am dealing fully once more with the important question of post-war pilotage upon which my observations must not be taken as those of the Association or of the Executive Committee, but only as an indication of the way in which my mind is running. This report will, therefore, form some basis for the debate which will follow and will, I hope, help to focus the minds of members on one or two points which must be decided before any fresh build-up of pilotage organisation can be started.

**Transferred Allegiance**

First of all, I want to make some general observations with regard to the Association and the part which it is playing, and will continue to play, in the interests of pilots. This is, of course, the official organisation representing the pilots of the United Kingdom as it has done for the best part of 60 years. It has members in practically every port where there is a pilotage service, the only exceptions of which I know being Liverpool, Manchester and Bristol. I am not quite sure at the moment with regard to three other ports, as to which I shall have something to say, namely Leith, Dundee and Blyth. These six ports have in any case transferred their allegiance to the Transport and General Workers' Union, Bristol, of course, having done so many years ago. This move naturally invites comment, although the Association is not greatly concerned by the development and has no need to be so. Any body of pilots is entitled to join the organisation which they think will be of most help to them, but evidence is overwhelming on one point and that is that the pilots have joined the Union because they think that that organisation will be more powerful in the matter of remuneration. To suggest that the Transport and General Workers' Union is fully conversant

with pilotage law and matters generally and has more experience and authority to speak for and to represent pilots than this Association is, of course, idle.

I have nothing more to say about the reasons which prompted Liverpool to join the Dockers' Union, neither am I in a position to tell the Conference what direct benefits have accrued to that port as a result of that transfer. Similarly with regard to Manchester who acted with and at the same time as Liverpool, both of these ports having the same secretary.

**Union Policy**

It is clear that for one reason or another the Union has made it part of its policy to attract pilots into their organisation, and from time to time its area organisers seek the opportunity to address pilots at any port which may seem ripe for an approach. Recently both Dundee and Blyth have come under the spell, although in both cases my file contains letters of a very recent date expressing thanks in no stinted terms for what this Association has done for them. Dundee went out for a trumpety reason following the approval of the Ministry to a proposal of the Dundee Pilotage Authority to recoup a debt on their Pilot Fund by a small temporary increase in the pilots' contributions to that Fund. The amount involved is a mere £179. 13. 1 and as soon as the debt is cleared off, the contributions will revert to the original amount. There was not the slightest reason for the pilots to object so strongly to this arrangement, and if the result of it could have been to reduce their earnings to a level below that to which they are entitled, then the obvious action was to apply for an increase in their rates. As a matter of fact, the extra amount contributed by each pilot was so small as really not to be material over a temporary period. It was on this and on this alone that the Dundee pilots made the change.

Similarly with regard to Blyth. There an application for the restoration of a 5 per cent cut in their rates was rejected by the Ministry. This Association asked for the reconsideration of this decision and whilst matters were still under consideration the Union, as I understand it, asked for an opportunity of addressing a meeting of the Blyth pilots. Who addressed the meeting and how conversant that person may be with pilotage matters, I do not know, but the Blyth pilots

appear to have been carried away by the eloquence and promises of this gentleman and resigned from this Association in a body in order to join the Union.

### Intolerable Position

I think it right just to let the members have the facts of these cases. The strange thing about all this is that at ports where this kind of thing has been going on, the pilots through the membership of one or two of their number in this Association come to us for help and guidance on matters other than rates. I have a letter the very day upon which I am writing this report from Grangemouth, where there was a wholesale resignation in order to join the Union, imploring the Association to take up with the Ministry the question of compulsory pilotage, which will cease in their district on the 20th instant. Here is a port which has gone over in a body to the Union leaving only two or three members in this Association, and yet looking to us to fight this battle on their behalf. Of course one body of pilots cannot look to more than one organisation to protect their interests, and I have so informed the Grangemouth pilots.

Most of the ports who have joined, or the bulk of whose pilots have joined the Union, are trying to keep their feet in both camps for obvious reasons, but this is a position which cannot be tolerated and your Executive Committee decided at a recent meeting that at any port where the pilots were actively associated with the Transport and General Workers' Union the local branch of this Association should be closed, whilst of course leaving it open for individual pilots to remain and to become members of this Association. This step was taken for several reasons, one of them being to prevent these ports having a vote at the Conference and taking any part in the deliberations and decisions of this Association as some of them were proposing to do.

### Ship Masters and Pilotage

From one point of view this development is regrettable because the pilots of the United Kingdom are not helping their cause by splitting up in this way. Sooner or later there must be a conflict of interests so far as those pilots who have joined the Union are concerned. At the moment, as brought to the notice of the pilots in the last issue of *The Pilot*, the Mercantile Marine Service Association is supporting a proposal for those ship masters who undertake their own pilotage to be remunerated by their owners, and the General Secretary of that Association is asking all ship masters to send particulars of their normal pilotage work and method of compensation. The matter is explained more fully in the issue of *The Pilot* referred to, but the important point is that the M.M.S.A. is one of the bodies affiliated with the Officers' Merchant Navy Federation, with which body this Association was flirting at the time of the last Conference. It will be remembered in

this connection that the Transport and General Workers' Union, through one of its principal officers, expressed in no uncertain terms its refusal to countenance an affiliation by this Association with the Officers' (Merchant Navy) Federation, and the inability of that organisation to entertain the idea was stated to be due to the objection from the Union, which clearly exercises considerable control over that body. What then, one may well ask, is the Transport and General Workers' Union doing with regard to this proposal to negotiate a scale of payment for masters who do their own pilotage?

This is only one instance of the kind of conflict of interests which may arise when an organisation attempts to represent conflicting interests. This Association is for pilots first and only. Its opinion is sought and respected by all those bodies who have to do with pilots, and it is respected because there cannot be, and never has been, any suggestion that there is lurking somewhere some other interest which may be influencing the opinion expressed or the course taken.

### Is it Right?

There is the further question which cannot be lost sight of and that is whether it is right for the pilots to associate themselves with a Union which is part and parcel of or so closely allied with an organisation of one political party, namely the Trades' Union Congress.

I make no excuse for dealing at some length with this matter, not because I entertain any fear of the Union making any permanent inroads in the membership of this Association. The pilots have always been proud, and justly so, of their calling and regard themselves as professional men and entitled to be treated and remunerated accordingly. Moreover, they have always clung tenaciously to the position which they occupy as holders of a licence to follow the calling of a pilot and not to be in the employ either of the licensing authority or of the shipowner. How this position can be reconciled with membership of the Transport and General Workers' Union, whose members are employed in very different circumstances and whose remuneration is fixed by completely different standards, it is difficult to see.

There are already several indications that the intervention of another organisation into the realm of pilotage is leading to complications and divided policies on matters of vital importance as to which the pilots should be in agreement. It is for the delegates assembled at this Conference to pledge themselves and their ports to stand by this Association and so ensure that all the important matters which have arisen, and which are likely to arise in the immediate future, will be discussed and the course decided upon by an organisation which is free from any suggestion of other interests conflicting with those of the pilots themselves.

Apart from any other reason, it is as well perhaps that the air should be cleared by a statement of this kind, that it should receive,

as I hope it may, the full support of Conference and that by the publication of this report all those bodies which are interested in the administration of pilotage in this country may be informed as to the position.

The rest of my report is intended to deal with post-war pilotage, and I have decided this because of the present opportunity of having this matter fully discussed by the pilots in conference which opportunity is not likely to occur again for twelve months by which time much progress may be made in discussions which have already commenced. But before entering upon this, there are just one or two matters which should be referred to.

### Compulsory Pilotage

Some ports are naturally concerned with the withdrawal of compulsory pilotage which was introduced in their pilotage districts by the Admiralty under Defence Regulations as a war-time measure. With the end of the European War the reason for compulsory pilotage so far as the Admiralty are concerned came to an end, and as circumstances permit notice is being given in the various districts for termination of this compulsory pilotage.

Your Executive Committee has been at pains to explain to the ports concerned, some of which have sent a deputation to a recent meeting, that the case put up by this Association for general compulsory pilotage is made on very different grounds from those which have led the Admiralty to exercise their powers during the war. We all want to see these war-time regulations terminate as soon as possible, and compulsory pilotage in peace-time is something quite different from compulsory pilotage under war-time conditions and can only be imposed in accordance with the provisions of the Pilotage Act, which necessitates an application by each individual port and an amendment of the Pilotage Order for the district concerned. It was on those grounds, I gather, that the Ministry of War Transport declined to receive a deputation from this Association to state the case of the North East Coast Ports for a continuation of compulsory pilotage.

This Association stands, as it has always stood, for general compulsory pilotage, with, of course, reasonable exemptions, but I shall have something more to say about this in the course of the debate on post-war pilotage.

### Industrial Injuries Insurance Scheme

Another matter to which I would refer in passing is the position of pilots under the new Industrial Injuries Insurance Scheme. At present pilots are included by express provision in the Workmen's Compensation Act, but that protection will disappear with the new measure, and, therefore, it became necessary to consider the position of pilots, especially in view of their claim to be regarded as professional men without an employer in

the ordinary sense. It hardly seemed fair to deprive the pilots of one protection and not to include them in the new scheme and I understand that this will be done.

### Rates

There is very little to be said on the question of pilotage rates. The earnings at some ports are substantially in excess of pre-war earnings and this is due in part to the amount of shipping under war-time conditions at those ports, but substantially to the fact that the pilotage service is understaffed and the pilots working under exceptional pressure. As things begin to return to normal, these earnings will, of course, show some diminution and it has been found in more than one instance that ports which seemed to be ripe for a reduction in their percentage increase on the basic rate have been left alone because of a sudden downward trend in their earnings. For one reason and another pilots generally must be prepared, I think, for somewhat wide fluctuations in their earnings and possibly a certain amount of disquiet may be caused. This state of affairs seems to be inevitable from time to time under the present system of remunerating pilots, and it is one of the matters which will have to be fully discussed and the pilots will have to make up their minds about it in connection with any re-arrangement of pilotage.

In the meantime, pilots generally, with certain exceptions, have nothing to complain about with regard to their remuneration during the last year or two, but certain ports have apparently been attracted by promises held out to them with regard to their earnings and have been induced to think that this Association has not sufficiently protected their interests in this respect. There is no justification for this, and in any case, the Executive Committee as constituted now and for many years past is not likely to be moved by such a threat as I have received during the last few days from one port of "revolutionary action" failing the granting of their demands.

As already stated, I propose to avoid discussion of the many other matters which have engaged the attention of this Association since the last Conference. This means, I fear, that this report will not reflect in any sense at all the part which this Association has played and the service which it has performed for pilots generally. It is unavoidable and, as many will think, unfortunate that those pilots who tie themselves up with another organisation reap the benefits of all that this Association is doing without making any contribution, but that cannot be helped.

Let us try to forget this temporary upset, which has in no way weakened this Association, or is likely to do so, and settle down to face the problems which lie immediately ahead.



### Post-War Pilotage

At the last Conference I dealt in my report with post-war pilotage and outlined the changes which might be expected if and when any amendment of the Pilotage Act came under discussion. The delegates assembled at the last Conference felt a difficulty in authorising the Executive Committee to go forward with any formal discussions. They naturally wished to go back to their ports to consider the matter with their colleagues and preferred not to see the Association enter on any formal discussions until some definite proposals had been formulated. Since then matters have, I think, advanced another stage following an expression of opinion by this Association on certain points put forward by the Ministry. Incidentally, those few ports who have severed their connection with this Association seem to have adopted the point of view already expressed by this Association on these points.

There is still a substantial body of opinion amongst the pilots which prefers to avoid any drastic changes and is not yet persuaded that any interested parties really want to see any changes brought about. On the other hand, there are many who realise that the administration of pilotage under the Pilotage Act of 1913 has really broken down and that the time is ripe, after the passage of more than 30 years, for a review of pilotage administration and for the drastic amendment, if not the scrapping of the Pilotage Act.

It is not likely that any change will be made in the immediate future unless it is by agreement of all parties concerned, and primarily between the shipowners and the pilots. With the mass of post-war legislation, no Government is likely to have time to get through Parliament a contentious measure dealing with pilotage, and, therefore, it has been put to the interested parties that if they wish any quick re-organisation of pilotage they must put up a scheme acceptable to all parties. This is a task which is not easily undertaken, but your Executive Committee would, I think, welcome being armed with authority to make the attempt and if Conference sees fit to give that authority there will be no intention of committing this Association to anything at present. Any discussions will be of an exploratory type with a view to getting the framework for some fresh build-up of pilotage administration in this country.

### Future Administrations

That brings me to the matters which would naturally arise at the very outset and upon which there would have to be a measure of agreement. At present, as everyone knows, of course, pilotage administration is carried out by a number and a variety of Pilotage Authorities, each of whom is responsible only to the Ministry of Shipping.

The passing of the Pilotage Act, 1913, brought to an end a state of chaos in the

world of pilotage and was welcomed by all interests and particularly the pilots who for long called it "The Pilots' Charter." Nevertheless for a few years before the war, and more particularly during the war, the present system of pilotage organisation was found to have broken down, and I think that all interests are agreed that there is plenty of room for improvement in pilotage administration. The Pilotage Act, whilst bringing some order out of the chaos by providing machinery for the administration of pilotage, paid too little regard to certain matters with the result that there is little or no co-ordination, that for no apparent reason differences and varieties of practice and custom have grown up in the different ports whilst conditions of service and widely different ideas as to the remuneration which the pilots ought to receive exist even in ports which are really comparable. All this leads to confusion and uncertainty.

Any new scheme of pilotage administration must be built up either on the present arrangement of Pilotage Authorities at every port acting independently, or under a national or central board, in which case that board would presumably have either a small local committee functioning much as the sub-commissioners of Trinity House do for the Outports, or three or four district boards with small local committees at each port just to deal with the day to day running of the pilotage service.

### Basis of Remuneration

Then there has to be settled the basis upon which pilots wish to be remunerated, whether as at present, subject in any case, I hope, to a simplification in the method of assessing the rates to be paid for a completed pilotage service or by a fixed annual salary. These two questions are of basic importance because so many other matters depend upon the answer to them and they cannot possibly be discussed until a decision has been reached upon them. For instance, if it were decided that pilots should receive a fixed annual salary, as to which I shall have something to say later on, then the question of compulsory pilotage, which has always taken so prominent a place in the policy of this Association, will lose much, though not all of its importance so far as pilots are concerned.

I do not know how Pilots generally view the present administration under district Pilotage Authorities, but for many years after the Pilotage Act it very frequently happened that complaints came to this Association from ports with regard to the constitution and the general working of the district Pilotage Authority. It used to be said that the shipowners' interest was overweighted owing partly to the dual representation of certain members of the Authority. Also, there were frequent complaints, which have existed right up to the present day, as to the disparity of outlook and treatment of pilots generally between one Authority and another, and

sometimes between Authorities who were close neighbours. During these last years of the war when shipping has been more or less State controlled, the grounds for these complaints have almost entirely disappeared so that there is seldom any conflict between pilots and shipowners' representatives on the matter of earnings, but possibly as the shipping industry returns to peace-time conditions and active competition the old differences will come up again and then the outlook and make-up of the various Pilotage Authorities will give rise once more to the feeling of dissatisfaction and unrest as the pilots at one port compare their lot with that of another. The fluctuations of trade at the various ports is difficult enough to cope with so far as pilots' earnings are concerned, but when added to this you have the different customs, practices, bye-laws and schedules of rates and charges which are at present in operation, the complications are complete.

### The Case for a Central Board

It appears to me, and once again I want to emphasise that these observations are entirely mine and not necessarily the views of the Executive Committee or any of its members, that a strong case can be made out for the organisation of pilotage on a national basis instead of the present port basis. Is there any reason for the present great variety of pilotage bye-laws at the different ports and might there not be a much closer co-ordination of pilotage in the different districts? Presumably the Ministry of War Transport, or as I suppose it will be when we return to peace conditions, the Ministry of Shipping would continue to be the Government Department responsible for pilotage and the only alternative to the present system of district Authorities seems to be the setting up of a Central Pilotage Board, the constitution of which would naturally have to be considered once the principle was accepted.

The pilots at the various ports may, and perhaps naturally, look at this question from their own particular local point of view. May I suggest that this is not a matter to be regarded too parochially? It is a big question involving the welfare of the whole body of pilots, and even those who are most happily situated so far as their own Pilotage Authority is concerned will, I think, on an unbiased examination of the matter find strong grounds for supporting a proposal of this kind in the interests of pilotage administration and the general body of pilots.

It may be asked in what way would a central body be able to improve pilotage administration and it is just as well to be frank about this at the outset. I have already referred to the wide variety of practice, working conditions, remuneration and scales of pilotage charges, to mention only a few of the differences in the ports. There can be no reason for perpetuating this state of affairs. The complications arising out of it are too well known to any one who has attended only

a few inquiries on rates or bye-laws. Can anyone conceive a more cumbersome system than that existing in the Firth of Forth? And is it possible to justify the wide disparity in earnings? Last year, for instance, Grangemouth earned £1,217, Bo'ness £1,240, whilst the Methil Pilots, with the same qualifications, earned 50 per cent less, at £819. And is it necessary to have six different Authorities in order to run an efficient pilotage service in a comparatively small district like the Firth of Forth?

That is a frank expression of my own point of view so far as one district is concerned, and it may run counter to the views of the members at this Conference. Be this as it may, there are very strong grounds for thinking that under whatever system of control pilotage is administered there will be some improvement on this state of affairs, and that the reign of so many Pilotage Authorities in one comparatively small district could be cut short with advantage to shipping interests and to the benefit of the pilots themselves. I know that by these remarks I am raising a thorny subject and inviting strong criticism, but in any case I shall not be blamed for raising the issue frankly so that the pilots will have their eyes wide open when they come to discuss the advisability or otherwise of putting the administration of pilots in the hands of a national or central board.

### One Code of Bye-laws

Another advantage, as I see it, would be the adoption of one code of bye-laws for every port with any additional bye-laws of purely local application to provide for some special circumstances or conditions. Also, there would doubtless emerge a much more simple scale of pilotage rates so as to eliminate as far as possible the multiplication of special services involving so often disputes and even litigation in order to arrive at the construction of some provision in a schedule of rates or the legality of a charge for some particular service. Even if the pilots are to continue to be remunerated on the present basis and to have their remuneration fluctuating with the trade of the port there ought, I think, to be general agreement with any proposal which is aimed at simplifying the various schedules of pilotage dues.

### Piece Work or Salary?

This brings me naturally to the question of pilots' remuneration, and here, as it seems to me, there are only two alternatives, namely the present piece work basis or a fixed annual salary. If it is found that pilots are prepared to explore the salary position, then I would invite them to do so on the assumption that the salary would be an adequate one.

It is possible for this Conference to decide to look into this matter with an open mind or indeed to accept the principle without in any way committing themselves to it until they know how the salary will be made up and some

approximate idea at any rate of what it would amount to. There would have to be different standards of salary for different ports so as to reflect as far as possible the different standards which have operated at different ports for a number of years, and probably since the passing of the Pilotage Act and of the pilotage bye-laws which immediately followed it. The ports would be graded into three or perhaps four groups according to the size and trade and according to the earnings of the pilots at each port over an agreed number of years. Then possibly the amount of salary might reflect in some measure the method of recruitment to the pilotage service of each port. Presumably the salary would be subject to periodical increases and there might be some system of grading salaries in the ports themselves.

### System of Promotion

Here again I am going to touch upon a thorny point with my eyes open, but I have often been asked the question why in the pilotage service a man with the experience of an unblemished record of many years in the pilotage service should receive no more than a pilot who has just been licensed and has yet to win his spurs and prove his worth. That observation brings me very close to the question of choice pilotage, which I do not propose to touch in this report. That is a matter upon which the shipowners hold, I believe, strong views, and the pilots themselves are divided.

There should, I think, be some system of promotion in the pilotage service. It may be answered that that is possible under the present administration, but the fact remains that it has never been suggested and it would probably be very difficult to bring about unless it was done at every port. I know, of course, that at some ports there are two or three classes of pilots, but this is not what I have in mind.

Again on this question of rates is there any good reason why the pilotage charge for a ship in one district should vary so widely from the charge imposed on that same ship in another district where the conditions of service are strictly comparable, and if a ship is to pay for some special service in one district why is that charge not enforceable in another district? It may be urged that pilotage in one district is more difficult and more responsible than in another, but I do not know that that of itself justifies a higher rate of remuneration for one pilot over another where the qualifications of both are equally high.

### Levy on Every Ship

Pilotage is an essential service and a vitally important one, and there is much to be said for the principle of exacting a payment from every ship entering a port towards the upkeep and maintenance of the pilotage service without which chaos would reign in that port. I am not suggesting that the whole cost of

the pilots' remuneration and the upkeep of the service should be found out of a compulsory levy on every ship, but there should, I think, be some payment according to the gross tonnage of that ship, and the main pilotage rate would be paid by those vessels only which employ a pilot. That rate would be as simple as possible and would go to the maintenance of the whole service so as to obviate the necessity for any boarding and landing rate as in force today in so many ports.

It has been suggested that a time basis might be considered and at the moment the Manchester pilots, advised or otherwise by the Union, are asking for this time factor to be taken into account in fixing their remuneration. Whether or not this is a principle which would be acceptable to pilots generally I do not know, but I can envisage many difficulties arising if the principle is once acceded to.

It is not for me, and I am not suggesting doing so, to advocate any particular change in pilotage administration, but I am raising the points which are certain to come to the front directly any change is discussed, and I want the pilots to address their minds to these points which are of primary importance.

Presumably the present system of pilotage certificates would remain, but there is no reason for the wide variety in the qualifications called for at the different ports from an applicant for a certificate.

I do not want to complicate the discussion at this Conference by introducing matters which will arise at a later stage. For example, the ownership of pilot cutters is of interest to a few ports only, but I cannot imagine that there are many ports which would make a point of being allowed to own and run their own cutter.

### New Act Necessary

I have now dealt with the two matters of basic importance in any scheme of pilotage administration. The Pilotage Act has, in the opinion of most people, proved itself unsuited to present needs and conditions. Reforms have been introduced during the war to meet the special requirements of the Merchant Navy under modern conditions and I should expect to find general agreement to the suggestion that the time was ripe for similar reforms in the pilotage service, which is so closely connected with the Merchant Navy. Any change, and even the suggestion of a change, is likely to meet with opposition from certain sections of pilots. It would be surprising if this were not so.

Certain benefits would undoubtedly flow from a change to a national basis, one in particular being the setting up of a national pension fund to take the place of the present local funds. That must surely be attractive to every pilot, including present pilots who will have all the security of a national fund with the safeguard that their benefits from that fund would not be less than those which

## REFORM IN THE PILOTAGE SERVICE

### Conference Opens the Door for Negotiations on a Seven-Point Basis

THE debate on the report was opened by Mr. Davies who congratulated Sir John on his excellent and comprehensive statement. He was, however, disappointed with the steps which had been taken to promote unity among the pilots. Had any representative of the Association had personal contact with the districts? They could do nothing without the personal touch. It was rumoured that fundamental changes were pending in pilotage and administration throughout the kingdom. With a divided profession how could they hope to resist any injustice which was imposed upon them? Perhaps the Secretary and Executive were not entirely to blame. Unfortunately the negative attitude at the last Conference tied their hands. He did not suppose there was any other profession where conditions were so varied and complicated as in pilotage. They could not afford to remain stationary; pilotage must advance with the times and their policy must be one of co-operation and a general desire to improve the profession all round. He would welcome any change provided it promoted greater efficiency and better security. He then submitted the following seven-point programme as a basis for discussion by the Association with the competent authorities.

- (1) Revision of the Pilotage Act with certain modifications.
- (2) Establishment of compulsory pilotage throughout the kingdom.
- (3) Setting up of a Central Pilotage Authority to control all pilotage.
- (4) Fixing of a minimum salary for all pilots with continuity of employment.

- (5) Retirement at 60 on full pension, the amount to be comparable with that in other professions, and graded according to salary. A minimum pension of £6 a week with proportionate allowances for widows and orphans.
- (6) Pilot cutters to be owned by the Central Authority.
- (7) Where practicable and acceptable to pilots, the grouping of districts.

Pilots and Shipowners, Mr. Davies added, must get together for their mutual benefit. Pilotage was not a tax on shipping but an institution for its benefit. Finally he commended a stimulating sentence from Mr. Webb's article in *The Pilot* of April, 1943, "What's your course, pilot?"

There was some discussion on the best way of dealing with the points and Mr. Davies said he had a suitable resolution:

"That the points raised be accepted by the U.K.P.A. as a basis of negotiation for post-war reconstruction."

It was pointed out by several speakers, among them Mr. Webb who congratulated Mr. Davies on having sown and watered some seed, that the 1943 Conference vote of "no change" was an obstacle to the debate on the points. Mr. Webb also claimed that the points were almost a repetition of what he put forward nearly two years ago on behalf of the Executive.

Mr. Innes contended that the points really related to post-war pilotage and suggested that that item on the agenda should be

### Secretary's Report—continued from page 10

they would enjoy under present conditions. So long as we are operating under the present system, I can see plenty of trouble ahead as conditions become normal and the pilots begin to ask for increased rates to meet the cost of living standards. That will be a perfectly reasonable request, but it will invite repetition of the arguments of bygone years and lead to comparisons between certain ports which I have always been at a loss to explain or to justify.

It seems to me that nothing but good can result from an examination of any proposal to put the pilotage service of this country on a different footing. Any changes along the lines indicated would, of course, require a new Pilotage Act as I cannot think that the present Act is capable of amendment so as to bring about any useful or worthwhile change.

This then is my contribution towards the opening of the discussion on post-war pilotage. My hope is that the Executive Committee may at any rate be given a free hand to discuss the matter, without committing the pilots or this Association in any way whatever to any change at all, but just to see whether or not they can devise some different system which would in their opinion be worth putting before the members of this Association at another Conference. Might it not be helpful to the pilots to have some definite proposals put before them and if, after listening to this report, the members request the Committee to explore the situation thoroughly, then my opinion is that nothing but good can result whether or not they are able to find any scheme of things which would be acceptable to this Association.



merged into the debate which he put in order by proposing.

**"That this Conference rescinds the decision of last Conference for no change and so empowers the Executive Committee to enter into discussions with any body."**

The Secretary agreed that the proposal was seconded by Mr. Ward and adopted without dissent.

In making this proposal Mr. Innes said it was obvious the discussions were going on. In Gourcock they did not want to be regimented; they wanted to remain on their own as individualists. Nevertheless they felt the time had come when discussions should be opened with anybody who could help them to put their affairs in order. The salary basis would certainly give them security but it was important to consider what the basis was going to be. The case of the school teacher was a fair example. Were the pilots going to be classed higher or lower than the master of a ship or a dock-side official? They wanted to remain a fee-earning body and they should do all they could to assist those ports where trade was not so good. If they split they were sunk.

Mr. Stanley Ayre pointed out that on the whole question of post-war pilotage the Executive were not agreed. The richer ports wished to retain the status quo but the poorer ones would put up both hands for a change.

The discussion turned from the seven-points for a time while Sir John dealt with a remark by Mr. Gunn who said that the small ports would like to know the position about P.A.Y.E. and what steps were being taken to bring pilots into the National Insurance (Industrial Injuries) scheme.

Sir John pointed out that he had dealt with National Insurance in his report. He said the Ministry were in some perplexity about bringing the pilots into the scheme because they were a body of men without an employer in the legal sense. He understood, however, that pilots would come into the scheme, P.A.Y.E. was a matter the Association had been actively concerned with. Some pilots wanted it; others did not care about it. The position was so unsatisfactory that the Inland Revenue had now taken the matter to the responsible tribunal and the decision was awaited as to whether pilots could properly be brought into the scheme. It all arose from the pilots' claim to be professional men without any employer. Once that claim was admitted it debarred them from certain privileges which employees enjoyed.

Coming back to the general theme, Mr. Slade mentioned that he had heard it said on the Cardiff Pilotage Authority that there was a Pilotage Committee in existence and he had been asked whether the pilots were represented.

The Chairman replied that there he was not aware of any such Committee.

Mr. Line complained that there was lack of information with regard to post-war problems. They heard about a Central Authority. What was it to be composed of? How could they say whether they wanted anything when there was nothing concrete to vote on? He protested that Conference without previous notice was rescinding the decisions of the 1943 Conference on matters even then had already been debated by pilots for a considerable time. Had delegates any authority from their ports to reverse those decisions?

The Chairman said that the Executive had heard that centralisation was in the wind but they had no definite information about it.

Mr. Ritchie put forward the idea that a sub-committee should be appointed to work with Sir John in any discussions and this was supported by Mr. Marshall, Mr. Davies however thought it should be left to the discretion of the Executive and Mr. Webb suggested that as soon as the door was open and there was business to be done Sir John would take somebody with him. "If you are asked out to dinner" he said "You cannot take two or three friends with you."

Sir John said the initiating body might be their own Executive, but he hoped when the Chamber heard that the pilots had opened the door to discussion something might be arranged. When discussions took any formal shape the Executive could decide the best course.

Mr. Ritchie then withdrew his suggestion.

Conference then proceeded to the discussion of Mr. Davies's proposals, at the suggestion of Mr. Line taking each one separately.

After a brief discussion the first point was amended to:

*"A new revised Pilotage Act."*

After a brief discussion on the first point was amended to *"A new or revised Pilotage Act."*

On the second point Mr. Holland said the question of compulsory pilotage was a matter for each port.

Mr. Jones asked what it mattered whether they had compulsory pilotage or not if the pilots were paid a recognised salary.

At the suggestion of Mr. Webb seconded by Mr. Slade the second point was revised to read:

*"Establishment of general compulsory pilotage to suit the needs of each individual port."*

The third point caused some division of opinion. While Mr. Innes on the one hand argued that since the Board of Trade was really a central body under the Pilotage Act they could not object to the proposal, Mr. Line contended that until they knew what the constitution of the body was going to be they should dissociate themselves from it.

The Secretary pointed out that before a Conference committed itself to a central body they would have to be told how it would be constituted. They were sending him to talk about it so that he could tell the next Conference what was proposed.

Mr. Bray suggested that they could not do better than support a London River resolution—"That on any Authority set up pilots should be adequately represented."

Mr. Webb said if they were going to clamour to have a pilot on the Central Authority that pilot would have to give up his licence because he would not be able to do any piloting.

Mr. Tate suggested that unless the pilots gave some indication of what they wanted it was useless to discuss the matter further.

*The point as drafted by Mr. Davies was adopted, six delegates dissenting.*

The first consideration on the fourth point Mr. Goldsmith contended, was that if pilots went on a salary basis they would become someone's employees. Whose employees would they be? The Central Authority's, which might or might not be a Government Department? Did pilots wish to be the servants of a Government Department or free men—professional men as they were now?

Mr. Catton suggested that they would be in precisely the same position as they were before they held pilot's licences and had Board of Trade certificates. It was then up to the Board of Trade to look after their interests in as much as they were under the Merchant Shipping Act.

Mr. A. J. Clare was not perturbed about being a professional man or anything else as long as he received an adequate salary.

This was the line commended by Sir John who said there was no occasion to be frightened about the salary. In principle it might well be better than the ups and downs and never knowing where they were.

Mr. Janes asked the Executive to consider safeguards against overwork: more pilots could not be made suddenly.

Conference eventually agreed to the point redrafted:

*"Adequate remuneration on a salary basis."*

Mr. Sherlock commended to the attention of the Executive continuity of employment which was mentioned in the point as originally submitted. He pointed out the difficulties of Plymouth which was purely a passenger port and there was not a great deal coming along. What was the good of having guarantees unless they had ships?

There was then an adjournment for

luncheon and Conference resumed consideration of the points at the afternoon session.

On the fifth point Mr. Jones proposed that the principle of a National pension fund be agreed to. This was seconded by Mr. Bennett and Conference unanimously accepted the point redrafted to read:

*"A National benefit fund with compulsory retirement at 60."*

Sir John added that it was assumed that the pension would be adequate. Earlier he had assured some anxious inquirers that under a national fund no pilot would have to be one penny worse off than under existing funds: indeed he might be better off. He also pointed out that a national fund did not run the same risk from exceptional calls upon it as local funds and said that if he were a pilot he would not hesitate to choose the security of a national fund.

Point six was adopted, reworded as follows:

*"This Association asks for cutters to be owned by the Authorities without prejudice to any existing ownership."*

*Point seven was unanimously adopted in its original wording.*

Sir John said it was what he had in mind when he wrote in his report what he did about the Firth of Forth where there were six different authorities some of them railway companies. There were only 40 pilots and the arrangement was cumbersome, expensive, unfair and unreasonable all round. Of course grouping would mean interchange of pilots in a district. Whether they supported the idea of grouping or not, it was likely to come before them in some definite form when it would be open to them to turn it down, but his advice was to have a part in the discussion.

Mr. J. A. Clare said they had agreed to a Central Authority and he did not see how they could oppose this progressive step.

The report of the Secretary and Solicitor was then adopted amid applause, on the proposition of Mr. Catton seconded by Mr. Pead.

## BALANCE SHEET

On the proposition of Mr. Mock, seconded by Mr. Holland, the balance sheets for 1943 and 1944 were unanimously adopted, at the afternoon session on the opening day of Conference.



## AGENDA RESOLUTIONS

During the afternoon session on the first day of the Conference a number of resolutions of which notice had been given were discussed.

### "AT THE HIGHEST LEVEL"

On behalf of the Isle of Wight, Mr. Jones proposed and Mr. Chamberlain seconded the following resolution:

**"That the attainment of adequate representation at the highest level by pilots on their Authorities shall occupy a foremost position in the policy of this Association."**

It was unanimously adopted.

Mr. Jones said that their system of government could be described as remote, control—pretty remote and quite a lot of control. Everything had to go by indirect methods: when they wanted to bring any matter up it went through four or five channels before it got anywhere. They were entitled to a certain amount of self government by right "let us have a go at getting in by the front door" added Mr. Jones.

Mr. Windass said that Trinity House seemed to be the chief culprit and the pilots were suffering under a dictatorship.

Mr. Catton supported this and said that they had little or no representation at all. The pilotage committee consisted of two Elder Brethren, one shipowner and one pilot. Prior to 1939 they had been in the habit of discussing policy and working of the station but for two or three years leading up to that date they found they were more or less side-tracked. In 1939, very much to their surprise, they were told they had no further representation on the Committee. Their representative, Mr. H. A. Smith, fought very hard and pointed out that the action was contrary to law. Then under powers vested in the Lords Commissioners of the Admiralty the Pilotage Committee was dissolved, but it was brought back as the War Committee. The pilots however knew nothing at all about matters of working policy.

Mr. Line drew attention to another Committee, that dealing with pensions, and complained that it had no representation at all at Trinity House. Not only that, but they had no control of the money and Trinity House had sold stocks and shares without consulting the pilots.

Mr. Stanley Ayre urged Conference strongly to support the resolution because he did not think any of the delegates could say they were satisfied with the representation they had.

The Secretary said the question of representation of pilots on Authorities and Committees was as old as the Pilotage Act

and had been argued and fought at the inquiries in connection with Pilotage Orders.

Mr. Windass mentioned that when an alteration in their roster desired by 110 pilots was refused, Trinity House declined to give their reasons.

The Chairman said the subject would be borne in mind by the Executive in connection with the matters discussed earlier in the day.

## COMPULSORY PILOTAGE

The following resolution was adopted:

**"That compulsory pilotage as in force during the war should be continued in the pilotage districts of the Bristol Channel."**

It was proposed on behalf of South Wales ports by Mr. J. A. Clare who said that his colleagues had no objection to a suggestion by Mr. Marshall that the scope of the resolution should be extended to all districts. Compulsory pilotage which they had had during the war might be withdrawn any day. The chief trade of the South Wales ports before the war had been coal but that was now largely finished and they were getting their living from small coastal traffic. Small foreign ships provided quite a large percentage and if compulsory pilotage were withdrawn it might mean as much as 75 per cent reduction in their earnings at Barry. With the additional cost, he did not see how they were going to maintain the service. If the Merchant Navy were entitled to better conditions and security as promised by the Government, surely the pilots were. He wanted the Executive to take this up as a matter of urgency and get compulsory pilotage continued until there was a comprehensive scheme for post-war.

Mr. White who seconded said that if compulsory pilotage were necessary in war-time why not in peace-time? The shipowners wanted not only to take that from them, but also to cut them down even in little matters like cutter fees.

Objection to making the resolution all embracing came from Mr. Holland although he supported the cases of Bristol Channel and North-East Coast. His district did not want to be told that they had to have it.

On the other hand, Mr. Davies thought it would not be prudent to make it a regional matter. Why had the removal of compulsory pilotage been postponed in the Bristol Channel when the change had already taken place on the North-East Coast? It was disappointing that the Executive had been so unprepared in the matter.

Mr. Pead suggested that the Bristol Channel ports still had it because of the wonderful way Mr. Warren Evans had handled the matter.

He also called attention to the pilotage returns for 1938 which showed that there

were 73 compulsory districts and 32 non-compulsory. The simplest way to handle the problem was to extend compulsion to the 32.

Mr. Tate supported a suggestion that all ports should be included in the resolution. Since Middlesbrough lost compulsory pilotage there had been a drop in their gross earnings of 9 to 10 per cent.

Mr. Pickersgill called attention to rule 2 of the Association which defines its powers and objects, and quoted section (a) — "To promote, foster and maintain by the formation of branches of the Association in any part of the United Kingdom a mutual bond of brotherhood among licensed pilots of all ports of the kingdom, so as to ensure by the combination of the whole body to each and to all the rightful possession of the privileges and rights hitherto enjoyed, and to seek to improve the status, pay and conditions of service of licensed pilots, and generally to safeguard and watch over their interests." He said that they had had several meetings on the North-East coast and except for Blyth were 100 per cent for the U.K.P.A.

Mr. Mock pointed out that Conference had agreed to compulsory pilotage throughout the country. Swansea had compulsory pilotage and felt they might keep it if the Association had a little pep in it.

After the debate had continued some time the Secretary pointed out that it was dealing with two different things—general compulsory pilotage and compulsory pilotage to meet war-time conditions. There were all sorts of war dangers but none of those arguments could be advanced when they were pleading for general compulsory pilotage in peace-time.

The Admiralty was concerned only with the defence of the country in time of war and there was a limit to which they could go. They had extended the time for the operation of compulsory pilotage in South Wales ports until September 30th, and by all means the pilots could try to get it beyond that date. It would, however, be idle to go to the Admiralty without the backing of their Pilotage Authorities. Sir John said he sympathised with those pilots where it was taken off without notice, but there was no complaint from shipowners or pilots when it was put on without notice. They could not ask another Department to continue something put on by the Admiralty. The only line of approach was by individual application from every port to the Ministry of War Transport to amend its Pilotage Order.

The suggestion was made by Mr. Catton that it should be put to the proper body that all ships coming into a port should make an adequate payment to the pilots funds.

Sir John undertook to deal with that. He also agreed, in reply to a suggestion by Mr. Mock to write to the Pilotage Authorities concerned in the above resolution and to include in its scope Middlesbrough,

Hartlepool, Sunderland and Seaham with a view to the reimposition of compulsory pilotage.

## A WIRE FROM GRANGEMOUTH

The Chairman announced the receipt of this telegram:—

The Chairman,  
Pilots' Conference,  
Holborn.

Regret unable to be present Five pilots on sea station watching Swedish ships routed by Admiralty official sail past. Question legality of routing in pilotage district. Please investigate.

Whittle, Pilot,  
Grangemouth.

Mr. Smith said it was an illustration of the position on which Sir John had expressed very strong views. The Grangemouth pilots or some of them had left the Association, got into the hands of the Union and now come back to the Association to help them.

No action was taken, the position having already been pointed out to them by Sir John in reply to a request for advice on another matter a week or two ago.

## EXECUTIVE MEETINGS

These motions were on the agenda in the name of the Gourcock group of Clyde pilots.

- (a) "That the Executive Committee meet at least once in every three months."
- (b) "That the place of meeting be a different port in rotation."

It was pointed out that what was proposed in (a) was a standing rule of the Association but it had not been possible to carry it out owing to war conditions.

Mr. Innes in submitting them said that now normal conditions were returning it should be possible to hold meetings quarterly. Three months could be a very long time when important matters were pending. It was not fair to expect the Secretary, able as he was, to handle everything and the more assistance he received the more opportunities there would be for the various ports to bring matters to the front.

On the second resolution Mr. Innes said there were quite a number of advantages in holding meetings in London particularly if they had a President who was in Parliament. On the other hand meetings in such ports as Southampton and the Bristol Channel ports would stimulate a lot of interest in the Association. It was time they took their affairs seriously and brought those affairs to the notice of everybody concerned.

The Chairman assured Mr. Innes that during the war all sorts of places were considered for meetings and once they met in Bristol. The Gourrock proposal or something very much like it had really been considered and he suggested that Conference should not be too adamant in the matter but allow the Executive a little elasticity.

In that spirit the resolution was adopted.

## N.E. COAST DEPUTATION

The Tees had entered this resolution:

**"That the report of the North East Coast deputation to the Ministry be read and considered at this Conference in London."**

Mr. Pickersgill explained that since the resolution was sent in the deputation had been turned down by the Ministry of War Transport.

Replying to Mr. James, the Secretary said the reason for the deputation being refused was that the Ministry had no power to continue war-time compulsion which was a matter for the Admiralty.

It was pointed out that Sir John had given the assurance that he would take up the question of the re-imposition of compulsory pilotage and 14 points which the deputation had intended putting before the Ministry were referred to him.

## THE PRESIDENCY

There were two resolutions on the agenda relating to the Presidency:

**"That the time has arisen when a Member of Parliament should be sought to act as President of the Association."** (*River Thames*).

**"That the United Kingdom Pilots' Association should endeavour to fill the position of President of the United Kingdom Pilots' Association caused by the death of Lord Apsley."** (*Cinque Ports*).

Mr. Line announced that the Cinque Ports agreed to support the River Thames motion which was adopted. Conference however recognised that at that time the names of the members of the new House of Commons were still unknown. The election results in fact were declared the day after Conference ended.

It was made clear in the brief discussion that the appointment of a President was a matter for Conference which would probably mean twelve months hence. An invitation was thrown out to the ports to send in suggestions for consideration by the Executive. Mr. Catton suggested that Conference should give the Executive power to elect a President but this was not in accordance with the constitution of the Association.

Mr. Davies made the interesting suggestion that the Association encourage an able young man to seek election.

## PERMANENT LICENCES

Conference adopted the following resolution from the River Thames on the motion of Mr. Catton:

**"That the assistance of the Association be given to the London District pilots for the restoration of their permanent licences."**

Pilots connected with the London Trinity House were chiefly concerned in this matter. When war broke out their licences were called in by the Admiralty and temporary licences for three months were substituted.

The Chairman who was entirely in sympathy with the movers of the resolution said that as soon as the Defence Regulations were abolished the old system would no doubt be restored but if the London pilots were perturbed Sir John would write to Trinity House conveying the request of the pilots if asked to do so.

## The "Queens" are in the News SOUTHAMPTON WELCOMES THE "QUEENS"

SOUTHAMPTON has celebrated first the return of the *Queen Mary* to the port after an absence of nearly six years, and then the arrival of the *Queen Elizabeth* on her first visit to the port. They are playing a big part in transporting American troops home.

During her war service the *Queen Mary* operated from the Clyde. She steamed 520,000 miles and safely transported 650,000 passengers, nearly all of them fighting men.

She was boarded at the Nab by Mr. J. R. Holt of the Isle of Wight Inward service and at Netley she was taken over by Mr. J. H. A. Smith who docked her at her old pre-war berth in the Ocean Dock. She is famous as a beautiful ship for handling and is said to steer like a yacht with manoeuvring capabilities far superior to the old *Leviathan* and *Berengaria*. A lovely day favoured her arrival and everything went off without a hitch. The papers made quite a fuss about it all, but no doubt to "J.H.A." and his colleagues it was just part of the day's work. When she sailed again packed with returning troops less than a week later Mr. Smith took her all the way from dock to the Nab.

The *Queen Elizabeth's* transport record was practically the same as that of the *Queen Mary*.

She was piloted to the dock at Southampton by Mr. R. E. Gadd, the senior Cunard White Star pilot since the death of Mr. George Bowyer. We are a little late but would like to congratulate Mr. Gadd on the O.B.E. he received some months ago.

## WHAT IS THE ASSOCIATION DOING?

### Four Point Criticism by Swansea Delegate Draws Spirited Reply from Sir John

AT the close of the first day's business Mr. Webb asked "as a kind of memorial" to him, that the Swansea delegates should have a little talk and see if it could be agreed that the resolution on the agenda in the name of that port could be withdrawn. The resolution was:

**"That the United Kingdom Pilots' Association register as a trade union and affiliate with the T.U.C."**

The resolution, Mr. Webb said, would only cause a lot of acrimonious discussion and he was confident it would be thrown out. With its membership of 3,000,000 the T.U.C. could not want the mere 1,200 pilots for the sake of members, there must be something more in it than that. The only good the pilots could do for the unions was in the event of a dock strike when the pilots could be called out. If instructions to strike were carried out the Pilotage Authority would find somebody to do the piloting and the pilots would not get their jobs back. He could not see what benefits they could hope to get which the Association could not get. No organisation could work for the pilots with the necessary knowledge and experience except the U.K.P.A.

## SWANSEA RESOLUTION WITHDRAWN

When Conference resumed on the second day, Mr. Davies announced that the Swansea delegates had deemed it advisable to withdraw the resolution.

The matter, however, did not end at that, and although the resolution was withdrawn a discussion developed on the question "What is the Association doing?" This was asked by Mr. Gunn who regretted that the resolution had been withdrawn. "Surely," he said, "Swansea had something at the back of their minds."

Mr. Mock agreed that they had but with the proposals already accepted by Conference for consideration as a basis of policy he thought they could go back and satisfy their members that the Association had something to aim for.

Subject to the condition that the Swansea resolution could not be allowed to go out of one door and come in at another, the Chairman under item six on the agenda—"Any resolutions brought forward by or with the consent of the Executive Committee"—called on Port Talbot to express their views.

It was then that Mr. Gunn put his question and as a hundred per cent U.K.P.A. man expressed serious concern at the breakaway from the Association by some of the ports.

Mr. Tate took the same line and said that his port, 100 per cent for the U.K.P.A. were constantly being approached by the Union. He suggested, that the Blyth case may have been the result of the straw which broke the camel's back. "A clear cut statement of our aims" he added, "would put our minds at rest."

"We are being attacked," said Mr. Catton, "And the obvious thing is to strengthen our Association, if necessary by re-organisation, and hitting back. That is the only way to combat it."

The reference to the re-organisation was taken up by Mr. Mock who said that it was vitally necessary.

Some of the delegates gave their experiences of Union approaches and others said that their ports had never been approached. Mr. Davies regretted that both sides were not more conciliatory so that it was recognised that one body represented the pilots' interests. At Swansea they had never had any communication with the Union on any point of pilotage.

Enthusiasm for the Association was shown by Mr. Purvis who urged that everything possible should be done to keep the old flag flying. "If you can't get what you want, from the Association," he added, "you won't get it from any other organisation."

It was urged by Mr. Marshall that more use should be made of *The Pilot* to give them information of what the Association was doing.

## WHY THE UNION WANTS THE PILOTS

A vigorous support of the Executive's attitude to the subject came from Mr. Love. "Most of us feel that we should have a more aggressive policy towards the Union," he said, "we fully intend to keep the members we have and to keep in touch with them wherever they are. We don't see where the Union can do any good to the pilots. It does not want them because it likes their blue eyes! We know it wants them for its own ends. Ours is not a political organisation."

Recalling the efforts being made to get pilotage money for shipmasters, Mr. Webb said he was baffled at any ports arguing in favour of joining the Union. For the Association to affiliate with any Union where its members would be only a drop in the bucket was suicide and the sooner they took their pensions of £3 a week the better! The fly in the ointment all the time was the granting of certificates.

"Nobody here has proposed that we should affiliate with the T.U.C." said Mr. Tate.



"We want to look this matter squarely in the face and find out why we are losing members."

Quite a number of Newport pilots were members of the Association according to Mr. Slade, but the branch had been discontinued. "Are you not forcing these men out of the U.K.P.A. into the Union?" he asked.

Mr. Innes did not think the attitude ought to be conciliation or aggression. The Union had seen a split and had stepped in, so the sooner the Association pulled up its socks and got down to business the better.

Sir John intervened with a challenge to any delegate to tell the Executive in what way the Association has ceased to look after the interests of the pilots and what particular matters had been neglected.

After Mr. Innes had said he did not think they had really failed but they had not kept the members informed on post-war matters, which really meant the pilots' future, the challenge was accepted by Mr. Davies. He put forward the following points:

- (1) Failure to establish with the Ministry that pilotage was dangerous work and worthy of a war bonus—or danger money as it was called.
- (2) Acceptance with protest of the unjust principles whereby all pilots' salaries were based on the average of the three pre-war years, and this without any regard to the increased cost of living.
- (3) Lack of initiative and forethought in regard to retention of compulsory pilotage at the end of the European war.
- (4) Failure to maintain unity in the profession.

Before Sir John replied Mr. Catton said the point was that the Executive had not done enough simply because they had not the money or the personnel. The root of the evil was that the Association had not advanced with the times.

Mr. Line: You were up against the trained officials of the Union. It is their job to go round and get members into their organisation.

Mr. Ward: Conference in 1943 tied the hands of the Executive by not giving them power to negotiate.

Mr. Windass: You have had a darned good 36 bobs' worth whatever you may say against the Association.

#### SECRETARY'S REPLY TO Mr. DAVIES

Sir John dealt with the points raised by Mr. Davies. He was not impressed by them, he said and it was not a difficult job to answer them. So far as publicity was concerned he referred to the record which appeared in *The Pilot* from time to time. He mentioned as examples, rates, the National Insurance scheme, demobilisation of pilots, Pay-as-you-earn, rations and clothing coupons, and a

considerable number of cases in which both legal and financial help had been given to individual pilots. How many of these matters had the Union given a moment's thought to in the past year or two? What publicity had the Union given of their work for Manchester, Liverpool, Bristol, and Newport? Was Swansea dissatisfied with their earnings of £1,280 last year? Was there anything to attack the Association for in that? The answer could only be "No." Even Port Talbot with £670 in 1944 compared very favourably with pre-war. Was there any general dissatisfaction round our coasts with regard to the earnings of pilots during the past year?

"With a few exceptions which this Association is tackling at the moment," said Sir John, "I say the earnings of the pilots are at a level they ought to be satisfied with."

"As to war risks, the pilots are in the same position as any member of the Merchant Navy and that was the result of intervention by the Association. It is unfair to say the Association had failed.

"Compulsory pilotage—is there any port which has come to the Executive with a request to make an application for an amendment of their Order so as to get it? Of course there is not. Why blame the Executive? Each individual port must take the initiative in this particular matter.

"I know why Blythe has gone out. There is no dissatisfaction with the Association. I have had from them letters of sincere appreciation of what I have done. They have gone out because an application for a five per cent increase was refused by the Ministry. True to their policy, directly the Union heard the port was unsettled they sent a man down who promised them the world if they joined up.

#### WHAT HAS THE UNION DONE?

"The Union has been looking after the interests of three important ports now for the past three years and of Bristol for many more years. I challenge you to mention anything the Union has done for pilots generally during that period. We know of two or three applications to the Ministry which have been refused.

"I have known Mr. Donovan of the Transport Federation for many years. He was on the City Council in Bristol with me and we are quite friendly except when we talk about pilotage. I would like him to know that ports who are joining the Union are doing so because they think it will be able to keep their swollen earnings after the war. I want him to know that pilots who are members of his Union are coming to me imploring me to help and advise them. Newport wished to retain me to look after their interests in a certain matter but I told them I could not do so in view of their membership of the Union. Grangemouth is

*Continued at foot of page 19*

## HISTORIAN OF THE TYNE SERVICE

Death of Lieut. John Bone, Pilot,  
who Volunteered for the Navy



LIEUT. J. BONE, R.N.V.R.

WHEN war broke out *The Pilot* was publishing the history of the Tyne Pilotage Service written by Mr. John Bone. Now with great regret in the first issue of peace-time we have to record his death, which occurred in a Liverpool hospital after a very short illness.

Mr. Bone who was a member of one of the oldest pilotage families on the Tyne, volunteered for the Navy in 1939 and received a commission in the R.N.V.R. He served with the Tyne Examination Service at the Naval Base, Dundee, and later was sent to Malta where he served for two years.

He was a man of many outdoor interests. He was an old member of the South Shields Amateur Rowing Club and was an experienced yachtsman. As a modeller of sailing and steam craft he had quite a reputation putting a remarkable accuracy of detail into his work. He was also an enthusiastic angler and had fished in most of the streams of Northumberland.

His death at the early age of 39 is keenly felt by his colleagues of the Tyne service and their sympathy is extended to his widow.

*What is the Association Doing—continued from page 18*

asking me to look after their interests with regard to compulsory pilotage at this very moment. I had a letter from Burntisland during the past two or three months asking me to support them in some matter in which they are at loggerheads with their Authority.

"The U.K.P.A. is the only organisation for pilots and pilots only. Important bodies cannot understand you professional men mixing up with the Transport and General Workers Union. Are you transport workers or general workers? Are you prepared to have your rates and earnings looked at through the spectacles of the Union? I tell you that this move comes as nothing but a surprise to everyone connected with pilotage.

"We have now had this complaint against the Association out and I hope the unbiased and unprejudiced will be convinced that this Association has not been idle." (Applause).

Mr. Windass asked whether some of them were beginning to suffer from an inferiority complex and forgetting about the real things the Association was doing for them. "Give us a contribution rate of ten guineas and we will get a travelling representative to go round and argue with Mr. Donovan," he added.

When Mr. Mock argued that Sir John had not answered Swansea's accusation about rates because the higher earnings were due to there being only 17 pilots instead of 25 in 1936, and the 17 had had to work much

harder, Sir John asked who had not been working harder during the war.

The argument continued for some time and on the suggested policy of conciliation the Chairman recalled the decision by a bare majority at the last Conference to meet the Officers' (Merchant Navy) Federation. The pilots on that occasion did their bit of conciliation but with a very sad result.

"This swing round to the Union," Mr. Smith continued, "is in keeping with a lot of what is going on around us. We are tired, some of us have been working very hard and some have suffered bereavement in the war. That has a lot to do with the feelings of pilots in many ports. It is a phase and I hope and believe it will pass. There is no opening to be conciliatory with the Union which has definitely encroached on our ground. I hope the pilots will see the error of their ways and rejoice us."

Mr. Davies emphasised that he supported the U.K.P.A. wholeheartedly and said he had put forward the complaints for the purpose of finding out why Liverpool and the other places had lapsed. "We must find out the reason and settle it," he said, "and then perhaps we can invite them back."

The discussion was brought to a close by Mr. Love who supported the Chairman's remarks and said that as a member of the Executive he was glad the criticisms had been brought out into the open.

## FUTURE ORGANISATION OF THE U.K.P.A. AND THE COST

### Suggestions to Reflect upon and a Promise of Something Definite at the next Conference

THERE was a helpful discussion on the second morning of the Conference on the future organisation of the Association, and the probable need of providing additional income by an increased contribution.

It arose from an inquiry by Mr. Innes as to what steps had been taken in the matter by the Executive, and Mr. Smith replied that it had been generally agreed that they should consider eventually if not immediately transferring the head office with a secretary, probably to London. This would leave the legal work of the Association in the hands of Sir John Inskip who had generously said he would stand by them during the dark year or two ahead. Ultimately a new solicitor would also have to be found. The field of candidates would be enlarged as demobilisation from the forces proceeded. The idea of a travelling representative which had been aired around the room was an entirely new one, and such an appointment would cost money. An increase in the subscription to three guineas had been suggested.

#### TO PREVENT ISOLATION

A suggestion was put forward by Mr. Catton that the country should be divided into three sections, roughly North-East, North-West, and Southern, and that in each of the first two there should be an assistant secretary—an ex-pilot or a man of pilotage knowledge. There should also be a secretary, or an assistant secretary to Sir John Inskip. That scheme would enable a certain amount of contact between scattered members and head office, and would help to remove the feeling of isolation which was one of the causes of a lot of the present complaints. In the event of trouble arising in a district there would soon be a man on the spot who could call the members of the Association together, get first hand knowledge and take or send it to the head office to put the Executive wise.

"All this is going to cost money," said Mr. Catton. It is wonderful how we have existed on 36 shillings a year or 8½d. a week, and the time has come for the subscription to

be raised to a sum which will enable us to increase what I term staff personnel. I have not worked it out but I should think it would be something like £4 a year which is a convenient sum to split."

#### PERCENTAGE BASIS

The amount of the subscription produced a crop of suggestions, and Mr. White adopting the Chairman's reference to three guineas made a concrete proposal of that amount but it was not adopted.

Among the suggestions was one by Mr. Ritchie that the subscription should be on a percentage basis because that would not victimise the small ports; but Mr. Windass argued that while that was the ideal system it was not practicable because of the fluctuating earnings. One per cent was suggested by Mr. Ritchie and somebody raised a laugh by calculating that at that rate Mr. Mock would pay £13.

At £3 said Mr. J. A. Clark, that was a shilling a week. "If we can't find that for our Association" he said, "we deserve to go to the wall."

Two ideas were put forward for graded subscriptions, one by Mr. Davies, that up to £500 a year it should be £3 and above that income £4, and the other with three grades. Several delegates spoke against any discrimination.

It was evident that many were favourable to an increase but, as Mr. Bennett pointed out, they could not pledge their members.

Mr. Purvis expressed some concern about the effect of an increase on some of the poorer ports and he did not want to see the Association losing members. Mr. Catton, on the other hand, did not think quite so much of the bogey of losing members.

It was agreed that the ports would see what was in the air and should be allowed to reflect upon it, the Chairman promising that something definite would be put forward by the Executive at the next Conference.

The Chairman congratulated the successful candidates and introduced Mr. Smith as "the victim" and Mr. Love as "another wild Setosman," both of whom replied.

Mr. Smith also proposed a hearty vote of thanks to Mr. Webb for his services to the Association over a period of many years and expressed the regrets of the members that the time had come in the ordinary course of years when he must vacate the office. They wished him in retirement a complete restoration to health and much happiness for his wife and himself.

## ELECTIONS

### VICE-PRESIDENTS

During the election of officers Mr. Webb took the chair, and invited nominations for the two vice-presidents. Five were nominated and the result of the voting was:

J. H. A. Smith	.....	33
Alex. A. Love	.....	25

Stanley J. Ayre	.....	18
G. W. Windass	.....	10
J. J. Jones	.....	9

These sentiments were cordially endorsed by Conference. On the proposition of Mr. S. J. Ayre, Mr. Webb was elected an honorary vice-president.

### EXECUTIVE COMMITTEE

In accordance with rule 11, Messrs. Eagle and Chesterfield retired from the Executive Committee but the latter having been appointed to other duties was not seeking re-election. One elected in 1942 was also due to retire and Mr. Marshall volunteered to seek re-election. A fourth vacancy had been created by Mr. Love being elected a vice-president. In addition to the retiring members there had been six nominations. The voting resulted:

Mr. M. M. Marshall (Tyne)	.....	32
Mr. H. B. Eagle (I. of W. Outward)	.....	29
Mr. G. S. Ward (Humber)	.....	29
Mr. J. H. Innes (Gourock)	.....	27

Mr. N. A. Line (Cinque Ports)	.....	26
Mr. L. Pickersgill (Tees)	.....	20
Mr. J. R. Hastings (Hartlepool)	.....	17
Mr. J. V. Janes (I. of W.)	.....	15

### SOLICITOR AND SECRETARY

On the proposition of Mr. Webb seconded by Mr. White, Sir John Inskip was re-elected solicitor.

Sir John also agreed to carry on as secretary for another year if necessary but impressed on Conference his anxiety to be relieved of those duties as soon as they could find another secretary because his public work of one kind and another made such heavy and increasing demands on his time. If he were relieved of the secretaryship he would be happy to continue to help the Association even in an honorary capacity, for a time, if such help was wanted: "I am prepared to do anything in the interest of pilots and of the Association," Sir John added, "but I am very far from clinging to this office." (Applause).

The trustees, Messrs. W. T. Small, T. Stoodley and G. N. Richardson were re-appointed.

Mr. Small, while appreciating the honour, thought Conference should choose a real live member, but he was prevailed upon to serve. He also made a brief reference to the Liverpool pilots and mentioned that there were nearly 60 men who did not want to join the Union but were carried in by a majority vote—they were in a cleft stick.

Mr. Webb suggested that Mr. Small should talk to these men when he went back and let it be known that any who wished to rejoin the Association would be taken back.

"Is that agreed?" Mr. Webb asked the Conference and the loud applause left no doubt on the point.

"Nothing gives me greater pleasure" Mr. Small said in response to the invitation.

Replying to Mr. Sladc, Mr. Webb said Newport would be treated the same as Liverpool, although there were still quite a number of Newport pilots who are members of this Association.

### HON. TREASURER

On the proposition of Mr. Line, seconded by Mr. Eagle, Mr. Webb was elected honorary treasurer.

### NEXT CONFERENCE

Mr. Smith said that in the absence of an invitation from a port, and they could not expect one yet, the next Conference would be held in London. The final date could not be fixed yet, but it would probably be at the end of June or early in July, 1946.

### COMMITTEE OF M.P.'s

There was a Cinque Ports resolution on the agenda asking that the Parliamentary Committee of the Association—the Committee of Members of Parliament—should be strengthened.

This was briefly referred to at the closing session when the Chairman suggested that ports might submit to the Executive Committee names of M.P.'s who might be invited to join the Committee of the House but the composition of that Committee would be decided in the main by the new President who would personally be an M.P.

The resolution was not formally put to Conference but Mr. Line on behalf of the Cinque Ports pointed out that as the affairs of the pilots were going to be in the melting pot in the near future they would want the strongest Committee they could get in the House to guard their interests.

Replying to a question as to whether there was to be any political discrimination the Chairman (Mr. Smith) said "We are non-political with diplomatic reservations!"

Holy Trinity Church, Gravesend, known as "the pilots' church" has just celebrated its centenary.



## CLOSING SESSION

### Opposition to Masters' Claim for Pilotage Fees

TWO resolutions dealing with matters in the Secretary's report were the subjects of resolutions adopted unanimously at the closing session. The first was:

"That this Association is opposed to and should resist the proposal of the Mercantile Marine Service Association to regularise the payment of a fee to masters who do their own pilotage."

This was proposed by Mr. Pead and seconded by Mr. Hunter.

The other related to the time factor in calculating rates. Sir John mentioned an application on behalf of Manchester which embraced a proposal to increase the dues payable for piloting a vessel the length of the canal by reference to the duration of the service. He warned Conference that once the principle was conceded the ports which were able to perform their pilotage in comparatively short time were going to have it brought up when rates were under consideration. It was a dangerous proposition and was an illustration of the kind of pit into which they were likely to fall under present conditions. The Manchester pilots are of course acting independently of this Association.

### THE TIME FACTOR

The following resolution was adopted on the motion of Mr. A. A. H. Ayre seconded by Mr. F. Clare:

"That this Association does not agree with the proposal to introduce the time factor into the calculation of the rate to be paid for pilotage from one point to another."

Another matter discussed at the same session was the Ministry of War Transport's regulation that no man should become a pilot unless 45 years of age.

This was brought up by Mr. Purvis who argued that the younger a man was the better pilot he would be. The regulation put shackles on the ports with apprenticeship systems. It said to the young man "You cannot be a pilot, you must go to sea."

Messrs. Cavendish-Tribe, Pead, Slade, Eagle and Janes referred to undesirable conditions in the service brought about by the regulation.

Mr. Smith said the fault lay with the Man Power Board which laid down that no man under 45 could be taken into the service from the Merchant Navy because men could not be released from the sea. It was only a temporary war measure but it had caused a

lot of inconvenience and injustice and he presumed it would soon be rescinded. The Executive would look into the matter and see if any steps could be taken to expedite its removal.

### EXECUTIVE EXPENSES

The expenses allowed members of the Executive Committee was mentioned and it was pointed out that while delegates to the Conference were allowed £2 a day the Executive received only 25/- a day for their meetings. No action was taken and Mr. Smith turned the subject aside with the remark "The Executive have been so busy that they have not had time to look into the matter."

### PUBLICITY

The Association's need of publicity was referred to by Mr. Tate, and Mr. Carthoys, who for his work as Editor of *The Pilot* was accorded a vote of thanks on the proposition of Mr. Webb and seconded by Mr. Purvis, gave Conference his views on the subject.

### WELCOME VISITORS

At the end of the Conference Mr. Webb invited two of the visitors to speak, first Mr. T. W. Small, "one of the strongest pillars of the Association and one of the finest vice-presidents you have ever had," and Captain A. L. Akerman, a pilot of the Isle of Wight district who was called into the R.N.R. and to whom they offered congratulations on his appointment as N.C.S.O., London.

"I am very happy to have been with you," said Mr. Small, "and always shall be. The best of luck and prosperity."

Captain Akerman said he felt highly privileged to attend Conference as a visitor and hoped it would not be long before he could again attend as a delegate. His time had not been altogether wasted in the Reserve because he had had the opportunity of getting the closest touch with the highest in the Admiralty and had been very close to the Ministry of War Transport.

"I think I taught them a little bit about pilots," he continued, "when I attended frequent conferences in Portsmouth and London before D-day I was surprised how little our senior service knew about pilots and their workings. They know a great deal more about us now."

One of the first things he was asked in bringing London River back from a war-time to a peace-time footing, Captain Akerman continued, was to give advice on how to withdraw all the restrictions without unduly affecting the pilots. The authorities were anxious that it should not affect the pilots more seriously financially than could be helped.

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## CINQUE PORTS PILOTS' VIEWS ON POST-WAR PILOTAGE

By E. T. DAY

THE decisions arrived at on the first morning of Conference came as a considerable surprise to the Cinque Ports pilots in view of the attitude adopted in 1943. We must admit that the very great change evident among the opinions of the delegates caught us completely aback!

Our wish to lay before Conference our ideas on post-war problems, later, was considered ill advised as it would have re-opened the subject considered settled for the time being. In consequence, we are asking for a little space in *The Pilot* to express our views.

Sir John stated, and Conference appeared to accept as a fact, that the Pilotage Act had broken down. He inferred that it had done so before the war.

### The Pilotage Act

We wish to dispute this statement. We agree that it was not intended to meet war-time conditions and has failed to do so!

Under the Act in pre-1939 days, ships using ports in U.K. were provided with a pilotage service which would bear comparison with any in the world. The price for these services was mutually agreed between the parties concerned, each having the right to appeal to the Board of Trade if dissatisfied.

It was possible to settle questions of compulsory pilotage under the Act and we recall that an inquiry was to have been held on this subject in 1939 regarding the Tyne, had not the outbreak of hostilities intervened.

The Cinque Ports pilots are all in favour of compulsory pilotage under the conditions outlined by Sir John and Mr. J. H. A. Smith, namely, with tonnage limits to suit the requirements of the different districts.

The measure of protection we have enjoyed under the Pilotage Act since it became law, is apparently taken for granted and no longer fully appreciated. It was with amazement that we heard pilots talking glibly of scrapping the Act and no voice raised in protest. We trust that should this ever become accomplished, those responsible will obtain for us the same measure of protection.

### Greatest of our Assets

Pilots are a very small body of men, some appear to think that we are too weak numerically to stand on our own feet, but our strength has been and still is in our solidarity behind the 1913 Act. We trust the Association will spare no effort to retain this, the greatest of our assets.

A Central Pilotage Authority with sub-commissioners at every port does not appear to be any great improvement on the existing system. Probably the local body would settle smaller questions and appeals to the Central Authority would be difficult and tedious.

The proposed adequate fixed salary sounds attractive, but may be found to have definite disadvantages. At most U.K.P.A. Conferences, we hear frequently of the "haves" and "have nots." We do not remember it at the 1943 Conference when the Cinque Ports pilots were among the latter. During that year our earnings were about 40% of the pre-war figure and in addition we were working from a station far removed from our homes. We can sympathise in consequence with those who see bad times ahead. We appreciate how the apparent security of a fixed salary must appeal to them.

In considering this matter the first question appears to be who is to provide this money? One of three sources seem probable: public funds; the shipowner; or a pool of pilots' earnings.

If paid from public funds, we have little guidance as to the value that would be placed on our services. The general run of Government servants are not well paid and we have no reason to think that we would be exceptions.

If the shipowner foots the bill would he be satisfied to pay an adequate salary to pilots, half or less employed while a port is suffering from a depression? We suggest that he would demand a reduction in numbers either by dismissal or removal of surplus men to other ports. The latter method has already been used during the war.

If the salaries were paid out of the pooled earnings of the pilots we cannot see any improvement. The pilots in busy ports would, we fear, take a dim view of subsidising those not fully employed.

### Not the same Incentive

A fixed salary does not provide the same incentive for effort as piece work. Where employment provides continuity of income during absence through illness, the common cold is frequently considered ailment enough to warrant staying at home. The temptation to do so and thus avoid an anxious and uncomfortable trip in winter fogs or gales would be very great.

Should pilots become salary earning servants of a Central Authority with possibilities of removal from one district to another is it not probable that a more equal standard of qualifications would be adopted? We feel that only the highest possible qualifications can demand the salary we hope to receive. This may well mean the end of the apprenticeship system of training pilots for one district only and with it the practice long established in some ports and with excellent results, of sons following their fathers into the pilotage service.

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## THE HOUSE OF WEBB

### Some Notes Regarding "B.C.W." and his Pilot Ancestors

THE good wishes of all members of the Association go with Mr. Bernard C. Webb in his retirement from the pilotage service. May the robust health we have always associated with him be completely restored in the less strenuous years ahead.

Although his status is changed his interest in the U.K.P.A. to which he has rendered grand service for so many years is unchangeable. At this stage it is interesting to turn over a few pages in the volume of the House of Webb and recall how closely the family has been associated with pilotage.

Away back in 1775 there was born at Yarmouth in the Isle of Wight, William Webb who became King's Pilot, and, on the accession of Queen Victoria, Queen's Pilot. "B.C.W." is his great grandson.

In 1810 another William Webb was born and he too went to sea. He became a shipmaster and in later years entered the pilotage service. Bernard is his grandson and has an interesting link with this ancestor. It is the gold medal which was presented with an address to William by the President of France (Marshall Grouchy) on December 29th, 1840 in recognition of the pilot's gallant rescue of the officers and crew of the French brig *Adelaide* which was wrecked and became a total loss on the Casquets earlier in that year.

The same William was also among those who received the thanks of the Royal National Life-boat Institution together with material recognition of their services when in the pilot boat *Mary* for rescuing at considerable risk of life the crew of six men from the brig *Alabama* of Gloucester which was totally wrecked on the Shingles in very heavy weather on June 5th, 1863 while on her way to Southampton. Among the records of this old pilot we find that he took the *Aerial* up Channel on one of her famous runs to London.

The next generation gave us William James Webb, another Yarmouth man and father of Bernard. He was a well known yachting captain in his younger days and later became a Trinity pilot.

All these ancestors lived to be 85 or more, a fact which should comfort that youngster of 70 we are thinking about. Now let us have a look at his career. He went to sea at 16 in the *Mermerus*, which Basil Lubbock in *Colonial Clippers* described as "Carmichael superb wool clipper." Four years later, in 1895 he obtained his second mate's certificate and joined the Donaldson line trading between Glasgow and Canada. After serving in different officer grades he passed for master in 1898. In June, 1900, at the age of 25 and nine years to the date of his going to sea he received his first command the *Concordia*. Four years later he was promoted to the *Kastalia* and in the same year was granted a commission in the Royal Naval Reserve.

In 1906 he entered the Clyde pilotage service and immediately joined the U.K.P.A. He took over the local secretaryship in 1912 and continued in that office until under war conditions he was transferred to Lamplash, Isle of Arran, in 1940. At the Swansea Conference in 1925 he was elected to the Executive of the Association and became senior vice-president in 1932 when Mr. Richard A. Lewis retired. He has shown himself a sterling worker at all times in the interests of the pilots of the United Kingdom, strongly supporting constitutional methods, but all out for a progressive policy.

On the Clyde he was choice pilot for Frank C. Strick and Co. and their American agencies for 22 years. In his 28 years as a pilot on that waterway he carried out more than 11,000 acts of pilotage. For 20 consecutive years he was a representative of the pilots on the Clyde Pilotage Authority. A proud moment in his life was when he was among those presented to the King and Queen on their visit to Glasgow on June 4th, 1942.

Our subject would not be complete without a reference to his charming wife, who has radiated just a wee breath o' the Hielands at many of our Conferences. May their companionship in retirement be one of unclouded happiness.

And there are younger Webbs known to us. Two sons have been on active service. The elder is now a major in the Royal Artillery and the younger, a Wing Commander in the R.A.F. received the D.F.C. Both were commissioned before war broke out.

Now we will close the book confident that there are worthy chapters to follow.

A.C.

*Closing Session—continued from page 22*

"You must remember," he added, "that all these measures were put on as war measures and you will agree that it is quite fair that the Admiralty should take them off. They know you will lose but you have your proper channels to apply to to maintain your income."

The proceedings terminated with a vote of thanks to Mr. Smith for his services in the chair, proposed by Mr. Innes.

*Cinque Ports Pilots' Views—cont. from page 23*

Regarding the pension we are all agreed on the desirability of it being adequate and the retiring age reasonable and we agree that a fixed salary may hold prospects of its being more easily accomplished. Here again, however, it is a question of who will find the money?

These are the views of the large majority of Cinque Ports pilots who have gone through bad times without wavering in their convictions. We are now looking forward to an early return to the Dover station and better times.

We feel that we must place our opinions before all members of the Association lest in endeavouring to improve our conditions we lose the benefits so hardly won by those who have gone before.