

The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

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August, 1947

IN THIS ISSUE

FULL REPORT of the **60th CONFERENCE**

held in LONDON

JULY 1st and 2nd, 1947

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PROPOSALS FOR FUTURE ADMINISTRATION OF PILOTAGE TO BE PREPARED

Constructive Ideas from the Ports Invited

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Admiral Lord Mountevans Resigns Presidency
Mr. Alex. A. Love Elected Senior Vice-President
Mr. D. H. Tate, Tees, Joins the Executive

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to whom all communications are to be addressed

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1947-1948 of the

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THE PILOT

No. 4 Vol. 26

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THIS issue is devoted almost entirely to the record of the Diamond Jubilee Conference of the Association held in London at the beginning of July. It is a straightforward account of the proceedings without any attempt to present the semi-critical view of the observer. Some limitation is imposed by the available space in our little magazine, but our endeavour has been to hold the balance fairly between the critics and defenders of the Association's policy. The discussion produced some harder hitting than usual but it was all accepted as being inspired by the desire to increase the effectiveness of the Association and a spirit of goodwill prevailed throughout. Every member is urged to read the entire report weighing carefully the points made by the various speakers and so arriving at a correct assessment of what the Association has done and what lies ahead.

The most important decision by the Conference instructed the Executive Committee to submit proposals regarding the future of the service to the ports for their views. With these views before them the Executive will reconsider the matter, frame a policy and go ahead without waiting for the next Conference. The resolution was introduced by Mr. D. H. Tate of Middlesborough, who by the way now joins the Executive Committee, and met with unanimous support. There were frequent references in the discussion on this resolution and at other times to the Seven Points Policy drawn up in 1933 and in order that members may refresh their memories thereon the points are set out in another page of this issue.

The annual report by Sir John Inskip—always an outstanding feature of Conference—was on this occasion the most important he has ever presented and it deserves to be read again and again, not only for the guidance it gives on the main issues, but for its emphasis on the "urgent necessity for pilots everywhere to unite under one banner and to give their full and loyal support to an Association which has done so much and exists for the sole purpose of promoting the interests of pilots and of no other section of the community." A careful study of the report can only deepen the regret that it may be the last Sir John will present as Secretary of the U.K.P.A. for the Executive were able to report considerable progress towards the appointment which may give him the relief he desires. It will be the hope of all that as long as he remains Solicitor to the Association he will be persuaded to make a report, survey, statement, speech—call it what you will—to Conference.

For the time being Sir John remains Secretary as well, but this was a Conference of more changes than usual. Lord Mountevans, after twelve months as President, felt that that office should be held by someone who was able to give more time to the work and preferably by a Member of the House of Commons. He asked Conference to accept his resignation which it did with regret. Then the senior Vice-President, Mr. J. H. A. Smith, who has long been prominent in the affairs of the Association decided not to seek re-election, a decision brought about all too soon after he succeeded Mr. Bernard Webb by the same relentless passing of the years. The age rule compels him to retire from the service next year and he felt that the introduction of new blood in the position should not be deferred until then. Mr. Alex. Love was unanimously elected to succeed him and for the first time in its history the Association has the son of a former Vice-President in its chief executive office. Mr. F. R. E. Goldsmith received a very decisive vote for the other Vice-Presidency.

Some timely reflections on the Conference are contributed to this issue by Mr. Love in an article in the next page.

The Executive Committee met, as is the custom, on the eve of the Conference. There was another meeting immediately after the Conference when Mr. Love presided and took the opportunity of expressing the Committee's gratitude to the retiring Chairman and Vice-President, Mr. J. H. A. Smith, for his services.

CONSTRUCTIVE IDEAS WANTED FROM THE PORTS

By Alex. A. Love, Senior Vice-President

The Conference which has just ended emphasised the general dissatisfaction of pilots with their relative financial position, and it is the earnest wish of the Executive Committee that this position be rectified as soon as may be. But it is obvious that, if anything of a useful and permanent nature can be accomplished, certain fundamental aspects of the pilotage set-up should be tackled; Sir John Inskip has made this clear on many occasions.

The Ministry is anxious that agreement shall be reached between the Chamber of Shipping and representatives of the pilots on anything submitted to them, and I hope that the first agreement will be on the matter of remuneration, a matter where the pilots feel strongly that they are not being fairly treated.

A perusal of this issue of *The Pilot* shows clearly the feelings of the delegates, and the Executive have something to get on with.

The Executive Committee has spent a lot of time discussing positions which have changed from time to time. These changes have brought to naught much of their discussion, but the resolutions and discussions of Conference have done much to clear the air.

My object in writing this is to suggest to any port which has constructive ideas on the future of pilotage, to assist the Executive Committee by making them known to the Committee; I can assure the ports that their ideas will receive the serious consideration of the Committee in the light of the position as it is known to them. It is not easy to frame anything for general application in connection with pilotage.

This should not be interpreted as in anyway meaning that the Executive are "floundering about"; far from it, they know where they are and will go ahead. But a response to this suggestion would help them to get as near as possible to the impossible, i.e., please everybody!

Executive members are within reach of most ports, and their addresses are in *The Pilot*. There is also Sir John Inskip who will, I know, be pleased to put before the Committee anything he may receive on this subject. The Committee meets again on September 11th.

The Executive are working pilots like yourselves, and as such wish to see the lot of pilots maintained at its proper level. The Association is entirely yours and for you, so take as active an interest in it as you can, and assist the Executive to retain a frame of mind detached from parochial bias.

Finally, I trust this will be received in the spirit in which it is written, a desire for co-operation and a spirit of loyalty to the Association.

SICKNESS INSURANCE

The Suggested U.K.P.A. Scheme

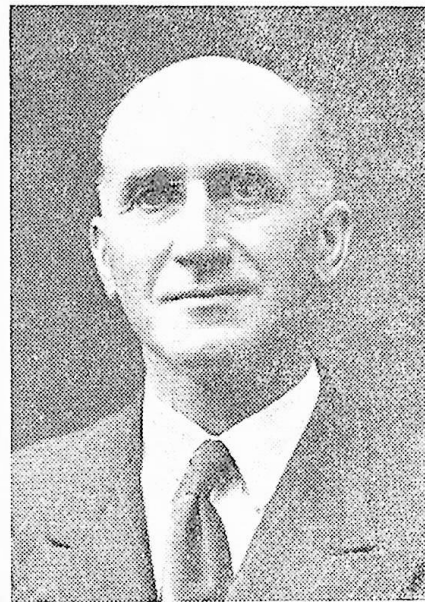
Following a suggestion that this Association might consider inaugurating a scheme of sickness insurance for its members, inquiries have been made resulting in the quotation of the following terms to cover personal accident and sickness:

A weekly compensation for a period of 52 weeks after the first three weeks of sickness or injury. Premium per pilot insured for a period of 12 months would be 3/4 to cover 10/- per week benefits, 6/8 to

cover 20/- per week, and 10/- to cover 30/- per week.

The idea has been that this benefit would be obtained for the pilots by the Association out of the present subscription, and if it appeals to members, the Executive Committee would have to consider carefully how much could be afforded and this will naturally depend upon their commitments following the proposed re-organisation of their office and the appointment of a new Secretary, all of which will involve, of course, a very much heavier cost than under the present arrangement. It would be open for any pilot to obtain greater compensation by adding to the premium provided by the Association.

The VICE-PRESIDENTS WENT TO SEA IN THE SAME YEAR



Mr. ALEX. A. LOVE

CONFERENCE heard with deep regret Mr. J. H. A. Smith's decision not to let his name go forward for re-election as senior Vice-President, but it had no two minds about the man to succeed him—Mr. Alex. A. Love, and although three went to the ballot for the other Vice-Presidency Mr. R. F. E. Goldsmith received a substantial majority of the votes. While the names of the two Vice-Presidents are well known to the members of the Association, their faces are probably not familiar to many. So *The Pilot* embarrassed them both by asking for their photographs which are reproduced in this page. At the same time some details of their careers were invited and these revealed that both men went to sea as apprentices in 1908, Mr. Love in the Clan Line, and Mr. Goldsmith with Andrew Weir & Co.

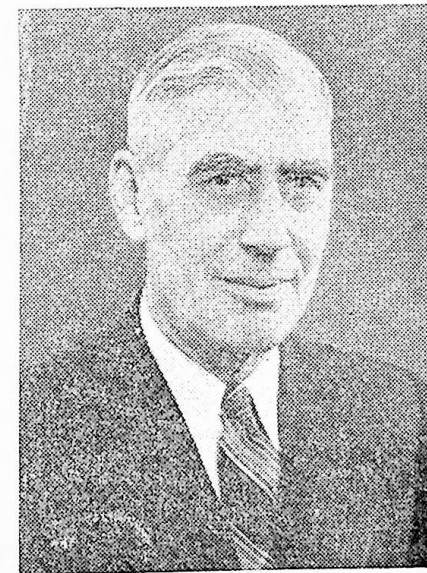
They both became pilots in 1921 and both were delegates to the 1939 Conference, but Mr. Goldsmith had already been a delegate at Liverpool the year before. Mr. Love, however, in reaching the Executive in 1942 was a year ahead of his London colleague and became junior Vice-President in 1945. In the matter of Conferences, Mr. Love's memory goes back probably further than any of us, which may appear ridiculous when you look at his picture, but this is how it happened. When a small boy, he was taken by his father, the late William Love, who was one of the leading men of the Association in days gone by, to a Conference at Dover. Alex.

cannot recollect anything of the topics discussed, but he shaped well as a pilot in putting on their right course large quantities of sweets, cakes and lemonade thrust on him by good-natured pilots.

Mr. Love stuck to the Clan Line right through until he joined the Clyde Pilotage Service except, of course, for the interruption due to the 1914-18 war during most of which he was navigating officer in submarines. Mr. Goldsmith on the other hand struck adventure very quickly. His first ship, the barque *Leverbank* was dismasted and abandoned in the Bay of Biscay the year after he joined her, but all hands were picked up by the Russian East Asiatic Co's. steamer *Russia*. From February, 1910, to March, 1912, he was in Weir's barque *Cedarbank*, and he must have had special affection for that famous ship since his house at Gravesend is named after her. His next move was *Salamis* which Weir's acquired from the Aberdeen White Star Line and he passed for second mate in Calcutta while serving as third officer in her. In 1913 he joined Messrs. George Milne's barque *Invercauld* as second mate in order to qualify as a London Channel pilot and was put on the list of candidates for that service in 1916.

In the meantime he had seen service with the Anglo-American Oil Co. and in 1917 passed for master, square-rig, in London. In order to obtain the local experience required by Trinity House as a qualification

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Mr. F. R. E. GOLDSMITH

PRESIDENTIAL ADDRESS**LORD MOUNTEVANS SURPRISES CONFERENCE WITH RESIGNATION**

CONFERENCE opened with prayer led by the President who afterwards addressed the assembly.

"This is the diamond jubilee or sixtieth Conference of your Association which I have the honour to open" he said "and before I forget to do so I declare it open."

"For various reasons I am afraid I must offer you my resignation, because I have not 'pulled my pound' having had to go to South America and Norway largely owing to the last world war. Another reason: I have reached the pension limit of 65. During the war I worked on an average 98 hours a week and now I am working up a dead horse trying to complete some of my commitments. I think you should have a live President who can give you his whole time, and if possible one who is in the House of Commons."

Lord Mountevans went on to speak about compulsory pilotage. "The case can be summed up best if I say that of the 50 port and harbour Members of Parliament only about a third take a live and active interest in compulsory pilotage. The reason I suppose is that the whole of the pilots in Great Britain number only about 1,500. I do not think you carry enough votes among you to carry the port members."

The President pointed out that there was so much legislation to go through Parliament that most of the Members had more on their plates than they could swallow.

Regarding the suggested Parliamentary Pilotage Committee, he told Conference of some of the difficulties he had encountered. One member was prepared to serve provided there was no laying down the law to the

Government and another refused to serve unless it was an all Labour Committee. Once it became a party business their friends would fall away like leaves from an autumn tree and it must be an all-party committee and not one of "Yes-men."

Drawing attention to the passage in Sir John Inskip's letter of May 23rd to the Secretary of the Ministry of Transport which pointed out that officers and every grade of merchant seamen had received wage increases far beyond the small percentage increase allowed to pilots, the President said:

"That question needs to be brought to the notice of the Minister forthwith. I am prepared to do so provided Conference authorises the General Secretary and Solicitor to frame the letter in such a manner that I can speak with authority and make my appeal on the grounds of fair play for the United Kingdom pilots. Seeing the rise in pay in every craft, art and profession it is a terrible thing that the pilots on whom so much depends should have to scratch their heads and wonder how they can make both ends meet. You should be paid for your professional efficiency. Now is the time when you have to make yourselves heard."

At the close of his address Lord Mountevans referred to the retirement of Captain James Learmont and to the sudden death of Captain J. M. Holland.

At the President's suggestion the members of the Conference stood in silence for a few moments in tribute to Mr. Holland.

After the Presidential address, Sir John Inskip read his report.

THESE WERE THERE

Notwithstanding the difficulty which many ports had in sparing a pilot there was a good attendance on both days of the Conference. The President occupied the chair during the greater part of the first day's proceedings and when he left in the afternoon to attend the House of Lords, the senior Vice-President, Mr. J. H. A. Smith took the position. Mr. Smith was also in the chair throughout the second day when the attendance was augmented by a few visiting members.

In addition to the President, the two Vice-Presidents, the Honorary Treasurer, the Secretary and Solicitor, and all the members of the Executive Committee, the following were present:—

Messrs. J. T. Clare, J. P. Bennett, H. G. Pead, S. Duggan, T. R. Eeer, J. Graham, A. T. Sloane, R. W. Roberts, L. P. Marshall, W. M. Wilson, S. McLaren, C. Catton, Chas. Owen, J. Fife, H. Wynn, A. A. Holland, J. W. S. Charman, R. Page, K. McLeod, John R. Hastings, John Knaggs, T. R. R. Letten, H. Robinson, K. Hutchins, H. A. Burton, D. H. Tatc, L. Greet, W. J. Jenkins, H. A. Gunn, William Miller, D. J. Davies, O. P. Reid, Jas. Barron, George N. Richardson, O.B.E., E. Stone, and A. Bray.

(In the report of the proceedings the Mr. Marshall whose remarks are recorded is the member of the Executive Committee except where otherwise indicated.)

SECRETARYS REPORT**COMPULSORY LEVY ON ALL SHIPS**

Sir John Inskip Presses His Proposal as a Way of Escape from Existing Chaos

REVIVAL OF THE SEVEN POINTS POLICY URGED

THIS is, I fear, the last Report which I shall present to Conference as Secretary of this Association, and naturally I have feelings of regret that the time has come to close a long chapter in my life and in the records of this Association. This being so, it is natural, perhaps, that my mind should go back over the 33 years that have passed since I became Solicitor to the Association and these reflections may prove, not only of some interest, but helpful, especially to the younger pilots who know little or nothing of the battles which have been fought during the 63 years of this Association's life.

I will leave the Treasurer to deal with the finances of the Association when he presents the Balance Sheet and Accounts, but I would like to make just one or two observations upon the position in which this Association finds itself with a reduced membership and increased commitments.

Problem of Unity

When this Association was formed there were 3,000 licensed pilots, most of whom were engaged in active competition with one another. At the outbreak of the first World War in 1914, this number had been reduced to 2,045 and by the outbreak of the second World War in 1939 there had been a further reduction to 1,668. For one reason and another, it has always been difficult to get pilots to hold together in an Association to protect their interests. Even when this Association was actively engaged in its efforts to improve the lot of the pilots leading to the setting up of the Departmental Committee in 1910 and during the hard fight in Parliament over the passage of what was to become the Pilotage Act 1913, there were never as many as 50 per cent of the licensed pilots in this Association. It could never have been suggested at that time that the Association was a weak and powerless body. The reason simply was that the pilots of those days had their own personal and individual outlook so much in mind that they were quite unable or unwilling to look at the wider interests of the whole body of pilots, and in those highly competitive days it was only the pilots who were making a poor living who could be induced to come into the Association.

I am not saying that that is the position to-day, but my experience over 33 years compels me to say that recent secessions from this Association have been largely brought about for similar reasons and I shall have something to say to illustrate this later

on in my Report. I mention this only because it reveals that the percentage of licensed pilots who are members of this Association to-day is rather higher than it was at the outbreak of the first World War in 1914.

Unfounded Criticism

This Association came into being for the purpose of welding the pilots together and providing a central organisation to handle, not only, and perhaps not so much, domestic matters affecting individual ports, but matters of more vital and over-riding importance to every port. Nevertheless, the Association is always available with all its resources to fight the battle of any individual port provided the members at that port are agreed among themselves on the matter in question. The constant refrain which has been too often heard is "the Association has done nothing for me." Of course, a statement of this kind is born out of ignorance and I defy anyone who turns over the pages of *The Pilot*, which has been in publication now for 27 years, to form any other opinion than that this Association has during the whole of that period been watching over the interests of the pilots at every port unceasingly. May I at this point pay my tribute to Mr. Curthoys, the Editor of *The Pilot* for all these years, to whom the Association is indebted far beyond anything that can be repaid for his invaluable service.

The first breakaway from this Association was brought about solely by the inability of the Association to take up the cudgels of one section of its members against another section, and this experience has been repeated in more recent years. The present generation of pilots knows nothing of the state of affairs which this Association came into existence to remedy. They forget the time when a pilot could be deprived of his license without question or reason by an Authority upon which the pilots had no representative; they forget, or they have never known, that a pilot of those days had no proper right of appeal, no hand in the framing of bye-laws, no say in the fixing of rates and that they were governed by obscure Acts of Parliament.

Irony of the Forth Position

Let me take the Firth of Forth as an illustration of what I mean. The Firth of Forth pilots have never been 100 per cent for this Association. They have been torn by petty and individual grievances and my chief trouble with the Firth of Forth pilots has

always been to get them agreed on any matter so as to present a united front. In the early part of 1921 the Firth of Forth Pilotage Order was being drafted and delegates from those ports attended a meeting of the Executive Committee to present their case. They wanted compulsory pilotage and maintained that they could not carry on an efficient service without it. This Association had no need to be persuaded on that point but there was general agreement that compulsory pilotage in the Firth of Forth would have to go hand in hand with a combined service for all the ports in that district. This Association thereupon took this matter up actively on those lines, and at the annual Conference in 1922 I informed the members with regard to those negotiations. I told them that for several years we had been agitating to get the ports in the Firth of Forth to arrive at some common understanding with one another with a view to some scheme of amalgamation, and, that as a result of the experience during the war years 1914 to 1918, the Forth Pilotage Authorities would favour a compulsory system under certain conditions.

All our efforts proved of no avail simply because the pilots could not be got into line, and during all the intervening years up to the present time there has been nothing but friction in that district and this Association which has never enjoyed more than a 50 per cent membership in the Firth of Forth, has been powerless to do anything in view of the refusal of the whole body of pilots to accept the advice given to them. The irony of the situation to-day is that the recommendations of the Commissioner who recently held an inquiry there are exactly what this Association pressed the pilots to do over 25 years ago with one important exception. That exception, which the pilots for some strange and unexplained reason have quietly accepted, is the ruling that pilotage shall remain voluntary in the Firth of Forth.

My honest opinion is that if the pilots had accepted the lead given to them by this Association all those years ago, they would have got just what they are getting to-day and a bit more. It is sincerely to be hoped that under the new regime in the Firth of Forth the pilots will be able at long last to settle down as a happy and united body.

Pooling Victory Recalled

Before we leave the Firth of Forth, I would like to inform the younger pilots and to remind the Firth of Forth pilots that at the 1924 Conference of this Association we celebrated the victory which had been won to secure the right of the Leith and Burntisland pilots to pool their earnings. This victory was won in the face of opposition from some of the Leith pilots. An inquiry was held at the Board of Trade when the Authority was represented by its solicitors and two of the opposing pilots, one of whom had deserted as a condition of getting the choice work of an important firm. Following that inquiry the Board of Trade tried to get agreement, but

when this was impossible, a further inquiry was held which the pilotage Authority refused to attend, an unprecedented course, but the Chamber of Shipping regarded it so important as to require the presence of Sir Norman Hill, who conducted the case on behalf of the shipowners. Following that inquiry the Board of Trade gave its decision in favour of pooling. That victory was won for the pilots by this Association in the face of opposition from some of the pilots, and that is by no means an isolated instance of that kind of thing.

We have heard a good deal too about a Benefit Fund for the Firth of Forth pilots, and it will do no harm for me to remind Conference that this Association's efforts to get a proper Benefit Fund there have been defeated by the pilots themselves. In 1933 I reported that the Board of Trade had refused an application for a Benefit Fund at Methil because two or three pilots objected.

I think I have said enough about the Firth of Forth, but not too much.

Rates Position Chaotic

Before dealing with other matters, I would like at this stage to refer to the question of rates which probably are right in the forefront at every port. I do not think that there is any industry in the country which would be willing to have the remuneration of those engaged in that industry regulated as pilotage rates are regulated to-day. Not only is the present condition a chaotic one, but it creates feelings of unfairness as between one port and another, and the earnings of pilots are fixed on a basis which no one can really grasp and understand. Many ports are to-day working on a basic schedule of rates which goes back to the days of sailing ships. Some rates are fixed on gross tonnage, some on net, some on footage and some on a combined footage and tonnage basis. Some pilots are paid for special services which others have to perform without payment. Some net earnings are arrived at after allowing pilots to make deductions from their gross earnings which are disallowed at other ports with the result that the net earnings of one port cannot be fairly compared with those at another port. For very many years pilots' earnings have been adjusted by means of percentage increases on the basic rates which were fixed 20, 30 and even 40 years ago, and during the interval between the war years earnings for the three pre-war years were taken as a standard, and again during the second World War and since, the average earnings of the three years 1936/1938 were taken as a standard for application of the Ministry formula.

The Case for a New Formula

Some time ago your Executive Committee informed the Ministry that the formula which had operated under war conditions was not acceptable to the pilots and was working unfairly. We were informed that if we could arrive at agreement with the shipowners on another formula, the Ministry would give it

careful consideration. Nothing came of this suggestion, and so your Executive Committee decided at last to make the strongest representations to the Ministry on the matter. In the last issue of *The Pilot* just published, members will have read the letter which went to the Ministry. That letter was framed after the most careful thought and was intended to outline the case which this Association was prepared to make for a new formula or for some new effort fixing a pilot's remuneration. I do not propose to read that letter or repeat in this Report the arguments there presented.

This Association has once again taken the initiative on a matter of the greatest importance to every individual pilot. What will be the attitude of those pilots who are not now members of this Association or of the Union which they have joined, I do not know, but it is greatly to be hoped that those pilots will get their Union to support this Association in this matter. Any debate which may follow this Report on this question of rates can be based on the letter to which I have referred, and which the members will have before them.

Preferential Rates Cause Friction

Quite apart from any new formula, the time has surely come for a drastic overhaul of a very complicated system. The shipowners themselves would, I think, be surprised if a schedule were prepared of all the special rates of one kind and another that are in operation. During the whole of my time this Association has been resisting a steady growth of rates for special services of one kind and another.

There are for instance, in operation here and there ballast rates, part-cargo rates, bunker rates, dry docking rates, all of them without any solid reason, and when once a rate of this kind is established, it is extraordinarily difficult to get it abolished. The pilot is engaged to pilot the ship and if regard is to be had to the purpose for which the ship piloted is visiting the port, then we are not far removed from having our pilotage dues assessed by reference to the value of the cargo carried, or even the value of the ship itself. We are at any rate getting perilously near that when we find ourselves having to meet applications for preferential rates to cover the cases mentioned above, and particularly the part-cargo vessel. There may be a very good reason for a Dock Authority levying reduced dues on part-cargo vessels simply because the vessel is not using the loading or the discharging facilities of the port to her full capacity. All these considerations cannot apply to pilotage rates in the same way.

However, I do not wish to argue the matter all over again. I mention these preferential rates only as an instance of the kind of thing which is causing friction and a sense of unfairness as between one port and another. It is the kind of thing which any new system of assessing pilotage rates should get rid of.

General Compulsory Pilotage

Wrapped up very closely with the question of pilotage rates is the question of general compulsory pilotage, although it is perhaps necessary to assure the shipowners once more that compulsory pilotage or the roping in of foreign vessels to make their fair contribution towards the upkeep of the pilotage service is not brought forward with a view to increasing the pilots' earnings, but rather with a view to spreading the burden of the pilotage rates over a greater number of vessels and owners.

This question of compulsory pilotage has never been out of the mind of the Executive Committee of this Association. Time and again it has been brought to the front as opportunity offered and it is disappointing to say the least that so splendid an opportunity of fighting this issue in the Firth of Forth has been lost by the Firth of Forth pilots under the guidance of the Transport and General Workers' Union. So far as general compulsory pilotage is concerned, that can only be done by an Act of Parliament, and Conference will remember the request to the President of this Association to ascertain by direct enquiry to the Minister concerned whether the Government would grant facilities for the passing of a Bill through Parliament if this Association were to promote one. As was expected, the answer to this question was in the negative and it was therefore left for any individual port to make its own application for compulsory pilotage in its own district. Clearly, this would be an altogether easier matter than a measure to bring about general compulsory pilotage and that is why the attitude of the Firth of Forth pilots is so greatly to be regretted.

From time to time some middle course has been suggested and in 1933 a direct approach was made to the shipowners. A meeting was arranged with Sir Samuel Allen and Mr. Cleminson, who was then the General Manager and Secretary of the Chamber of Shipping. Lord Apsley, our then President, and Sir Irving Albery, M.P. attended that meeting and the whole matter was thoroughly discussed. A compromise suggestion was then in the air and that took the form of a flat rate to all vessels British and foreign by way of contribution to the upkeep of pilotage establishments. The British shipowners could obtain a measure of relief by getting a pilotage certificate which the foreigner could not do.

Seven Points Policy

All this was discussed at the 1933 Conference when the Executive Committee received instructions to continue their pressure for the revision of the system of levying pilotage dues. This led a little later to the introduction of the famous Seven Points Policy, the first item of which proposed that every ship entering or leaving a port and having the right to demand the services of a pilot should be required to make a contribution to a fund to cover the administration of the expenses

of the pilotage service and towards the cost of maintenance and upkeep of the cutter service.

These seven points were thoroughly discussed, but at the 1934 Conference they were all scrapped with the exception of the one which I have just mentioned and two others, of which one related to the cutter service and the other to the establishment of a Pilots' Benefit Fund in every district. No one regretted the rejection of that Seven Points Policy more than I did because I believe that it had in it the seeds of a scheme which would have got us out of all, or at least most, of our present difficulties. But, once again, we struck something which seriously divided the pilots and the Board of Trade refused facilities to pursue any new policy unless there was a measure of agreement with the shipowners. The ship foundered on the rock of the necessary exemptions from the compulsory levy and the question of the ownership of cutters and the administration of cutter companies.

Levy on ALL Ships

The main point in the scheme was that they were asking for alterations of the Pilotage Act so as to introduce for the first time in the history of the country a compulsory levy.

There is no question that at that time the shipping industry did not feel that a compulsory levy on all ships would be in the best interests of British shipping. I am quite prepared to find that to-day there may be some modification of this view on the part of the shipowners. In any case, the impasse which was then reached meant the scrapping of what was left of the Seven Points Policy, and with it the abandoning of the only practical compromise, so far as the pilots are concerned, with regard to compulsory pilotage. It is not easy to see what valid objection there can be to the principle of requiring a contribution from every ship entering a port which has to maintain and put at the service of every ship an efficient pilotage service.

The fear of the shipowners that compulsory pilotage was being pressed for by the pilots in order to augment their earnings was, or should have been, completely demolished by the limitation of the proposed compulsory contributions to the upkeep of the service, and if further safeguards are wanted with regard to the cost and running of that service at every port, then the pilots are not opposed, or I do not think they would be opposed, to a new set up of Pilotage Authorities with the one stipulation that both the shipowners and the pilots should have equal representation on any executive body.

Advantages of the Proposal

This proposal of a compulsory levy for one limited object is not akin to the continental system which requires payment for the services of a pilot whether a pilot is taken or not. All that is required under our proposed scheme is a contribution which, spread over

every ship, would be very small and would do no more than help to meet the cost, other than pilots' remuneration of a service which the contributing ships claim the right to use on demand at any time. Who is there to say that there is anything unreasonable in a proposal of this kind? It falls short of anything that is demanded of the British shipowner in foreign ports, it would ease uncontestedly the burden of the British shipowner, and, to a still greater extent, would lighten the expense of those ships which employ a pilot.

Further, the scheme would mean a great simplification in the collection and adjustment of pilotage dues, and would greatly facilitate investigations and discussions in connection with any application for increased remuneration. It would mean, of course, that everything outside the compulsory levy would be earmarked for the pilots' remuneration and would be contributed solely by those vessels which employ a pilot.

A Way Out of Chaos

It is not only because this proposal came from me in the first instance, following discussions and negotiations to which I have referred in this Report, that I press it once more upon pilots and all those concerned with pilotage administration. I see in it a way of escape from the present chaos and I have not yet heard any good and valid reason advanced for objection on the part of the shipowners. If there is any such objection, then I would invite them to state clearly what that objection is. I would go further and invite the pilots assembled in this Conference to instruct the Executive Committee to pursue this proposal once more and at the same time to revive consideration of every one of those seven points.

Every Port Benefits

I have now dealt with matters of overriding importance which have been engaging the close attention of your Executive Committee and must continue to do so. If I were to attempt to mention all the matters, even those of most importance, which have been dealt with during the past year, it would be difficult to know where to begin and where to end. They are so many and of such varied character that they cover the whole range of pilotage, and if any port has a feeling that because it has not asked the Association for direct assistance in any matter affecting them individually, it has not derived any benefit from its membership of this Association, then it is greatly mistaken and the most casual perusal of *The Pilot* will show him how matters of principle and procedure are being handled constantly by this Association and almost invariably affecting the interests of every port.

I am saying nothing, for instance, in this report about National Insurance, pilotage certificates, benefit funds, compulsory retirement age, conditions of working and such-like

matters, which, when they arise at one port, have a direct bearing on pilotage administration at every port. Neither have I made any reference, except a passing one, to the Transport and General Workers' Union, although in the course of the last twelve months a section of the Tyne pilots and of one other port have allied themselves with the Union. To what extent the Union has been active in any direction, apart from the earnings of the pilots, at any particular port, I have no means of knowing. It is, of course, unfortunate that the pilots are represented by two organisations because it makes it difficult and almost impossible to take speedy action on a united front, more especially as apparently conflicting interests are likely to prevent agreement on one question and another from time to time.

Opposition to M.M.S.A. Scheme

For instance, it will have been brought to the notice of every port by the reference in the February, 1947, issue of *The Pilot* that the Mercantile Marine Service Association is advocating the payment by ships for pilotage services rendered by shipmasters or officers holding pilotage certificates. There have apparently been talks with the shipowners' representatives on the National Maritime Board, and the M.M.S.A. has promised to submit an all-embracing scheme which is likely to be on the principle of payment according to the amount of pilotage services rendered. It may be asked what this has got to do with the Transport and General Workers' Union. The answer is that the Union takes a very different view from the Association on this particular matter, and has not therefore seen fit to join the Association in resisting this proposal. In other words, the pilots who are in membership with the Union are apparently in conflict with our own members on this very important matter.

This Association has strongly opposed any scheme for payment to masters and mates for pilotage services rendered by them and this for the most obvious reasons. I am trying to keep in touch with this development, but what would be most welcome to pilots everywhere would be an intimation from the Transport and General Workers' Union that such influence as they have with the M.M.S.A. by virtue of their association with the Officers' Federation was being used to put a stop to this practice.

Important to Every Pilot

There is enough in this Report to provoke keen discussion. All the matters dealt with are of supreme importance and interest to every pilot, and once more I would emphasise the fact that this is in no sense at all a record of the activities of the Association during the past 12 months. During the early years of my secretaryship, it was possible within a compass of an annual report to mention most, if not all, of the matters dealt with and it is interesting to recall that not so many years

ago during the secretaryship of my predecessor, Mr. Joseph Brown, it used to be the practice to print every letter that he wrote to a Pilotage Authority or the Ministry, except, of course, those of a routine nature. There is no better way of illustrating the growth of the activities of this Association than by recalling this fact.

Urgent Necessity of Unity

I would also emphasise in this, my last Report to the Association, the urgent necessity for pilots everywhere to unite under one banner and to give their full and loyal support to an Association which has done so much and exists for the sole purpose of promoting the interests of pilots and of no other section of the community. This Association will never be involved in any conflict of interests, only licensed pilots are admitted to membership and any suggestion of admitting to membership masters and officers of the mercantile marine, not to mention dockworkers, unlicensed pilots, bus drivers and conductors and suchlike would be strenuously resisted.

Before very long we may be faced with proposals to alter the method of fixing the remuneration of pilots at one port and another or in one district and another. Some years ago there was a serious attempt made by the shipowners to get the remuneration of pilots fixed at every port at a figure between the pay of a master and mate of the vessels using that port. We have not heard so much about this lately, but I am constantly being reminded that the shipowners have not abandoned this idea.

A Question for Every Pilot

The question which I would put to every pilot is whether they are strengthening their position by allying themselves with employees in other and very different walks of life, and whether an organisation which is related, however distantly, with organisations representing these other interests is likely to be damaging rather than helpful. When I listen to criticism directed against this Association by some pilots, I look anxiously, but up to the present quite in vain, at those ports which have preferred membership of another organisation, for the slightest sign that their lot is in the smallest degree better to-day than the lot of those pilots who have remained loyal to this Association. I do not mind where you look or what you look at, whether it is rate of remuneration, conditions of working, comparison with the state of affairs whilst they were in this Association, there is nowhere a hint that anything has been gained by their change of allegiance. All that those pilots have done is to break the ranks of the pilots and to make it more difficult for them and for us to press legitimate claims of pilots everywhere.

Continued at foot of page 12

ORIGIN OF THE SEVEN POINTS POLICY

During the Conference there were frequent references to what became known as the Seven Points Policy. Here are the seven points:—

1. That every ship entering or leaving a port and having the right to demand the services of a pilot shall be required to make a contribution to a fund to cover the administration expenses of the pilotage service and towards the cost of maintenance and upkeep of the cutter service.
2. That the whole cost of the cutter service shall be provided otherwise than out of pilotage rates proper.
3. That the cutters be owned and run by the Pilotage Authority with proper crews so that the pilots may confine themselves to their pilotage duties.
4. That all contributions levied and paid pursuant to Section 17 (p) of the Pilotage Act be cancelled, and this Section of the Act be repealed.
5. That the altered basis for levying pilotage dues shall be so framed as to leave the pilots at each port in exactly the same position as they were previously with regard to their net earnings.

6. That the underlying principle of our recommendations is that the pilotage rates proper shall be left intact for the pilot, subject to such contributions as he may make thereout to any Pilots' Benefit Fund.
7. That a Pilots' Benefit Fund be established at every port, and this fund be submitted quinquennially by the Authority to an actuary, and that the amount so certified as necessary for the fund be contributed in equal shares by the pilots and out of the Pilot Fund.

The policy really had its origin at the Conference in London in 1933. At a meeting of the Executive in the following October, at the suggestion of the President (Lord Apsley), a sub-committee consisting of the two vice-presidents (Messrs. B. C. Webb and F. C. Harrison) and the Secretary was appointed to go into the details of a scheme. They met in London on November 1st, 1933, and had the benefit of the help of Mr. W. T. Small who was invited by Mr. Webb to attend. They drew up eight points which were considered by the full Executive on December 6th. The eighth point was dropped because it was covered by the first and with some slight amendments the remaining seven became the famous policy.

DEBATE ON THE REPORT

The debate on the report was opened by Mr. Robinson who paid a tribute to the work of the President, Executive and Secretary. He said that Lord Mountevans had tackled a subject strange to him in a very able manner.

Mr. Davies joined in the tribute and said he had always been an admirer of Sir John Inskip's reports and wished they could be collected in book form; they would be invaluable. His regret was that the pilots had not paid more attention to the advice of the Secretary, especially in regard to re-organisation. If appropriate steps had been taken in the past the piloting profession would not be in the position it was to-day. Sir John was universally recognised as an

expert in pilotage matters and on the domestic side pilots everywhere had profited from his advice. It was a step in the right direction that the office of secretary was to be made a whole-time job.

"I want to refer to some problems facing this Association and our profession," Mr. Davies continued. "The Association is facing the greatest crisis of its long and glorious career. The present emergency calls for bold action. The membership of the Union is growing at the expense of the Association and both bodies are pursuing different courses which can only result to the disadvantage of our profession as a whole. The question therefore arises: what is to be

of pilots will always be of the happiest, and even when I cease to have any connection at all with pilotage, I shall continue to watch with interest and to hope for the welfare and happiness of pilots and more particularly those who have remained loyal to this Association and to me personally.

Secretary's Report—continued from page 11

I finish this Report with some regret because it means, if not the termination of any connection with pilots or with this Association, at any rate the passing of another milestone and a less close relationship. My recollections of the many years during which I have been trying to look after the interests

the future policy of the Association? I have my own ideas but I do not think they would be acceptable to the U.K.P.A. in its present mood. Unless there is some drastic change in the management and policy the Association will vanish in a couple of years. Its membership will include only two or three of the bigger ports or those districts supervised by Trinity House. This is a sad spectacle for the loyal members when they remember that for the past 60 years the Association has been supreme as the only body organised for pilots. May this Diamond Jubilee Conference mark a change in our fortunes. A body like the U.K.P.A. must at all times be active in the interests of its members. In spite of previous warnings the Executive has done nothing to retrieve the position. May I mention again Manchester and Liverpool? Not a step has been taken to invite them back to the Association or settle the differences. A great opportunity was lost when the letter circulated by Mr. Arthur Evans was disregarded. That communication opened the road to negotiation. If this Association is genuinely concerned for all pilots—I say pilots, not members—it cannot afford to adopt an independent attitude. To do so is definitely a sign of weakness.

"The basic causes of the unhappiness within our profession are earnings, pensions and conditions of work. At the last Conference the delegate who opened the debate emphasised that the most important factor concerning a pilot is earnings. An extremely sore point is the unjustifiable disparity between the districts in the matter of earnings. Pilots are really divided into two groups—satisfied, dissatisfied; adequately paid, underpaid. These grievances are fundamental and of long standing and they must be resolved if our profession is to prosper.

"The remedy is to establish a minimum rate for all pilots on a system of grading and if shipping declines in any district it ought to be possible to transfer pilots to another district. It was adopted during the war; it can be done again to-day."

Mr. Davies next dealt with the contrast in the position of pilots and the advances given to other branches in the Merchant Service, where the increases varied from 100 to 300 per cent. The recent earnings of pilots in the Swansea district had only equalled those of A.B.'s, despite the fact that they were master mariners holding the highest qualifications and specialising in the responsible task of pilotage. Shipping freights had gone up 500 per cent or more but the pilotage rate in Swansea was only 80 per cent above 1913 when the purchasing power of 25 shillings was equal to £5 to-day. What would be a fair increase in the Swansea pilotage rate in keeping with the enormous increase in shipping profits and freights: Surely not 80 per cent but more in the region of 300 or 400.

"Again" Mr. Davies asked "who would not say that the pilot's work was expert, arduous and dangerous? Compare it with the

'cushy' jobs on shore—every weekend off, every night in bed, periodical relief, holidays with pay, pensions. On this vital question of remuneration and pensions pilots are worse treated of all. We have no security. Pilots are not seeking a five-day week or a 40 hour week, but we are seeking a fair deal and adequate pay for the work we do."

In conclusion Mr. Davies said that if the U.K.P.A. was going to survive as a going concern it must drop its attitude of *laissez-faire* and further its object as laid down in No. 2 (a) of its rule book:

... to improve the status, pay and conditions of service of licensed pilots, and generally to safeguard and watch over their interests.

"I pose this question:

"Is the U.K.P.A. satisfied that it is furthering that object?"

Mr. Pead contended that there was no need to bow their heads in shame and ask for charity. On numerous occasions efforts had been made to get the Newport pilots back into the Association. The Bristol pilots had declined to meet them on any common ground, perhaps because they talked too much U.K.P.A.! He mentioned this, he added, in fairness to the Executive and particularly Mr. Davies's colleague on the Committee who had done his best to get these pilots back.

Some system of stabilisation was advocated by Mr. Tate. "Until we come out with a complete comprehensive scheme we are not going to get any further ahead" he said.

Mr. Reid associated himself with Mr. Davies's remarks and regretted that a proposal two years ago that the Association should register as a trade union was not adopted. They would then have had the support of the T.U.C. Now at the worst time in their history they were divided.

Mr. Bennett paid a tribute to the work done by Sir John as secretary but he regretted that no constructive ideas had come from the Executive for the future betterment of pilots. He cited several passages in the Transport Bill and said that the Executive would find that pilots in the British Isles could come under the measure. In conjunction with the Pilotage Act, it would be possible to amalgamate any or several services. He had in mind amalgamation in the Bristol Channel for which a very good scheme had at one time been formulated. He did not think it was necessary to scrap the Pilotage Act and the Executive should try to revise it and bring it up to present day requirements. It was said at the last Conference that the Executive were floundering about; in his opinion they were doing so still and were not alive to the difficulties pilots were experiencing to-day. With the transfer of pilots he wholeheartedly agreed; there was no reason why a pilot should not be transferred from one port to another and so on round the coast.

Mr. Mock thought that with a little encouragement the ports referred to by Mr. Pead could be got back. If the delegates

would get down to a definite policy and one that would satisfy every port there would be something definite to go on and it would produce results.

Mr. Catton asked the delegates to realise while pulling the Executive to bits that it was Conference that put them there. It seemed that when a man was elected to the Committee he was more or less muzzled. What was wrong was the general organisation. They made a grave mistake when they combined the offices of secretary and solicitor. The chief reason for it was economy—they were paying a little less than a penny a day to the Association at the time. He welcomed the prospect of a full-time and live secretary who could go round to see what was wrong and advise the Executive on the best steps to take.

Mr. Ayre referred Conference to page 5 of the June issue of *The Pilot* for evidence that something had been done. (The letter to the Ministry on the formula.)

Mr. Wynn urged that in order to carry out a constructive policy they should sink their individual differences and live up to the Association's motto.

Mr. Webb reminded Conference of the efforts made through Mr. W. T. Small, a retired pilot, an honorary vice-president, and a strong man in his own district, to influence the Liverpool and Manchester pilots.

Mr. Jones said he felt a little disgruntled over the remarks of Mr. Davies concerning the Executive. There were some people who did a lot of hard work but did not talk about it. He had tried as much as he could to bring the renegade pilots back.

"Criticism of the Executive has gone far enough, what is the Executive going to do?" asked Mr. Clare.

Mr. Tate: The Executive should formulate a definite policy and circularise the ports.

Towards the end of the debate the President reviewed the discussion and added his own comments on some of the points. What struck him, he said, was that any master mariner should receive the same or less pay than Norwegian seamen who were getting a war bonus of 100 per cent. On the other hand some professions were not getting much increase. An admiral 150 years ago had £5 a day; now it was £7, and at least half went in tax! In the middle post war year when he was at Melbourne the Port Philip pilots were receiving on an average £2,000 a year which perhaps did not go so far as in this country, but it was a good salary. It was a scandal that pilots here should be getting only £3.7.0 a week. In the matter of rates perhaps the pilots had been a bit modest about their qualifications. He stressed the need of unity and commended the spirit of Mr. Mock who favoured being an ambassador of the Association and was anxious to go to Liverpool to get the renegades back into the fold. Liverpool were powerful and he would sooner have them in than outside. With regard to the Pilotage Act he thought it would be a good thing to revise rather than scrap it. He paid a tribute to the goo-

humour which had governed the debate and congratulated the Executive on "taking it all so quietly." Touching again on his resignation Lord Mountevans said that although he was withdrawing it did not mean that he would not help them.

Before the debate closed Mr. Goldsmith suggested that a wrong impression might be getting round the room that part of their policy would be the transfer of pilots. He wished to emphasize that a pilot was first a seaman and then a specialist in his knowledge of particular waters. Their value was not going to be increased by creating the impression that they were expert in any port.

On the proposition of Mr. Owen seconded by Mr. McLaren the report was adopted.

BALANCE SHEET AND ACCOUNTS

The Treasurer presented the balance sheet and accounts, copies of which had been circulated at the Conference. (See back pages of this issue.)

When Mr. Catton asked him whether it was his opinion that the increase in the contribution was adequate, Mr. Webb said "That is kind of handing the old-man the baby," and reminded him that they now had a Finance Committee. He believed they would see an increase in the membership and everyone who came back would count, but at any rate this year's expenditure would almost certainly be booked without touching any of our assets.

The adoption of the balance sheet and accounts was proposed by Mr. Owen, seconded by Mr. Robinson and carried unanimously.

RESOLUTIONS

REPRESENTATION AT CONFERENCE

Conference next dealt with the resolutions on the agenda. On behalf of Barry, Mr. Clare moved:

Each branch of the Association shall have the right to elect one or more deputies to each annual meeting in the proportion of one to every ten members belonging to the branch, but no branch shall have more than five deputies who shall be duly registered in the books of the Association.

He said that it had come as a shock to the Barry pilots to find under the existing rule that owing to reduced numbers they were entitled to send only one delegate. Cardiff too had fewer pilots yet it had been the chief coal exporting port in the world and hoped to become so again. The six ports of the Bristol Channel were entitled to only nine delegates against five from London.

Mr. Bennett: London has five districts.

Mr. Smith: We call them branches.

Mr. Line: None of which agree! (laughter).

The resolution, which was seconded by Mr. Bennett provoked some discussion, Mr. Smith pointing out that it involved an alteration of Rule 9 of the Association.

Mr. Owen seeking the idea behind the resolution had looked into the representation

at the previous Conference and calculated that of 51 delegates 21 came from the larger ports so there was no question of the smaller ports being out-voted.

Mr. Goldsmith said that the proposal would increase the number of delegates attending Conference and suggested that this would mean more expense to the Association but Mr. Clare pointed out that the delegates' expenses were borne by the ports and not the Association.

It was eventually agreed that the position would be met by substituting 10 for 20 in Rule 9 which would then read:

Each branch of the Association shall have the right to elect one or more delegates to each Annual Meeting in the proportion of one to every ten or portion of ten ordinary members belonging to the branch, but no branch shall have more than five delegates. A delegate must be an ordinary member duly registered in the books of the Association.

This was put to the Conference and adopted by a large majority.

BOOKING A PILOT

Falmouth had the following resolution on the agenda:

That outward bound vessels wanting a pilot or being compelled by law to have a pilot should be required to order a pilot well in advance of the intended sailing time.

There was no delegate from the port but Mr. Wynn expressed his willingness to move the resolution because on the Thames they suffered very grievously from the condition it was sought to remedy. They had had orders at midnight or one o'clock in the morning when it was impossible to get from Gravesend to London. Their district covered 25 miles of wharves and it was impossible for a pilot to be on the spot at all those places to offer his services. The obligation should be put on the master of the ship or his agent to get into touch with the pilot station.

Mr. Catton seconded.

Mr. Reid agreed in the case of compulsory ports but not where non-compulsory ports were concerned. They had a lot of small ships coming down to the docks which would not order a pilot but would take one if he were there.

Mr. Catton: That is precisely what we are trying to avoid.

Mr. Tate suggested it was purely a matter of local bye-laws but Mr. Owen disagreed, although the way the bye-law worked was perhaps a local matter.

Views on the subject differed a great deal in the discussion in which Messrs. Miller, Jones, Marshall, Fife, Pead, Ward, Burton and Jenkins had something to say. For instance the President said it was a sensible resolution and Mr. Jones called it a "duff" one.

Then Sir John Inskip intervened. "I want to help the Falmouth pilots" he said "but I do not quite follow the resolution because it

deals with both free and compulsory pilotage. If a vessel is not compelled to take a pilot you cannot compel the master to ask for a pilot so many hours in advance. He can take you or leave you. If a free vessel wants a pilot the master will take pretty good care that he gets one. So far as a compulsory vessel is concerned you are only partly protected by Section 30 of the Pilotage Act which provides that a master must before employing an unlicensed man take adequate steps to get a pilot.

Eventually, on the proposition of Mr. Robinson, Messrs. Wynn and Catton concurring it was agreed to minute the matter thus:

The resolution from Falmouth was moved on their behalf and Conference decided that the Executive Committee should be asked to do what they can to deal with the situation at Falmouth or at any other port. Conference then adjourned for lunch.

AFTERNOON SESSION, JULY 1st

PILOTS' QUALIFICATIONS

When Conference reassembled consideration of the resolutions on the agenda was resumed. The first of three resolutions in the name of Gravesend River was:

That the pilots of the larger ports take action to raise the basic qualifications for a license to a Foreign-going Master's certificate.

That the Association should approach the Minister of Transport with the object of raising the qualifications for a license at minor ports to a Home Trade Master's certificate where the traffic using the port warrants the appointment of a full time pilot.

Before Mr. Owen could get going as mover, he was assailed with the inquiry from Mr. Gunn "What is a minor port?" Mr. Owen replied by defining a major port as one which required a foreign-going master's certificate among the qualifications. He mentioned Sunderland, Middlesbrough and Southampton as major ports and somebody asked "What about the Humber?" The question was really one for the consideration of the pilots in the ports; if they wanted to define themselves as major they must have the qualifications of a major port.

Then came another diversion. "What is a pilot?" asked Mr. Miller. "Does he just go to sea and get a certificate as a master?" The subject, however, was not pursued and Mr. Owen spoke in support of the resolution.

He reminded the delegates that at the 1946 Conference the London River pilots raised the question of higher qualifications and a resolution was adopted. They now put forward the proposals embodied in the resolution.

"We consider" he said "that the future status of pilots generally requires some higher degree of basis qualification in most of the United Kingdom ports. Anyone who com-

mands or has charge of a vessel should be a master mariner.

All professions have high standards of qualification and it is only reasonable that if one expects a high standard of remuneration and conditions, one should be prepared to give a high standard of professional qualification and service.

"I should like to forestall some of the objections that will be put forward, but in doing so would ask you not to think of the objections to, but rather the good points of our proposition.

"The objection that a pilot would lose financially by having to serve a longer period at sea is not valid now. The extra time to sit for a master's certificate would be about two years and the pay of a ship's officer is much higher than in the past. I have been told that in the ports where a lower standard of qualification is the rule, most of the pilots have the master's certificate and have in fact been in command, so you must agree that we are not suggesting a standard difficult to maintain.

"It was said that this standard was not necessary in smaller ports; we agree and have proposed the lower certificate.

"We would point out that this proposal would not affect pilots already licensed and should not affect anyone already on the list of candidates for a service. Last year we had a very long statement from a retired pilot, to the effect that he had never seen a pilot with a master's certificate who was a better pilot than one with a second mate's, but I would suggest that the pilot who is also a master mariner is more entitled to ask for high rates of pilotage and goes on board a ship knowing he is the equal of, and indeed better than the master in qualification.

"The origin of the master's certificate in London, came from the remarks of an Admiralty Court Judge during the hearing of a case, that, it seemed very strange to him that a shipmaster should be compelled to accept the services of a person not so well qualified as himself. You should remember this when the question of compulsory pilotage is raised in your watchroom or pilot cutter. By the way, I should mention that again this year it has been suggested that the Trinity House pilots should reduce their qualifications, but fortunately the Trinity House would not consider it. There is only one reason for a suggestion of this kind and that can be put very briefly—lower standards, lower rates.

"I should like all the delegates from ports to whom this proposal is directed really to consider the position of future candidates for their services: to consider the benefit and not the objections. So far you have found that the lower qualification has sufficed, but please do not take up the attitude that 'What was good enough for my father is good enough for me and should be all right for the future!' Remember there is still the possibility of nationalisation and the grade salary which would be high or low according to the case we have to put forward. Re-

member that in many cases it will be your sons who will have to fight hard for improved conditions of work and maybe to maintain even those of the present time. Give them a high professional standard to work on and I am sure they will have reason to thank you for your foresight."

Mr. Reid who seconded said a pilot should not only be a pilot but able to take charge of the ship as a seaman.

Supporting the resolution, Mr. Robinson pointed out that soon or late pilots might be nationalised and it would be beneficial to have all the qualifications they could—even extra master's certificates.

Mr. Pead mentioned that among the Cardiff bye-laws now before the Ministry was one in which the Authority required a pilot to hold a master's certificate. The pilots agreed. It gave them food for thought when shipowners said a master's certificate was necessary; it was time the pilots said "we are going to have it."

Mr. Gunn expressed the concern of the pilots of minor ports that they might be down graded, and Mr. Jones did not see any need for differentiation; if every pilot had a master's certificate it raised the status of the profession.

The President: What about a pilot at Padstow?

Mr. Jones: The qualifications of a pilot at Padstow should be the same as in London. If a port needs a pilotage service I do not see why that service should not keep that man as a pilot.

Mr. Wynn: We would be only too pleased to withdraw the second part of the resolution. We had in mind the part-time pilots.

Mr. Jones: How can there be a part-time pilot under the Pilotage Act? The service should be able to maintain full-time pilots.

Mr. Marshall: Does the shipowner pay for status or expert local knowledge?

Mr. Robinson: What status is he going to put us in if we are nationalised? We do not consider ourselves between mate and second mate, or master and mate.

Mr. Miller: What is the good of being a master? What is the idea of being a pilot if you do not have the local knowledge? It would take seven years to be a pilot at my port.

Mr. Clare: At Barry it was decided that the apprenticeship system should continue but in addition he has to obtain a master's certificate. For practical purposes that certificate does not improve as a pilot, but from the point of view of status it does, and I give the proposal my wholehearted support.

Mr. Ward: Some shipowners are in definite opposition to raising the qualifications. They say they are not necessary. It means we shall have to review the whole period of apprenticeship.

Mr. Pead: It is not the shipowners of Cardiff who are objecting but the Chamber of Shipping.

Mr. Catton: We know what the shipowner has in mind—he can get an unqualified man cheaper.

Mr. Owen formally withdrew the second part of the resolution, and in doing so reminded Conference that a man with a foreign-going master's certificate would not want to go to a place as pilot with an inadequate salary.

The resolution was then adopted with four dissentients. It was made clear that its application related only to the future.

WITHDRAWN

The second Gravesend River resolution:

That the Association approach the Minister of Transport with the object of reviewing the exemption from pilotage granted to vessels at various ports.

Was withdrawn by Mr. Wynn in view of the President's remarks in his opening address.

The President: In other words we wait until the time is ripe for striking.

REPRESENTATION ON PILOTAGE

AUTHORITIES

Mr. Catton moved the third Gravesend River resolution:

That the Association approach the Minister of Transport with the object of obtaining more effective representation of pilots on the various Pilotage Authorities.

He described it as a hardy annual. He reminded Conference that by Act of Parliament Trinity House was the Pilotage Authority and the Corporation of Trinity House had delegated its powers to a pilotage committee. The pilots had one representative on that committee. Any resolution carried by it had to go before what was termed the Board, in other words, Trinity House on which there was no representative of the pilots or shipowners. Therefore what took place in the lower house could be swept away by the other. Pilots did not want to go on the Board of the Corporation and they did not want a shipowner there either, but they maintained that they should have adequate representation on the pilotage committee, and whatever resolution was passed by them should not be subject to the veto of the Upper House.

The President offered his services at Trinity House and said that they might get them to think along the lines indicated by Mr. Catton.

Mr. Jones suggested it would save a lot of trouble if those ports which were not satisfied with their Pilotage Authority communicated with Sir John Inskip.

Mr. Robinson: We feel that where matters are being referred to the Board we should be represented there.

Mr. Jones: Would you be willing for a shipowner to be there?

Mr. Robinson: It would not matter. We want representation where pilotage matters are being discussed.

Replying to Mr. Ayre, Mr. Robinson gave details of the constitution of the pilotage committee and said that the London men were

asking for four seats so that each channel could be represented.

Mr. Owen mentioned that at some ports the pilots had no representation whatever.

Mr. Ayre said that on the Tyne they were satisfied with their representation. They had three representatives who sat on all committees. It seemed that London Trinity House was the only Authority without adequate representation.

Mr. Smith asked whether it would meet the position if the pilots had an opportunity of stating their case to the full Board when a pilotage matter arose.

Mr. Catton: That has been tried but it was no good.

Mr. Davies said he was not satisfied with the pilots' representation at Swansea. Out of 13 members only three were pilots. "Can we have too many pilots on the Board?" he asked, "Certainly not."

The resolution was seconded by Mr. Robinson.

The Secretary said he wanted to know what the proposer expected the Executive to do. To meet the wishes of the pilots would involve an amendment of the London Pilotage Order. The Older Brethren were the Pilotage Authority and a pilot could sit on that Authority only by being an Elder Brother. Sir John cited the cases of Bristol where the Corporation was the Pilotage Authority and Liverpool where the Authority was the Mersey Docks and Harbour Board. They delegated certain powers to Pilotage Committees on which shipowners and pilots were represented. Any attempt to take pilotage administration away from the Bristol Corporation would presumably meet with serious opposition. He did not see how a pilot was going to get on the Bristol Pilotage Authority without becoming a Councillor. "You are tackling a very big thing" he added.

Mr. Catton: What is the good of the Pilotage Act? It says you shall be represented on the Committee.

A Voice: You are.

Mr. Catton: What is the good of being on a Committee without any power?

Sir John: You would have to ask the Executive Committee to go forward for an alteration of the Pilotage Order of London, Liverpool and Bristol amongst others to provide for pilots and of course shipowners sitting not only on the Pilotage Committee but also the Pilotage Authority.

At the suggestion of the President it was ultimately agreed that the Association should keep under constant review the object of obtaining more effective representation of pilots on the various Pilotage Authorities.

THE PRESIDENT DEPARTS

At this point the President left for the House of Lords and the Conference gave him a rousing send-off: Mr. J. H. A. Smith then took the Chair.

"A BREATH OF FRESH AIR"

The following resolution from Gravesend Channel of which notice had not been given was admitted by the Executive:

That this Association define an efficient ladder and equipment for use in embarking a pilot, and press the Ministry of Transport to make it compulsory for every vessel using United Kingdom ports to have on board and maintain in good condition such ladder and equipment.

It was moved by Mr. Holland who for the benefit of those who may not know him we might explain is a pilot of ample proportions, a fact which he cheerfully turned against himself in making the proposition. "I thought this would be a breath of fresh air coming from me" he said. "It is not my resolution. It came from the U.K.P.A. meeting and was handed to me for obvious reasons to bring forward. It would be a good thing if we could get a standard ladder. Some are bally horrible. When a bunch of us have to board I am usually the first to test the ladder!"

Mr. Line described the subject as a hardy annual and recalled that Conference was asked by the Board of Trade to report any instance of defective ladders. He believed none had been reported.

Sir John Inskip confirmed this.

Mr. Clare suggested that pilots at compulsory ports should refuse to climb defective ladders.

Mr. Owen pointed out that if they climbed one which was obviously defective and nothing happened they could not say it was not efficient. He suggested the Executive could press for the type of ladder used on the American ships; it did not twist.

The Chairman said he never saw anything to beat the pre-war German ladder and suggested that sketches or plans of ladders which pilots had found efficient should be sent to the Executive for consideration.

Mr. Robinson took the line that some very good ladders were allowed to get into a dreadful condition and the Association should approach the Ministry to see they were kept in proper condition.

The resolution was unanimously adopted.

EXECUTIVE SEATS

Mr. Davies drew attention to a Notice of Motion he gave two years ago to the effect that no district should have more than one representative on the Executive committee. (See discussion on the following afternoon.)

"A DEFINITE POLICY"

The following resolution was moved by Mr. Tate:

That the Executive Committee shall prepare a future policy with regard to pilotage administration embodying the resolutions agreed at recent Conferences and the original Seven Points and circularise the ports with the same for their suggestions so that a definite

policy may be issued and then proceeded with at once.

"Unless we have something concrete at this Conference and frame some policy to proceed with" he said, "we are going to put it off for another year."

Mr. Innes said that as a member of the Executive he thanked Mr. Tate for the resolution. He had given a good lead which would be generally welcomed.

Mr. Love pointed out that the Executive had been in great difficulty in this matter. They had been accused of doing nothing, but they had had to bear in mind the question of nationalisation. That had been washed out for the time being and so had centralisation. It was difficult to know where they were going to be.

"If we wait until we see where we are going to be" commented Mr. Tate "we are going to be too late. If people say the Executive have done nothing here is an opportunity for them to do something."

Mr. Love: We want to know what the delegates want us to do. Although one thing might satisfy one section it might not satisfy another. We have men of different views coloured by conditions in their own districts.

Mr. Davies: I have been told the Union is preparing a comprehensive scheme for the reorganisation of pilotage on a national basis and it is time the U.K.P.A. did something in this direction. I make the charge that the Executive have not paid sufficient attention to the resolutions passed at previous Conferences.

Mr. Jones: If any pilot has read his *Pilot* he will see the reason why we did not proceed—simply because Sir John was told there was no chance for anything which might involve legislation. The Executive have been keen enough.

Mr. Eagle recalled that it was a Conference decision which held them up for some time—Sir John was authorised to sit and listen but not join in any discussion or put forward any scheme. That was eventually over-ruled by Conference and they were told to go ahead and meet the powers that be.

The Chairman: The Seven Points policy was dropped but part was incorporated in Mr. Davies's proposals two years ago. You must realise the difficulties we have had to labour with. We have been told the Ministry will listen to us when we have an agreed proposal with the Chamber of Shipping to put before them but they were not prepared to go into anything contentious at the present time.

The Secretary: I should like to answer Mr. Davies; it will remove some misunderstanding. His Seven Points which were not nearly as good as—I was going to say—mine, have been acted on by the Executive so far as allowed to by Conference. One or two of his recommendations were turned down at a later Conference. I remind him that a Central Authority was not desired by the pilots. So far as a revision of the Pilotage Act is concerned it has been found by your President

on inquiry at the highest level that the Government will not open the Act at the moment because their plate is too full. His fourth point, the fixing of a minimum salary was turned down at the following Conference. Another point was "retirement at 60 with full pension." At present I am fighting for a port which objects to retirement at 65! The ownership of cutters by the Central Authority was another of his points, but Conference decided against the Central Authority. Then there was grouping of districts. Of his seven points there were only two which could possibly be followed up—retirement at 60 and the grouping of districts. With that exception it will be seen that the attack on the Executive for not implementing these suggestions is a bit premature. If I am to have any part in the discussions which are likely to take place I should like to join Mr. Innes in thanking Middlesborough for their proposal which opens the door so wide.

Mr. Davies: I accept the explanation. I shall raise the question again to-morrow.

The Secretary: The resolution is perfectly plain. The Executive is asked to submit proposals to the ports which will give their views. The Executive with those views before them will re-consider the matter and make up their minds without waiting for the next Conference. They can then go forward with a policy, but I do not suggest we shall get universal agreement.

Mr. Tate: I am not suggesting it should produce a hard and fast policy at the moment.

Mr. Line warned Conference it might be giving the Executive a task it could not perform, because as the President had told them the Government would not consider at the present moment legislation dealing with compulsory pilotage, and on one other matter they had met an absolute refusal. When the Executive approached the Ministry and were turned down it came back on them that they had done nothing.

Mr. Burton seconded the resolution which was carried unanimously.

PILOTAGE RATES AND THE MINISTRY FORMULA

Before Conference adjourned for the day the Secretary spoke on the next item on the Agenda "Pilotage Rates and the Ministry Formula" to give the delegates something to turn over in their minds for the debate on the following day.

"First, with regard to the Ministry Formula" he said "you will remember how it came into being to meet war conditions at a time when one was compelled to accept much that was not very palatable. All of us were too busy to fight much over our personal affairs. When the war ended your committee made representation to the Ministry that it should be reviewed; we were the only body to make such a representation on this matter. They said then they could do nothing unless the interested parties came with a concrete substitute formula, as there must be some

yard-stick. The Chamber of Shipping were informed, but for one reason or another nothing has been achieved, and the Executive committee had to consider it again in the light of that situation. Our letter was prepared with some care and sent to the Ministry about five weeks ago, and the Ministry had been considering it. A copy was also sent to the Chamber of Shipping. Later I received a letter from Mr. Guttery of the Ministry, and I was proposing to give the purport of it to this Conference. He points out that the position of the Ministry under the Pilotage Act precludes them from making proposals of a definite kind for any change in pilotage administration. He goes on to suggest that if it would be agreeable to this Association and the Chamber of Shipping to meet round the table, together with the Union representing their ports, the Ministry would give an opportunity for them to discuss the matter of the formula. If an agreement is reached the Ministry will consider any agreed substitute. If it is not reached, the Ministry say they must leave the ports where they are to make their individual applications for increases, and that is the position to-day. He points out that up to the present the Association has made no concrete proposals. They would much prefer to have some concrete proposals before the meeting takes place so that all parties—shipowners and Union—might have an opportunity of considering them in advance. The letter goes on to remind me that some time ago the shipowners suggested for the pilots a status somewhere between master and mate and Mr. Guttery wonders, notwithstanding the objections the Association have always made to that proposition, whether to-day it could be reconsidered. He sends me a copy of the proposals made by the shipowners so long ago as 1925. I understand the position in which the Ministry finds itself, but it is satisfactory to know that they have fallen in with the request contained in the letter to initiate some discussions. That is the position. The only thing they would like you to do is to let them have some concrete proposals to submit to those going to the meeting. It will have to wait for a month or two because Mr. Guttery will be away in July and I shall be away for a great deal of August. The Executive will meet as soon as possible in September.

Mr. Line pointed out that the only proposal the Ministry had made reference to was that the pilot should occupy a position between master and mate. He could not see how in that position a pilot should have those high qualifications which Conference had unanimously agreed were required.

Mr. Pead said, in the matter of earnings the Bristol Channel would be very happy to have something between master and mate. They had sunk to between second and third mate and they were still dropping. Their basis rate was only 112 points above that of 1861.

The Conference then adjourned for the day.

VISIT TO TRINITY HOUSE

When Conference adjourned on the first day, the Executive, at the invitation of the Deputy Master and Elder Brethren, visited Trinity House and were entertained at tea in the Board Room. They were received by the Deputy Master, Captain Sir Arthur R. H. Morrell, K.B.E., who was accompanied by Captain A. H. Ryley, Captain A. S. Mackay, R.D., Captain G. Curteis, M.V.O., R.N., Captain G. C. H. Noakes, R.D., R.N.R., Captain R. L. F. Hubbard, R.D., Mr. R. H. G. Thomson, Secretary of the Trinity House, Mr. T. H. Burleigh, Deputy Secretary of the Trinity House, Captain R. W. K. Twinberrow, R.N. (Retd.), Surveyor of Shipping, Mr. S. Rawlings Smith, Deputy Principal, Pilotage Dept. Among the guests were Mr. A. Watson, Secretary, Pilotage Committee, Chamber of Shipping and Miss M. B. A. Churchard, O.B.E. and Mr. C. B. Glenister, M.B.E. from the Ministry of Transport.

The pilots greatly appreciated the cordial reception on an occasion unique in the history of the Association. At the close Mr. J. H. A. Smith expressed their thanks and the Deputy Master replied.

SECOND DAY, JULY 2nd, 1947

Mr. DAVIES REVIEWS HIS SEVEN POINTS

Before the discussion on pilotage rates and the formula was resumed the Chairman (Mr. J. H. A. Smith) told Conference of the Executive's visit to Trinity House on the previous afternoon. It was, he said, the first time they had received such an invitation, and it gave great pleasure all round. He had the pleasure of expressing appreciation on behalf of all the pilots.

Mr. Davies said it was gratifying that the Association had decided to accept the invitation of the Ministry. Now was the time to formulate a comprehensive policy for the future administration of their profession. Everything revolves around earnings, pensions and conditions of working, and although they were a little disappointing to some people he could find nothing to surpass the seven points he introduced at the 1945 Conference. The two points accepted by the Chamber of Shipping were the two which would benefit the shipowners—ownership of pilot cutters and grouping of districts. When he formulated the proposals he gave something and received something. The Chamber of Shipping represented the strongest and most prosperous industry in the country. It was stated that the pilots would much prefer to deal with the shipowners but they were dealing with the Chamber who were paid to protect the interests of shipowners and they must not look for any sympathy from them; they would not get it. Was it too much to ask the

The Vice-Presidents Went To Sea— continued from page 5

for the London service, he entered the collier trade in Fisher Renwick's steamer *Springhill* as first mate. The vessel was mined off the Yorkshire coast later that year. He then went back to the Anglo-American as chief officer in the *Tonawanda*, transferred to the *Suwanee* and in 1920 became master of the *Osage*. He remained in her nearly four years before called to the pilot service. He almost immediately became a member of the U.K.P.A. and when he received his full licence in 1927 he developed an active interest in the Association. In 1938 he was elected to the London Channel Pilots Committee of which he became Chairman this year. In 1944 he was elected as one of the pilots' representative on the London Pilotage Committee of Trinity House on which he is still serving. Here we resume contact with Mr. Love who already had seen considerable service in a similar position with the Clyde Pilotage Authority. He has now been the representative of the pilots on that Authority for 11 years.

Good wishes to them for a long run in the poble harness of the Vice-Presidencies of the U.K.P.A.

Chamber to treat the pilots as they had the Merchant Navy? The Merchant Navy had strong unions and the support of the T.U.C.; the pilots were weak in comparison and it was easy for the Chamber to resist their just claims.

He then reviewed his seven points.

The first was the revision of the Pilotage Act with certain modifications. This should be done if only to revise the daily charge of 10s. when overcarried; it should be bigger.

The second was the establishment of compulsory pilotage throughout the kingdom. They were all agreed on the principle. It was said the Government were too busy to introduce legislation for the purpose. He could not accept that. The Association had sought it from its inception but there had been excuses all the time. Why? Because the shipowner did not want it. He had hoped the Socialist Government would have shown a better conception of justice for pilots than they had done.

The third point was the setting up of a Central Authority to control all pilotage. He still believed that was the best way to solve their differences. If they had uniform standards they could go forward together to obtain their rights.

The fourth point was the fixing of a minimum salary for all pilots with a continuity of employment. Were they all agreed on the principle of a fair salary and a fair pension for all pilots? If so, there was only one thing to do and that was to establish a minimum salary and pension for all pilots. It remained for them to do it. He emphasised

the word minimum—the salary below which a pilot need not go. In the Bristol Channel £850 had been mentioned. That was very modest but they must not lose sight of the fact that it was a minimum figure and represented 63 per cent above the 1936-38 average. He was anxious to establish the principle; they were entitled to it and it would give some measure of security. At the moment he was just a casual worker but even the docker had been granted the principle.

The fifth point provided for retirement at 60 on full pension, the amount to be comparable with that in other professions and graded according to salary, and a minimum pension of £6 a week with proportionate allowances for widows and orphans. He had spoken to several delegates about this pension and they were very keen on the provisions outlined. The claim was very modest and he invited the delegates to compare it with the Civil Service pension of two-thirds of the salary on retirement at 60.

The sixth and seventh points—pilot cutters to be owned by the Central Authority and where practicable and acceptable to the pilots, the grouping of districts—he took together. They were the only two acceptable to the Chamber and the reason was plain; it was a case of take all and give nothing.

"Finally" said Mr. Davies "I want to ask this question: are we going to seek only what pleases the Chamber of Shipping or are we going to establish a future policy which will bring justice to the pilots?"

Mr. Robinson said he would like to see the Central Authority a body on which pilots or retired pilots sat to assist and not a branch of the Board of Trade with one or two masters. He wanted to know how the minimum of £850 would be arrived at and as regards the pension where was it coming from? After 35 years' service theirs was £3 a week. When he joined the service it was £1 a week. As it was they were going to be called on to pay more poundage if the Ministry forced pilots to retire at 65. There was no offer from the shipowners to help.

Conference had a laugh when Mr. Davies announced "What I propose is only basic. I expect the gentlemen on the Executive to work up the details."

He added with regard to the Central Authority that they must see that pilots were on it. The Ministry and the shipowners would have their representatives, and perhaps one or two master mariners. On pensions he suggested a national fund should be built up with greater contributions from the pilots and shipowners.

Mr. Pead said that when those seven points were put forward two years ago they were received with open arms. If they agreed that the system under which they worked and their forefathers before them was breaking down they should at least try to put their house in order. He cited the case of Cardiff where last year about 50 pilots earned only 25 per cent more than the pilots of 1914, and that after reducing the service from 93 to 52 men. He

urged that they should go on trying to find a solution of their difficulties. The delegates wanted to go back feeling that the Conference was worth while. They might well use some of their £7,000 to build up a live organisation.

Mr. Marshall (Cinque Ports) said this was his first Conference and he had to confess that this was the first time he had heard of these seven points. They were good but there were certain very serious snags. In an earlier discussion there was a reference to wages in the Merchant Navy. After the 1914-18 war there was a considerable amount of discussion on this subject and in a short while rates and wages dropped with a terrific bang. The Merchant Navy was a very unstable profession and it would be a mistake to ally themselves with it.

Mr. Catton said it struck him that in discussing these points they were apt to mix the past with the future. When there was a question about where the pension money was to come from why was it not asked where the rates were coming from. It was no use making side issues without thinking of the whole. If these points were adopted centralisation would have to come. They would have to be divided into districts and all pilotage would be paid into the Authority. He visualised a grading system for the ports and of the pilots because they could not pay a young man as an old and experienced one.

Mr. Line said that he thought the first business would have been to deal with the letter Sir John had received from the Ministry. So far he had heard Mr. Davies on the Pilotage Act and Mr. Catton on centralisation but nothing about the formula. They had been told, not once but many times, whether they liked it or not the Government would not at the present moment contemplate legislation, so why waste time talking about it. They had an invitation from the Ministry to meet them concerning a new ceiling for their rates. What proposals could they make on that.

Mr. Tate said that they could not find any complete alternative to the formula but the percentage in the formula should be increased to not less than 100.

Mr. Smith thought one or two things had been lost sight of. For instance they were very pleased to have Mr. Davies's points, but he was not going so far as to say they were unanimously agreed. They were accepted after a lot of debate as the best compromise. He reviewed what the Executive had attempted to do in connection with them and with regard to compulsory pilotage said that the Executive always had it in their minds. When the time came to shoot it in again it would be shot. With regard to the central authority, a good many pilots did not want it. The minimum salary was an aim they could not do much with. These suggestions had been conveyed to the Chamber of Shipping but they did not see eye to eye with them. That, however, did not bar the pilots bringing them forward when the opportunity came to go into the whole matter. The minimum wage and retirement pensions could only be

carried out under centralisation, nationalisation or reorganisation which they had not reached yet. The grouping of pilots was being carried out in the Forth and it was believed the Ministry had an idea for the same sort of thing in the Bristol Channel. There was nothing the Executive had lost sight of and they would be borne in mind in connection with the resolution which was passed the previous day. He reminded Conference that this business started about five years ago when they were warned that the Ministry had an idea, and still had it, that the organisation of pilotage was out of date and a waste of manpower. His view was that the Government had been so busy that they had not had time to get down to the pilots and they were all living under the assumption of what was or was not going to happen. When it did happen the Executive were well aware of what the pilots wanted.

Mr. Wynn suggested that the appeal to the Ministry was merely a stop gap.

Mr. Marshall (Tyne) urged that the first consideration should be given to the formula and the discussion continued on the amount of increase which should be asked.

Mr. Robinson and Mr. Ayre spoke strongly in favour of 100 per cent.

Mr. Eagle reminded Conference that that was the amount mentioned in Sir John's letter to the Ministry.

Mr. Owen contended that 100 per cent on the rates was not the solution. It was no good adding anything to the rates if nothing came to the ports. He mentioned that on the London River they were working 8 turns or 95 hours a week. They could not go on doing that.

The Secretary reminded Conference of the high earnings at some ports in recent times and pointed out that Conference could not ask for 100 per cent in those cases.

Mr. Ayre: Some of the earnings are very much inflated owing to the fact that every port is working with reduced staff.

Sir John: Mr. Robinson has made it quite plain that the proposal is to ask for 100 per cent of the 1936-38 earnings. It does not matter what you are doing to-day.

Mr. Line picked out the seven main points in the Secretary's letter to the Ministry, either one, two or all of which had appealed to them because as a result there was the invitation to a meeting. The first point was the cost of living. The Government had abandoned the old formula but was the new one going to be of any more value to them. The second point was port dues. Light dues were up by 100 per cent not less and in London the charge for shipping a pilot had gone from £3 to £10. Tugboat and stevedore charges were up, largely on account of wages which he did not think were likely to go down. The third point was the increase in freights which must bring in greater remuneration to the ships carrying cargoes. The fourth point was the profit shipping companies were making; the fifth was the increased value of shipping shares and the sixth, the increased pay of the

Merchant Navy, which had been discussed a tremendous lot. Mr. Line thought many people looked into the new rate-of-pay book and selected samples which gave a big increase in wage. That was dangerous because when they came to the higher grades they would not find the increases 100 or 300 per cent. If they were going to make the main plank of the case the increased pay in the Merchant Navy the Ministry would not let them get away with selected samples. The seventh point was the increase in industrial wages and it was an important one. Any attempt to reduce industrial wages would lead to strikes and upheavals.

The Secretary intervened in the discussion with a warning. "I think you are going to make a great mistake if it is given out that the policy of this Association is 100 per cent on 1936-38 earnings. Where is the country going to be if everybody asks double what they were getting in 1936-38? It is madness and it is not going to help your Executive to conduct negotiations with the powers that be if they have to carry out that request. Can you tell me of any walk of life in which a man cannot be got rid of? You have security of tenure which you possess under the Pilotage Act. No other person I know of in industry has that. I am firmly convinced more than ever to-day that it is impossible to build up any satisfactory basis under the present structure of pilotage administration, and that is why you have to go much deeper than asking for a percentage increase.

"I am inviting Conference" Sir John continued, "to go back to the original seven points. When Conference rejected them it made the greatest mistake in the history of the Association. I want to get everybody clear on compulsory pilotage. It is the policy of this Association and always has been. It is no good beating your head against a stone wall. It can only be got by Act of Parliament, and that is impossible until the Government give you facilities. I know no means of compelling a Government to give facilities to a contentious measure. Their plate is full enough without tackling the Pilotage Act."

Sir John referred to a letter he had received from one of their friends on the Forth concerning the apparent failure of the Union to put up any fight for compulsory pilotage. The answer he had received was that compulsory pilotage would come with nationalisation. "I believe that to be the Union policy" he continued. "It can be stated here and if that is wrong the Union can deny it. That may explain why no fight was put up on the Forth." From the same source, Sir John had heard that the majority of the Forth pilots, if not all, had not abandoned their desire for compulsory pilotage, but they had seen their case and their chances handled in such a way as to make them wonder where they were going.

Mr. Robinson: I can quite see the red light about 100 per cent on the earnings. I should like it to be left with the Executive to see that each port has an increase comparable

with the Government cost of living. After further discussion,

The Secretary read the original seven points.

Mr. Robinson moved that the formula on rates should be left in the hands of the Executive, and Mr. Davies proposed that the Association should seek to establish a minimum salary of £850 net for all pilots. Before Mr. Jenkins seconded, Mr. Davies' proposition Mr. Ayre protested that they were going round in rings. The Ministry knew they were dis-satisfied and were asking them to suggest the amount of increase. "What do you want it to be" asked Mr. Ayre.

Mr. Knaggs suggested that each individual port requiring an increase should communicate with the Executive and see what was wanted.

Sir John agreed that this was the right course. To suggest a formula of general application was unfair as between one port and another, and until they could get the structure altered each port had to go forward with its application. Some ports could make a good case for going beyond the formula.

"You must leave the Executive to discuss some policy for fixing pilots' remuneration," he continued "and that is wrapt up with many big questions, some of which have been raised in connection with the seven points. I do not think you can do anything more here to-day. If I were a member of the Executive I should have no difficulty in sitting round a table and discussing matters with the shipowners. Out of the discussion some agreed formula may arise. We have been asked to submit a formula from this Association; if we do not the Ministry will still call that meeting. Let us see what emerges. In the meantime let each port tackle its own case for an increase."

Before the discussion closed Mr. Love gave an assurance to Mr. Reid that the Executive had not in mind a rate of remuneration between that of chief officer and master.

SICKNESS INSURANCE

The Executive invited Conference to consider a sickness and accident scheme, details of which were explained by the Secretary. It was suggested that the scheme might be given as one of the benefits of membership of the Association without extra charge. The payment for sickness and accident would be 10s., 20s. or 30s. a week for 52 weeks after the first three weeks, at a cost of 3s. 4d., 6s. 8d. or 10s. respectively, whichever the Executive decided the Association could afford.

Mr. Owen suggested that it might be too heavy a charge on the funds of the Association but after a brief discussion it was agreed to publish full details of the scheme in this issue of *The Pilot* and invite the views of the ports.

NATIONAL INSURANCE

The Secretary said that it was necessary for the pilots solely for the purposes of the National Insurance Act to find an employer. The shipowners were unwilling to act in that

capacity and the only alternative was the Pilotage Authorities. The Ministry had now invited the Association, the Union and the Chamber of Shipping to another meeting before making some proposal which would commend itself to the Pilotage Authorities.

Mr. Wynn said that if the Authorities became their employers the only funds they could pay from came from the pilots. "Our experience of our Authority" he added is that they would want five more clerks. If we are going to be our own employers, it would be better to become "self employed" and pay it on our own and not charge ourselves for it!"

THE SECRETARYSHIP

The Chairman explained to Conference the steps which had been taken to find a man suitable for the position of Secretary of the Association. The advertisements in the press produced 70 applicants including three pilots. Sir John went through them and submitted lists to the two vice-presidents. A list of 11 or 12 possible candidates had been prepared for the consideration of the Executive. Mr. Smith added that Sir John was most anxious to see the Association through the difficult period ahead and was willing to give all possible assistance while the new man was training for the job.

THE PRESIDENCY

Conference agreed to accept the resignation of Lord Mountevans with regret.

Mr. J. H. A. SMITH RETIRES

The Chairman said that he was due to retire from the pilotage service next year under the age limit. After careful consideration he had decided in view of the present position that it was hardly fair for him to attempt to remain in office. He felt he was doing the right thing by the pilots in stepping down and making way for new blood. He wished to thank them all for the courtesy they had shown him in rather difficult times.

Conference then adjourned.

AFTERNOON SESSION, JULY 2nd

VICE-PRESIDENTS

Mr. Robinson proposed the election of Mr. Love as Senior Vice-President.

Mr. Davies said it came to him as a shock when he heard that Mr. Smith intended to retire. "I know he has done everything possible in our interest" he said, "and I am sorry he finds it necessary to retire. I know I am voicing the feelings of all present when I thank him."

In seconding Mr. Love, Mr. Mock described him as the man for the job, and Mr. Smith heartily endorsed this sentiment.

The election was unanimous and Mr. Love in reply said he had the interests of the Association very much at heart. "We all realise the difficult times ahead of us: we have a lot on our plate, but we will tackle

things as vigorously as we can and do our best to secure something of permanent good for the pilots of the Kingdom."

There were three nominations for the other Vice-Presidency.

Mr. Goldsmith proposed by Mr. Robinson, seconded by Mr. Holland.

Mr. Ayre proposed by Mr. Hastings, seconded by Mr. Miller.

Mr. Mock proposed by Mr. Reid, seconded by Mr. McLaren.

Mr. Goldsmith was elected with 25 votes, Mr. Mock receiving 10, and Mr. Ayre 7.

Mr. Goldsmith thanking Conference said that a certain amount of criticism had been levelled at the Executive but now they had elected two of its members to be Vice-Presidents.

EXECUTIVE COMMITTEE

Under the rules the three members of the Executive Committee who had been longest in office retired. Two of them were elected in 1943—Mr. Goldsmith and Mr. Mock. The third to retire was decided by ballot at the eve of Conference meeting from among Messrs. Marshall, Eagle, Ward and Innes who were elected in 1943. The choice fell on Mr. Ward. The voting resulted:

Mr. C. E. Mock (Swansea)	34
Mr. G. S. Ward (Humber)	29
Mr. D. H. Tate (Tees)	21

Mr. H. J. Wynn (Gravesend River) 20	
Mr. H. G. Pead (Cardiff)	16
Mr. J. P. Bennett (Barry)	6

SOLICITOR

The Chairman claimed the privilege of moving the re-election of Sir John H. Inskip as Solicitor.

Mr. Innes seconded and Conference gave a unanimous vote with enthusiasm.

TREASURER

Mr. Line proposed the re-election of Mr. Webb as honorary Treasurer. "One of his greatest qualifications" he said "is that he is an Englishman who can live in Scotland." To which Mr. Wynn added "not only in Scotland but on Scotland." The election was unanimous. Mr. Webb brightly suggested that the only reason for his election was that they had not found him out. "Because we have found you out" retorted Mr. Mock.

The Auditors, Messrs. Watling, Parker & Co. (Bristol) were re-appointed on the proposition of Mr. Wynn, and seconded by Mr. Page.

1948 CONFERENCE

There was no invitation to Conference for 1948 and it was agreed to hold it in London, on a date to be decided by the Executive Committee.

VOICE OF THE SMALL PORTS

The Chairman gave Mr. Davies leave to move this resolution which was mentioned on the previous afternoon:

When a pilotage district is represented on the Executive Committee that district shall be represented by one working pilot only.

He said that the Association should not be dominated by the larger ports. The smaller ports felt that they had no chance of getting a man on the Executive.

Mr. Patton seconded.

Mr. Jones pointed out that no member of the Executive represented his port. He belonged to Cardiff but he did not represent Cardiff any more than any other port.

Mr. Clare agreed with that principle but doubted if it were carried out in practice.

Mr. Reid urged the importance of having the point of view of each area properly presented to the Executive.

Mr. Davies defined a pilotage district as a district working under the same bye-laws. This brought Mr. Robinson up with the complication that he represented a small port in a large district and working under different bye-laws from the Cinque Ports and River men. It would not be giving the big ports a chance if only one member could be chosen out of 300 of them, as in the London district, whilst from a port with 11 pilots one member also could be selected.

Mr. Davies accepted that Harwich would have the right to a member. With the best will in the world it was impossible for one member to know everything about the ports. What did two members from Glasgow know about Briton Ferry or Llanelly?

Mr. Line said that the affairs of Swansea were as much in his mind as those of London. He was Chairman of the central committee which ran the 44 outports of Trinity House, including Neath. It was wrong to say that the interests of the smaller places were subordinated to those of the larger ones.

Mr. Davies mentioned that Dundee had complained to him that they could not get on the Executive.

Mr. Line: Is Dundee represented on the Transport Union committee?

Mr. Davies: No.

Mr. Webb pointed out that if each port with different bye-laws had a representative on the Executive the Committee would consist of 53 members. At one time Liverpool had no less than four men on the Executive.

Mr. Line: I didn't see Mr. Davies's name among the candidates for the Executive. Why is it not there?

Mr. Goldsmith considered it was better to abide by the existing rules on the subject and the Chairman concurring, the resolution was not put to Conference. Mr. Smith, however, added that Mr. Davies might reconsider the matter and perhaps circulate a motion for the next Conference.

"THE PILOT" AND OTHERS

Conference, on the proposition of Mr. Catton, accorded a vote of thanks to the Editor of *The Pilot* whose feeble response did not adequately express his gratitude. He mentioned that the suggested history of the U.K.P.A. had not been forgotten but it had not been possible to get it prepared in time for the Diamond Jubilee Conference.

A vote of thanks was also accorded the Press, Mr. George Bryant of *Lloyds List* replying.

Conference then closed.

Obituary

Mr. H. A. GUNN (Port Talbot)

We regret to announce the death of Mr. H. A. Gunn during the week following Conference which he had attended as delegate for Port Talbot where he was local U.K.P.A. Secretary. He died suddenly from heart failure at his home on July 12th.

Born in 1890, Mr. Gunn was indentured as pilot's apprentice to the Port Talbot pilotage service in 1905. He served the five years as such in the sailing cutters and later in the *Guide*, the first steam pilot vessel to operate at Port Talbot. His deep-sea time was undertaken in the three-masted vessel *Bay of Biscay* trading between this country and the west coast of South America, and in the steamer *Don Hugo*, a cargo-cum-passenger ship running between South Wales and Spain. He had varied coastal experience.

In 1914 he joined the Royal Navy and was appointed skipper of minesweepers and remained in that service until some time after the end of the first World War. During the second war he was one of the head A.R.P. wardens in the Port Talbot district. In 1940 while piloting the *Stalheim* which struck a mine off the port he had a narrow escape from death. As a result of the incident he was unable to return to duty for over eighteen months.

Mr. Gunn received his pilot's licence in 1920 and took an active interest in the U.K.P.A. from the first. He was also active in public work and as an independent member represented the South Ward on the Port Talbot Borough Council. He was a keen bowler and took great delight in training and assisting several long distance swimmers in the Bristol Channel.

He leaves a widow and three children.

The Port Talbot pilots have appointed Mr. W. D. Reed, of 26, Rice Street, Port Talbot to act as local Secretary to the U.K.P.A.

NEW PILOT TENDER

A new pilot tender, or "feeder," to be used between Dover and the Dungeness pilot station was launched at Wivenhoe, Essex, on July 7th, by Mrs. Chaplin, wife of Mr. W. R. Chaplin, an Elder Brother of Trinity House and the then Chairman of the London Pilotage Committee. The vessel was bought on the Stocks by Trinity House while under construction as a M.F.V. She is 90 ft. long and built of wood. A diesel engine will be fitted.

UNITED KINGDOM PILOTS' ASSOCIATION.

Income and Expenditure Account for the Year ended December 31st, 1946.

	1945		1946	
	£	s. d.	£	s. d.
EXPENDITURE				
To Printing, Postages, Stationery, etc.	47	18 5	83	11 1
" Preparing and Printing Magazine <i>The Pilot</i>	115	16 6	166	19 1
" Expenses of Conference and Officers travelling expenses attending same	135	15 11	225	7 4
" Expenses of Executive and other Meetings, and of President and Officers	233	0 0	397	17 8
" Grants towards Pilots' legal and other expenses	71	3 9	50	16 0
" Audit and Accountancy	36	15 0	36	15 0
" General Secretary and Solicitor, including all Office Expenses, Rent, Clerks, etc.	1,000	0 0	1,000	0 0
" Local Secretaries	20	7 0	24	2 2
" Corporation Duty 1946/47	11	6 3	11	6 3
	<u>£1,672</u>	<u>2 10</u>	<u>£1,996</u>	<u>14 7</u>
INCOME				
By Members' Subscriptions due 1946	1,407	3 6	1,295	9 6
Less Subscriptions in arrear	412	6 0	320	4 0
	<u>994</u>	<u>17 6</u>	<u>975</u>	<u>5 6</u>
" Subscriptions in arrear, since collected	380	11 0	369	11 6
" Entrance and Rejoining Fees	36	15 0	88	4 0
" Badges	1	0 0	7	0 0
" Interest on Investments (less Income Tax):—				
3½% War Loan	64	15 0	71	4 6
3% War Loan	7	10 0	8	5 0
London Midland and Scottish Railway Co. 4% Pref. Stock	8	0 0	8	8 0
Railway Finance Corporation:—				
2½% Guaranteed Debenture Stock	21	11 4	22	12 11
3% Defence Bonds	15	0 0	16	10 0
" Balance, deficiency for Year	143	2 0	436	6 2
	<u>£1,672</u>	<u>2 10</u>	<u>£1,996</u>	<u>14 7</u>

Balance Sheet as at December 31st, 1946.

	1945		1946	
	£	s. d.	£	s. d.
INCOME AND EXPENDITURE ACCOUNT:—				
Balance at 31/12/45	7,440	16 6	7,004	10 4
Less Deficiency for Year	436	6 2	208	16 3
	<u>6</u>	<u>6 0</u>	<u>208</u>	<u>16 3</u>
SUNDRY CREDITORS:—				
Subscriptions prepaid for 1947	6	6 0	208	16 3
Sundries	202	10 3	7,004	10 4
	<u>£7,213</u>	<u>6 7</u>	<u>£7,213</u>	<u>6 7</u>
INVESTMENTS:—				
War Loan 3½%—£3,700	3,697	19 3	3,986	15 0
War Loan 3% (1955/59)—£500	500	0 0	542	10 0
London, Midland and Scottish Railway Co. 4% Pref. Stock (1923)—£400	275	6 0	250	0 0
Railway Finance Corporation Ltd. 2½% Guaranteed Debenture Stock (1951/52)—£1,725	1,656	0 10	1,759	10 0
Defence Bonds 3%—£1,000	1,000	0 0	1,000	0 0
	<u>7,129</u>	<u>6 1</u>	<u>7,538</u>	<u>15 0</u>
CASH AT BANK—Current Account	48	9 8	1	4 0
CASH IN HAND	1	4 0	18	11 0
OFFICE FURNITURE, FIXTURES, ETC., as per last Account	15	15 10	15	15 10
INTEREST ACCRUED DUE	£7,213	6 7	£7,213	6 7

AUDITOR'S REPORT

I hereby certify that I have examined the above Accounts with the books and vouchers relating thereto. No account has been taken of subscriptions due and in arrear. The Accounts appear to be properly stated. The securities for the Investments have been produced.

J. BASIL WAITLING, F.C.A.,

Chartered Accountant.

Public Auditor under the Friendly Societies Act.

BRISTOL, 1947.

THE PILOT

Local Secretaries :

Aberdeen	.....	J. M. Wyness	.....	2, Belvedere Crescent, Aberdeen
Ardrossan	.....	J. A. Cunningham	.....	The Harbour, Ardrossan, Ayrshire
Barrow-in-Furness	.....	William Taylor	.....	23, West Avenue, Barrow-in-Furness
Barry	.....	F. W. Llanfear	.....	6, Clement Place, Barry, Glam.
Belfast	.....	A. G. Starkey	.....	Pilot Office, Clarendon Dock, Belfast
Boston, Lincs.	.....	H. Fountain	.....	Pilot Office, Custom House Quay, Boston, Lincs.
Brixham	.....	E. J. Mardon	.....	"Ridley," Berry Head Road, Brixham
Cardiff	.....	T. R. Beer	.....	The Hollies, Wordsworth Avenue, Penarth
Clyde (Gourock)	.....	J. H. Innes	.....	"Burnbrae," Victoria Road, Gourock
Cinque Ports	.....	R. E. Clare	.....	Woodend, Whitfield Hill, Kearsney, near Dover
Colchester	.....	H. C. Chamberlain	.....	64, Spring Road, Brightlingsea
Dartmouth	.....	G. H. Ridalls	.....	"Claremont," 24, Above Town, Dartmouth
Falmouth	.....	E. Ludlow	.....	Pilot Boat Association, 14, Arwenak Street, Falmouth
Fleetwood	.....	A. Wright	.....	12, Arthur Street, Fleetwood
Fowey	.....	James Salt	.....	Seaside Cottage, Polruan, Cornwall
Glasgow	.....	A. A. Love	.....	32, Falkland Street, Glasgow, W.2
Gloucester	.....	L. C. Taylor	.....	Pilotage Office, Sharpness, Glos.
Goole	.....	T. M. Mapplebeck	.....	45, Salisbury Avenue, Goole
Grangemouth	.....	M. I. H. Smith	.....	The Docks, Grangemouth
Gravesend (River)	.....	J. H. Fife	.....	Clare House, 24, Singlewell Road, Gravesend
Gravesend (Sea)	.....	W. J. Glassborow	.....	"Ty Gwyn," Chapmans Hill, Mcopham, Kent
Hartlepool	.....	J. T. Nicholsson	.....	70, Church Street, West Hartlepool
Harwich	.....	T. R. R. Letten	.....	"Rivington," Fronck's Road, Dovercourt
Holyhead	.....	William Owen	.....	8, Hibernia Row, Holyhead
Hull	.....	G. S. Ward	.....	Pilot Office, 50, Queen Street, Hull
Ipswich	.....	G. A. Gardiner	.....	15, Ruskin Road, Ipswich
Isle of Wight (Inw'd)	.....	K. Hutchins	.....	25, Union Street, Ryde
Isel of Wight (Out'd)	.....	P. A. Cook	.....	Pilot Office, 18, Queen's Terrace, Southampton
King's Lynn	.....	C. T. Chase	.....	37, Park Avenue, King's Lynn
Llanelly	.....	W. Hughes	.....	8, Union Terrace, Llanelly
Londonderry	.....	R. A. O'Donnell	.....	Shrove, Greencastle, Co. Donegall
Lowestoft	.....	J. Riches	.....	"Kingston," Walmer Road, South Lowestoft
Middlesbrough	.....	L. Pickersgill	.....	6, Phillida Terrace, Linthorpe, Middlesbrough
Milford Haven	.....	T. H. Roberts	.....	4, Hill Street, Hakin, Pembrokeshire
Neath	.....	W. J. Jenkins	.....	"Fernleigh," Old Road, Baglan, Port Talbot
Newhaven	.....	E. W. Chidgey	.....	"Quantock," Hillcrest, Newhaven, Sussex
Newport (Mon.)	.....	C. J. Page.....	.....	1, Caerau Road, Newport, Mon.
Plymouth	.....	E. Rogers	.....	43, Woolster Street, Plymouth
Portsmouth	.....	T. H. Collins	.....	Trinity House Pilotage Service, Victoria Pier, Portsmouth
Port Talbot	.....	W. D. Reed	.....	26, Rice Street, Port Talbot
Preston	.....	H. Halsall.....	.....	Pilotage Office, The Docks, Preston, Lancs.
St. Ives	.....	W. H. Treloar	.....	14, Barnoon Terrace, St. Ives
Seaham	.....	W. Miller	.....	129, The Avenue, Seaham, Co. Durham
Sheerness	.....	P. J. Hannan	.....	113, Minster Road, Sheerness
Shoreham	.....	A. J. Blaker	.....	"Braeside," Old Rectory Gardens, Southwick, Sussex
South Shields	.....	R. Marshall	.....	Pilot Office, South Shields
Sunderland	.....	R. Wilkinson	.....	"Cordova," Park Lea Road, Roker, Sunderland
Swansea	.....	S. J. Hanson	.....	Pilot House, West Pier, Swansea
Teignmouth	.....	A. R. Nance	.....	1, Marine Terrace, Teignmouth
Whitehaven	.....	T. H. Stevenson	.....	Bridge House, Netherton, Maryport, Cumberland
Wisbech	.....	J. Barron	.....	37, Clarkson Avenue, Wisbech
Yarmouth	.....	F. Armstrong	.....	66, Victoria Road, Gorleston-on-Sea, Yarmouth