

The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 4. Vol. 34

January, 1956

IN THIS ISSUE

PROGRESS OF NEGOTIATIONS ON EARNINGS FORMULA

Report of the 68th CONFERENCE

on board

H.Q.S. WELLINGTON
LONDON

OCTOBER 26 and 27, 1955

Notes on Executive Committee Meeting
December 14, 1955

Head Office of the Association:
SHANNON COURT, CORN STREET, BRISTOL

C. D. GRIFFITHS, O.B.E., D.F.C., General Secretary and Solicitor
to whom all communications are to be addressed

OFFICERS FOR United Kingdom 1955-1956 of the Pilots' Association

President:

CAPTAIN SIR PETER MACDONALD, K.B.E., M.P

Honorary Vice-Presidents:

LORD DULVERTON

LADY APSLEY

J. H. A. SMITH, Esq.

BERNARD C. WEBB, Esq.

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

SIR IRVING ALBERY

MAJOR JAMES BURNIE

ALEX A. LOVE, Esq.

H. A. HARVEY, Esq.

Vice-Presidents:

D. H. TATE (Tees), 266, Acklam Road, Middlesbrough

H. J. WYNN (London River), 52, Malvina Avenue, Gravesend.

Trustees:

C. CATTON (London River)

H. G. PEAD (Cardiff)

Honorary Treasurer:

BERNARD C. WEBB, 10, Auchendoon Crescent, Seafield, Ayr, Scotland.

Executive Committee:

H. B. EAGLE (Southampton), 221, Wilton Road, Southampton.

J. H. INNES (Clyde), 20, Elie Street, Glasgow, W.2.

M. M. MARSHALL (Tyne), 18, Cauldwell Avenue, South Shields.

L. R. SLADE (Cardiff), 1, Ceiriog Close, Penarth.

W. E. SPENCER (Cinque Ports), The Knoll, Archers Court, Whitfield, near Dover.

J. P. BENNETT (Barry), 341, Barry Road, Barry, Glam.

D. GRAINGER (Humber), 39, Link Road, Cottingham E. Yorks.

D. MAIN, Ashtower, 22, Victoria Road, Gourrock.

S. GREEN, 63, Furness Park Road, Barrow-in-Furness.

Finance Committee:

THE TWO VICE-PRESIDENTS AND L. R. SLADE

Auditor:

J. B. WATLING, F.C.A., (MESSRS. WATLING, AND PARTNERS, Bristol).

General Secretary and Solicitor:

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

Editor of "The Pilot":

ALFRED CURTHOYS, 70, High Holborn, W.C.1 (HOL. 0878).

PROGRESS OF NEGOTIATIONS ON EARNINGS FORMULA

It has been the policy to issue *The Pilot* as soon as possible after Conference giving members details of the discussions and decisions. On this occasion, however, it so happened that the dates of the postponed Conference, October 26 and 27, 1955 fell at a time when the Executive Committee were closely concerned with negotiations in the endeavour to solve the problems of earnings. Only ten days before Conference there had been a meeting at the Ministry of Transport, and this was followed by discussions with the Union pilots which had resulted in an agreed formula. That was the position reported to Conference when the action of the Committee was confirmed without opposition.

Since then the Executive have lost no time in carrying the matter through further stages. In the following week the proposals were put before the Chamber at an informal meeting. Towards the end of the month the U.K.P.A. and the Union received letters from the Chamber giving their considered views after consultation with the Liverpool Steam Ship Owners' Association. These were discussed at a meeting of the Executive Committee of the U.K.P.A. in *H.Q.S. Wellington* on December 14, and on the following Monday the sub-committee had a meeting with the Union pilots prior to another informal meeting with the Chamber. On the afternoon of the same day the various parties came together again for a meeting at the Ministry of Transport.

In order to deal adequately with the responsible task in hand, the sub-committee met for an hour and a half on the evening of Sunday, December 18th—an incident which must be unique in the annals of the Association—and illustrates their determination to carry out the wishes of Conference "to get a move on."

At the Ministry meeting on the Monday afternoon, the Chamber of Shipping of the United Kingdom were represented by their President, the Chairman of their Pilotage Committee and other principal officials. The Liverpool Steam Ship Owners' Association also sent representatives. Three Union pilots accompanied Mr. Bird, and the full sub-committee with Mr. Griffiths attended on behalf of the Association. Like the earlier meeting, it was entirely informal and "exploratory" and, because of the quasi-judicial position which the Minister holds, Mr. Faulkner, who was in the chair, again reminded everybody that his department, while of necessity remaining entirely outside any matters of controversy, were always willing to lend their good offices in so far as they were needed to assist the parties in bringing about at least a broad measure of agreement. Thereafter it would be necessary to call in other interested parties, in particular, of course, Pilotage Authorities whose approval and support would be required to any plan provisionally agreed upon.

It was found during the discussions that certain further information was required from Authorities and the Ministry are requesting this to be supplied as a matter of urgency by not later than the end of January. This will be followed by further direct negotiations with the shipowners and, while it is never safe to forecast, it is understood that a conclusion, one way or the other, to the present talks should take place before the next normal meeting of the Executive in March.

A difficult time undoubtedly lies ahead, as anyone who has given more than superficial thought to the establishment of a formula which is capable of producing a satisfactory and fair result in so many differing circumstances must readily appreciate. So far negotiations have proceeded satisfactorily, but we understand from Mr. Griffiths that there is no justification for excessive optimism, and it would be folly to ignore the seriousness of the problems which are likely to be encountered in the near future. So far the Shipowners have given a patient and sympathetic hearing to the pilots' case and endeavoured to understand its principles, which inevitably

are somewhat complex. They have not yet shown their hand, except in broad generalities, and to get down to figures is the next step.

In order to give members this information which is also an assurance that the negotiations are being energetically pursued, the Conference issue of *The Pilot* has been held back until now.

We should like to give fuller information to members but it will be realised that more harm than good would be done by premature statements and for that reason we respect the request made to all parties in the negotiations to treat the matter as confidential for the present.

We are able to report other important developments since the Conference. The result of the applications for increases by the Hull and Goole pilots have been announced, and in both cases there will be considerably more money for the pilots.

The resolutions from Conference were considered at the Executive meeting in December and these are dealt with in the notes on the meeting which follow the Conference report.

Among the Conference decisions was one increasing the subscription to the Association from 5s. per month to 7s. 6d. This comes into force on January 1, 1956.

THE CONFERENCE

Once again the Association enjoyed the privilege of holding Conference in the court room of the Honourable Company of Master Mariners in their Headquarters' ship *Wellington*. The branches were well represented—the names of the delegates are on the next page—and from the business point of view it was an important Conference. It closed with everybody in high spirits, a surprise visit by Sir John H. Inskip and a short speech by him being received with great cordiality.

THE President welcomed the delegates and said that during the year the Executive Committee had done a great deal of work on their behalf—very successful work too—in trying to bring about better relations in their calling and to find a yard stick. Negotiations were still going on and he gathered it would be some time before they were completed. He was glad to know that there was a very good spirit and goodwill between all the people concerned. He referred to the extremely enjoyable and hospitable party given on the previous evening by the shipowners as evidence of their greatly improved relations with the pilots. Some of the owners had told him that they hoped it would be an annual event because they were anxious to remain on friendly terms with those whose services they valued so much. (Applause). The London Pilots' Council were to be congratulated on the success of their efforts. Whatever feeling there might be on the part of the Cinque Ports, he hoped they would feel that the Executive Committee had done everything possible for them and that they had benefited as a result. Sir Peter impressed on the

delegates the importance of unity. It was essential that before negotiations they would agree on what they wanted, otherwise advantage might be taken of their differences.

"I am sure," he continued, "you will all wish me to congratulate Mr. Grainger on your behalf and my own, on the award of a bronze medal for saving life at sea, thereby bringing honour upon himself as well as the pilots as a whole." (Applause).

Referring to his committee of members of Parliament, SIR PETER said he hoped some of them would be at the reception later on but the Chancellor was introducing his autumn Budget and it might not be possible for them to come; he had in his pocket a three-line whip!

"I wish you every success in your deliberations," he concluded, "and hope that as a result of this Conference everybody will go away feeling that something useful has been achieved and that the future looks brighter than ever before. You ought to be grateful to the Executive for what they have done."

As the President left to attend a meeting of a House of Commons Committee he was heartily applauded.

From the earliest days of the Association there have been prayers at the opening of Conference, and this time, as for many years past, Mr. Bernard C. Webb led the delegates in this observance.

The General Secretary and Solicitor then presented his report for 1954-55.

REVIEW of the YEAR'S ACTIVITIES

By C. D. GRIFFITHS, General Secretary and Solicitor

BEFORE I commence my brief review of the year's activities, I must make a passing reference to the unfortunate circumstances which necessitated the postponement of Conference from the dates originally fixed namely June 22nd and 23rd. The railway strike, happily brief, continued just long enough to create sufficient uncertainty about the travelling position as to render a decision to postpone inevitable. Many important matters were to be considered and it was not felt right to attempt to do so if pilots from the more distant ports were prevented from attending and decisions arrived at could subsequently be criticised as not being truly representative. The Executive Committee greatly hopes that no one was seriously inconvenienced and that an autumn meeting will not prove an unpopular date.

My report upon the year's work, its achievements and its disappointments—and there have been much of both—will be presented once again in the now familiar and stimulating surroundings of the Headquarters of the Honourable Company of Master Mariners on board their beautifully equipped ship *Wellington*. We are indeed fortunate in having such a place at which to gather and I know you will all wish me to record how conscious we are of the privilege and how greatly it is appreciated. At the close of the

first day there is to be a small reception in the Court Room at which we hope to entertain our hosts and to invite a select company of distinguished guests including representatives of the Ministry of Transport and Civil Aviation, the Trinity House and the Chamber of Shipping, and I am pleased to add that among other old friends I am greatly hoping you will have the pleasure of seeing Sir John and Lady Inskip.

Everyone will of course remember that upon the invitation of the Humber pilots it was planned to hold this year's Conference at Hull, and a return to the former practice of visiting ports outside London met with considerable support. Happy as we have been where we are, there may be grounds for thinking that an occasional journey into the wilderness can produce an unexpected harvest and I do not doubt that, when business was over, we all looked forward to enjoying some traditional Yorkshire hospitality. Unfortunately, although the Executive Committee readily accept that there are few better ways of solving difficult problems and removing the causes of misunderstanding than by meeting in an informal and cordial atmosphere they were most reluctantly driven to the conclusion by events on the Humber that

continued on next page

THOSE WHO ATTENDED CONFERENCE

THE PRESIDENT	Sir Peter Macdonald.
VICE-PRESIDENTS	D. H. Tate and H. J. Wynn.
EXECUTIVE COMMITTEE	H. B. Eagle, J. H. Innes, M. M. Marshall, L. R. Slade, W. E. Spencer, J. P. Bennett, D. Grainger and D. Main.
HON. TREASURER	Bernard C. Webb.
Delegates:	
BARROW	S. Green.
BELFAST	G. F. Hamilton.
CARDIFF	T. Morgan and W. J. Harris.
CINQUE PORTS	M. H. Pollard, J. D. Greenwood, H. Ghee, H. N. Garner and W. Duncan.
CLYDE (Glasgow)	J. White.
CLYDE (Gourock)	M. Connell.
GOOLE	H. Richman, G. Howard and W. H. Perry.
GRAVESEND CHANNEL	G. L. Baker, B. A. Day, C. A. Levack, A. A. Holland, R. B. Page and W. T. Glassborow.
GREAT YARMOUTH	C. Bewley.
HUMBER	A. W. Wilks, J. Hardy, C. E. Allman, J. V. Hopkinson and F. Berry.
ISLE OF WIGHT (Inward)	S. H. Eagle and W. G. Forman.
KING'S LYNN	C. T. Chase.
LONDON CHANNEL	K. C. Davis, A. Irwing, E. Taylor, W. S. Scott and G. Holloway.
LONDON RIVER	W. Perry, C. Little, R. D. Balmain, T. Pickering, E. J. Hobbs, J. H. Fife and J. D. Norie.
MEDWAY	P. J. Hannan and C. A. Rhodes.
PORTSMOUTH	W. F. N. Quinton.
SOUTHAMPTON	K. Hutchings, F. V. Janes and C. J. Pearce.
SUNDERLAND	G. W. Gibbins and S. Hall.
TEES	G. A. Coates, M. W. Challenor, F. Dixon and A. Stevenson.
GENERAL SECRETARY AND SOLICITOR: C. D. Griffiths.	
Mr. B. A. Dey, Gravesend, was a visitor on the second day.	

Secretary's Report

the time was not opportune to carry the plan into effect, and it was accordingly decided to stay in London again this year. I know that I speak for every pilot when I say that we all look forward to the day when a better relationship is established in what must be for the moment the blackest spot on the pilotage chart.

Those of you who have kept in touch with affairs in other ports through the columns of *The Pilot* will be familiar with the difficulties which have faced the Humber pilots for over three years. Measures designed to improve their lot seem only to have been met with deliberate counter-measures, and hints were openly made that if the Minister's decision were in favour of the pilots on certain points the Authority might find means of getting round it and thereby deprive them of the benefit intended to be given. Small wonder that Mr. Grainger, whose broad shoulders have for so long carried the main burden, has told me that over these past years he has frequently felt a sense of despair. This is not a state of affairs this Association likes or even wants to see again. Happily the Ministry Inquiry has now taken place. The case is closed and the decision awaited. The merits must no longer be discussed but whatever be the verdict I hope it will open up better times for pilots and shipowners alike.

I cannot pass entirely from this subject without reminding every Humber pilot of the tremendous debt of gratitude they owe to Mr. Grainger and his two colleagues on the Authority for the ceaseless time and effort they have so willingly devoted to the preparation of their case and for the invaluable contribution which they each made during the course of the Inquiry in London. Whatever measure of success may be achieved will be due entirely to them.

I must now turn to what has been the most important single task for which your Executive Committee has been responsible during the year—namely, the Port Grouping Scheme. When last August I wrote to all ports with the new dates of Conference, I expressed the hope that before we assembled a meeting would have taken place at the Ministry of the principal interested parties. Such a meeting was held as recently as October 17th, and on a very high level. The Chamber was represented by their President and the Chairman of their Pilotage Committee, accompanied by their principal officials. Representatives of the Liverpool Shipowners' Association and pilots attended, and of course Mr. Bird and Union pilots. Before saying more about the meeting I think you will want to know something of the course of events which have led up to it.

It will be remembered that by a majority the scheme was adopted in principle at the 1954 Conference and the Executive was instructed to review the allocation of ports to their respective groups. This difficult and unenviable duty has been faithfully discharged both at Executive level and by a sub-com-

mittee visiting the "affected" areas and reporting back to the Committee. To remind you of some of the details, the full Executive held a two-day meeting in September to consider individually every reply received to my circular letter despatched just after last Conference. This was followed by Mr. Tate and Mr. Innes visiting Preston on October 18th where they met representatives from Barrow, Belfast, Leith, Whitehaven, Workington, Maryport and Preston. On October 20th your Secretary joined Mr. Tate at Southampton where they heard the views of the Southampton pilots and also met representatives from Poole and Portsmouth. On October 21st Mr. Tate was at Peterborough accompanied by Mr. Spencer, where they met pilots from Boston, Goole, Ipswich, King's Lynn and Yarmouth.

As a result of these meetings a few changes were made and the scheme itself underwent certain modifications of which you are all aware. I do not think you will wish me, in a report of this nature, to present a written and comprehensive review of discussions often of a confidential nature. That will come better in the debate which follows. It might, however, prove helpful if I add a few general observations.

First, this scheme, like any scheme if it is to be of any real value as a basis for serious discussion, must be founded upon certain principles. The starting point was consideration of factors common to all ports, viz. work and earnings in the pre-war period. The initial grouping was made in the light of the official Pilotage Returns, and what the Committee were desirous of knowing from individual ports was whether there had been any miscalculations and if there were local exceptional circumstances to which effect should be given.

It is recognised that a certain number of ports, although having no quarrel with the figures upon which the Committee worked, claim to be up-graded, generally on the grounds of a substantial change in their character and importance since the war, or because for one reason or another, doubtless good, it can be shown that their pre-war average was unfairly depressed.

The Executive Committee is of opinion that to ensure the scheme receives the serious consideration of the shipowners, and others interested, it must not be "doctored" beforehand, but must go forward, in the first instance, true to principle, although they themselves may not always like some of its results. It has been repeatedly emphasised that the initial grouping is provisional only, but it is considered that any claim for re-grouping should take place "in the open" and at a meeting where the views of all parties can be heard.

In the long run I am sure you all share the view that complete candour and a straightforward approach are far more likely to produce a lasting and equitable result for the whole body of pilots than attempting to base a case upon some form of slick bargaining,

plausible arguments and the manipulations of those gentlemen so aptly referred to by the shipowners themselves as "the clever figure merchants." Those ports who are dissatisfied with their position—and for whose point of view there is far greater understanding in the Executive Committee than is sometimes appreciated—can rely upon the services of this Association to support them to the maximum in presenting their case for upgrading when the occasion comes.

After all, Pilotage Authorities and shipowners are in general disposed to take a realistic view and it is hardly likely in these times that anyone will expect pilots at a given port, who by reason of post-war changes are earning good money, to fall in with a scheme which will result in a substantial loss in earnings. On the other hand, where good earnings are derived in part from rates fixed in a lean period at a high level to produce a living wage, no reasonable man should object to a review when traffic improves—not by way of depressing him to the bad old days—but in order to produce something which is fair and reasonable. In other words, I am confident that no port need have cause for anxiety.

If I take up rather much of my report and your time in enlarging upon this matter, it is because I venture to think that the time has come for every member of this Association and every delegate who attends Conference to give the most earnest consideration to the future organisation and status of the great profession to which he belongs, and what part he wants this Association to take in sponsoring such reforms as may be considered desirable. It is necessary in planning to look a little further ahead than the immediate needs of an individual port. If we wait much longer the opportunity may be lost for ever. Not that individual needs will be ignored or delayed while these negotiations are conducted—I deal with them daily in my office—and the Executive Committee will continue to give all necessary assistance in rate adjustments or other bye-law amendments considered desirable.

What must be kept in mind is that this Association has been charged by Conference with the responsibility of producing, if it be possible, some yard-stick or other means whereby a reasonable degree of stability in earnings at an acceptable level can be achieved. Closely allied with that are the establishment of better working conditions, which at the moment vary so widely between one port and another, and the introduction of greatly improved pensions on retirement.

Your Executive Committee have given a great deal of thought and time to these far from simple problems, and a provisional plan is definitely taking shape which will confer immense benefits in a variety of ways. No one will expect that these proposals will necessarily be accepted without modifications and without possibly a hard and long battle.

That some delegates will feel a degree of impatience at the lack of tangible results and the slowness of progress is understandable enough. Once more Conference will come and go, and you will return to your ports without taking the answer home. If I were to say what I believe to be the reasons for the delay I might cause offence in more quarters than one—but there are some over whom the Executive Committee have no control who have been dragging their feet in these last few years for reasons best known to themselves.

Despite everything, we have now got to the Ministry with our plan and there met the shipowners and all sections of pilots. The meeting was certainly fruitful and not without encouraging signs. Amongst its objects were to report progress on the negotiations between shipowners and pilots suggested by the Ministry over six years ago and to receive certain guidance which was willingly given to both sides.

We are to meet again very shortly—it is envisaged during this coming November—and meantime further direct talks between interested parties will take place. The negotiations have reached a delicate and vital point and considerable harm could be occasioned to their successful conclusion if more were said at this stage. Moreover there are others who have yet to be consulted. All parties have therefore agreed to refrain from open discussion of details, but I can confidently conclude these observations by saying that at the important level at which these talks occurred there was goodwill on all sides, not expressed in an exchange of meaningless courtesies, but in the sincere recognition that the problem of pilots' earnings and conditions of work called for urgent and immediate action and the solution lay, at any rate in large measure, in agreeing upon a new method of fixing remuneration at a reasonable and fair level in the light of modern conditions and the establishment of a far greater degree of stability.

I am satisfied that the Chamber of Shipping of the United Kingdom and their officials are anxious to see a contented and properly paid pilotage service and will co-operate in all reasonable measures to that end. We have already, in recent months, had the most tangible proof of that fact in securing their agreement to quite substantial increases in earnings without opposition and without any Ministry Inquiry, and I desire now to express my appreciation of their attitude.

To sum up therefore, although the Executive Committee is not in a position to place before you this year for approval anything in the nature of a final scheme, the all-important question of earnings is now receiving and will, in the immediate future, continue to be given the urgent consideration of both sections of pilots with the shipowners in open and frank discussion, with all parties resolved to emerge with a plan which will meet with approval from Pilotage Authorities and in the foreseeable future receive the blessing of the

Secretary's Report

Ministry. This, I consider, can justifiably be claimed as not only a definite step forward but as actually bringing the end in view.

There is no immediate intention of applying to amend the Pilotage Act as too long a delay would result, but if all concerned can agree on an appropriate level of earnings at each port, with if necessary a toleration margin above and below that figure before any change in rates is applied for, effect can immediately be given to such agreement. If any particular port does not agree then it will be free to make such application as it thinks fit and the ship-owners will be equally free, as at present, to oppose it.

The Executive Committee have once again received reports of unconstitutional behaviour by a Pilotage Authority—on more than one occasion—when a pilot has had the misfortune to become involved in a mishap. It is not possible to lay down a hard and fast rule for universal application, as the pilot's correct procedure in such circumstances depends so much upon the nature and gravity of the incident, but perhaps a word of general advice might prove helpful. The first thing to be emphasised is that whatever be the circumstances of the accident or alleged breach of duty, the sooner the full facts are reported to me the better. I shall then be in a position to recommend what course should be taken, but I need hardly say that if the situation is covered by bye-laws, as groundings or collisions invariably are, your first duty is to comply with whatever may be required in the way of a report.

The tendency of certain Authorities to attempt a fairly close investigation into the facts, despite the possibility of legal proceedings, and to press the pilot for a full statement by way of supplementing his report duly made in conformity with the bye-laws, is most irregular and may well, in certain circumstances be severely criticised one day in a court exercising Admiralty jurisdiction.

What is of equal concern to this Association is the more common attempt to base disciplinary action against a pilot, despite the complete absence of complaint from any source, upon replies given to a series of searching and often unfair questions put to him at a meeting by several different persons. If a pilot is summoned to attend he must of course do so, but in cases of any gravity he should request to be legally represented and, in common justice, is entitled to be told beforehand whether any, and if so what, allegations are made against him.

If difficulties are encountered and legal representation refused, this Association will do what it can to assist and to have pressure brought to bear upon an Authority which seeks to act in so unjust a manner. There is no statutory right to representation in such circumstances but few reasonable bodies refuse it. It is true that an aggrieved pilot may be able to exercise a right of appeal to the courts but that is invariably costly, and,

as has been so truly pointed out, if legal representation were permitted the likelihood of an appeal would be greatly reduced as even an adverse verdict would be more readily accepted by someone who had been given a fair opportunity of challenging the case against him and properly presenting his own.

Even where a pilot may admittedly be in the wrong, it might often be of the utmost importance that he should be legally represented before his Authority if anything in the nature of serious disciplinary action is a reasonable possibility, in order that such factors as ought to be taken into account in mitigation of punishment can adequately be presented on his behalf. Two or three cases have recently occurred of pilots in just such circumstances being refused permission to be represented by their solicitor. When Pilotage Authorities exercise their disciplinary powers under the Pilotage Act clearly they should do so judicially and I am glad to say the overwhelming majority do.

In cases where obvious injustices have resulted, I hope pilots will seek the help of this Association, as while the highest standard of efficiency and conduct is traditional in the service and will always continue to be, those who may through accident or thoughtlessness have got into difficulties can always count upon such assistance and advice as I can properly afford them, if they would care to seek it.

Reference has already been made in *The Pilot* to the activities of the Association on behalf of the many ports whose schedule of pilotage dues have come up for review during the year. In several instances, I am happy to say, there has not been very great disagreement, while in others the task has been heavy and difficult and has engaged a great deal of my time in both work and travelling, although it is always a great pleasure to me and certainly of tremendous assistance when I can spend a day or two at a port, meet the pilots and see round their district. I can only express the hope that in the end you derive as much benefit as I do enjoyment from the hospitality and kindness everywhere extended to me upon these occasions.

This year may have been a little unusual in the number of applications made to the Ministry direct under Section 18 of the Pilotage Act instead of in the more usual way by Authorities themselves on behalf of the pilots. I will not, of course, make any reference to two such cases now before the Minister for decision, but an unusual and interesting situation arose at Falmouth. A difference of view occurred between this Association and the Trinity House over the level of earnings at that port and the method of levying the dues, which resulted in the Executive Committee authorising direct action under Section 18 on the pilots' behalf. In the negotiations which followed the lodging of our proposals, agreement was reached between the Chamber of Shipping and the Association on the appropriate figure for net earnings, but the ship-

owners desired an alteration in the method suggested for raising the necessary revenue, to which the pilots consented. The position was brought to the notice of the Elder Brethren who at once indicated their willingness to submit bye-laws to give effect to the agreement come to between the parties. The application lodged by this Association was accordingly withdrawn, Trinity House submitted bye-laws on an agreed basis and the pilots, although accepting a compromise, are now entirely satisfied.

The outstanding case of the year, and I do not doubt for many a long time, was the satisfactory conclusion of the London pilots' application for a substantial increase in rates at amounts varying from station to station, designed to produce near equality throughout the entire district at a figure of about 100% above pre-war level. Earnings in the past had, in fact, varied considerably as between one station and another, and the London Pilots' Council came into being largely for the purpose of establishing a reasonable measure of equality in both earnings and work—a task of no little magnitude particularly in the light of the variations throughout the district. I see in my report for last year I predicted a hard battle ahead. The event proved that I had not underestimated the position, but all that has now passed into history (much of it I hope to be for ever forgotten!).

In the end, four out of the five stations decided upon a compromise and to support the bye-laws which the Trinity House offered to promote on the understanding that the pilots would not oppose them. Unhappily the Cinque Ports found themselves obliged to take a different view from the remainder of the Council not, as I understand it, on any point of principle, but because they felt the mechanics of giving effect to the arrangements worked unfairly as far as their station was concerned. Everyone regretted this and no one, I confess, more than I.

At the subsequent Ministry Inquiry, confirmation of the bye-laws was most strongly opposed by the Chamber of Shipping but the case in support was put with great clarity and forcefulness by Mr. Rawlings Smith who dealt equally adroitly with the points taken against it. In the end the Minister confirmed the bye-laws without modification, and I believe I am right in saying that the overwhelming majority of the London pilots are now a contented and satisfied body of men.

It would be invidious for me to mention names, but there can be no doubt that the contributions made by various members of the Council and their secretary, Mr. Norie, in providing me with such an excellent brief played an invaluable part in achieving this remarkable success, and I was grateful for the unflinching help and advice I constantly received throughout the negotiations. I venture to think that every London pilot owes a debt of considerable gratitude to the Elder Brethren for the strong line which they

took and the resolute manner, despite the force and persistence of the opposition, in which they presented their case for so substantial an improvement in both the standard of remuneration and working conditions of the pilots.

No small part of the natural satisfaction at the result has been lost by the knowledge of the disappointment of the Cinque Ports pilots who have always been, and still remain, among the most loyal members of the Association, and I would like to pay a tribute to them for the example which they have set to all others in maintaining their loyalty to the Association and their colleagues in the London District despite the serious difference of opinion which divided them over this issue.

I ought not to leave this subject without expressing the appreciation of this Association and the London Pilots' Council for the very great assistance and valuable advice we all received from our President during the most difficult period of these negotiations. He met us on several occasions and once was good enough to convene a meeting at the House of Commons at which the Member for Dover also attended. Moreover, Sir Peter found the time to accompany me and several of the pilots to Trinity House where the Deputy Master was good enough to receive us, and gave us the benefit of his guidance and experience at a very critical stage. There can be no doubt that the decision of the overwhelming majority of the pilots to accept the wise advice which was tendered laid the foundation of the success ultimately achieved.

Space and time will not permit me to go into details of their cases save to make a passing reference to the disappointing results of the bye-law amendments at both Portsmouth and Barrow, where serious anxiety is felt that due to modifications introduced by the Minister, bye-laws intended to bring about much needed improvements may actually result in a reduction of earnings. I have been assured by the Ministry that no such results were intended and are certainly not expected, and I hope the fears which have been expressed will prove groundless. I have asked the pilots to keep in touch with me so that an immediate application can be made on their behalf through the Trinity House to remedy the situation if need be.

Another serious disappointment arose as a result of the Minister's decision on the Clyde application in the early part of the year. The pilots' original request to their Authority was for an increase in their schedule to 100% above pre-war. This was referred to a sub-committee consisting of shipowners, pilots and independent members and, in order to show a willingness to compromise and a desire to accept as far as possible the views of their Authority, the pilots, with considerable misgiving, agreed in the end to a compromise at 80 per cent, which was thereupon unanimously recommended by the full Authority and bye-laws submitted accordingly. It came as a rude shock when in due course the London

Secretary's Report

Chamber lodged objections despite the agreement reached with the shipowner members of the Authority.

In the result, the Minister further reduced the proposed increase to 75% above basic and the pilots felt that their position had been prejudiced largely by the adoption of a conciliatory attitude which they believed had resulted in an agreed measure. Now, after six months' experience of the amended schedule, which has produced disappointing earnings, there is a feeling of the keenest dissatisfaction both at Glasgow and Gourrock. The pilots have, however, on account of their continued anxiety to co-operate fully with their Authority, agreed to wait until a full year has elapsed before pressing their application for an immediate increase which they feel fully entitled to do right now. This is a regrettable situation which happily will be entirely avoided once agreement can be reached along the lines of the Port Grouping Scheme.

A matter which in these difficult times is not unnaturally exercising the minds of pilots in almost every district is the pressing necessity for the creation of far better pension and benefit schemes, designed not only to produce a reasonable level of retirement pay but also making more satisfactory provision for dependants, and higher sick pay in the event of lengthy illness. Benefits payable to-day are frequently no greater than they were before the first World War, yet contributions are often more than doubled in amount. It is rare to find an actuary's report that does not say that the fund is insolvent and there can be little doubt that the time is long overdue for drastic re-organisation. In this connexion I am glad to say that the Chamber of Shipping of the United Kingdom have on several occasions during the past year and more expressed their interest in the problem and offered their sympathetic consideration to any plans designed to bring about an improvement, including, I think I would be right in saying, the introduction of a fully contributory scheme.

In the light of these brief observations I await with great interest the debate which will follow upon the resolution dealing with this subject standing in the name of Mr. Tate. As with the question of earnings, there are others to be consulted if it is adopted, but it will not be the first time that a lead upon matters vital to the well-being of all pilots has been taken by this Association. I imagine that what is wanted at this stage is to ascertain the views of delegates as to whether the improvements desired can best be brought about by the creation of one national fund.

Pilots' Benefit Funds are at present created under bye-laws made by individual Authorities and, as the resolution implies, legislation will be necessary to give effect to its proposal. No doubt many of you will be considering what body is to administer such a fund if it came into existence. At the present time the

various pilotage districts throughout the country are controlled by about fifty different Authorities, all of whom differ very greatly, some being a harbour authority, others (as in Bristol) a municipal corporation and yet others entirely independent bodies, all constituted by Pilotage Orders made under the Act. Small wonder that there are vast differences in local administration of pilotage and confusion and anomalies abound.

Perhaps the debate upon this resolution may throw some light upon the views which may be held as to the desirability or otherwise of establishing one Central Pilotage Authority or, at any rate, a central organisation to which they can all belong, and which can not only represent their views but no doubt assist in establishing some measure of uniformity.

An incident which well illustrates the heavy responsibility and importance of a pilot's task arose at Barrow last January when the Australian cruiser *Shropshire* arrived off the port where she was due for breaking up. In view of the bad weather prevailing at the time, the exceptionally low state of the tide and the complete darkness, the pilot decided, after testing conditions when alongside the tug, not then to bring in such a long and awkward tow. The vessel accordingly sought shelter under the Isle of Man and arrangements were made to dock her later when conditions improved. Meantime the owners made a hurried decision that she should go to the Clyde, and considerable prominence was given in the local press to what was described as the loss of a year's work at a Barrow shipbreaker's yard due to the action of the pilot, and one or two critical letters appeared in the newspapers.

Fortunately these comments were promptly answered by a retired pilot living in the district who forcefully protested against such ill-advised remarks, made it clear how wisely the pilot had exercised his discretion and pointed out the disastrous consequences which would have resulted if the ship had grounded and broken in two thereby closing the port to all but small craft for an indefinite period. The Chairman of the Sub-Commissioners also came down fairly and squarely on the side of the pilot and in generous acknowledgment of the fact that the exercise of sound judgment, often in difficult circumstances, was a major part of a pilot's daily task.

It is only fair to add that certain papers hastened to correct whatever wrong impression may have been created by the manner in which the incident had been reported, but no better example could be given of the far-reaching consequences which can and frequently do follow upon decisions which have to be taken, as a matter of routine, in the normal work of every pilot.

An annual report must of necessity confine itself to certain of the principal events during the year under review and briefly mention the most important tasks which seem to call for immediate attention. Much must inevit-

ably be left unsaid, resulting in the presentation of a somewhat disjointed account. I would, however, conclude by saying that the Executive Committee continues to keep a vigilant eye upon the affairs of every member port and is always ready and anxious to take all steps in its power to protect your interests whether collectively or individually, and to press for the acceptance of all reasonable measures designed to bring about a lasting improvement in the status, conditions of work and level of remuneration in the profession to which you belong. The year has not been without its solid achievements. A great deal remains to be done, and I have endeavoured to indicate the lines upon which your Executive Committee is now proceeding.

DEBATE ON THE REPORT

MR. PAGE congratulated Mr. Griffiths on the presentation of the report and moved its adoption. Brief, Mr. Griffiths had called it, but it took 40 minutes to read, yet really it was brief considering the work which had been done and in it many matters were summarised. It was a wonder that Mr. Griffiths had time for anything else or that the members of the Executive had time to pilot ships! Unfortunately, years ago, the reading of the report drew cries of "What is the Executive doing; where is the lead?" Now it was more likely to be "Where are they leading us: what are they doing now?" Mr. Page went on to say that the most vital task before them was to get a fair deal for the Humber, whatever the outcome of the Inquiry might be. He commended the detailed advice given in the report to a pilot "on the mat." Most of them knew what to do, but some of the younger pilots might be glad to have that advice. With regard to the London rates application, Mr. Griffiths had given a very fair summary although he modestly refrained from mentioning or even hinting at the vast amount of work he did in that direction. He had probably lost count of the many times he dropped everything to go to Gravesend or London. The Council, after all was an experimental grouping; for the first time the London pilots had come together to try to speak with one voice and went ahead to obtain the greatest good for the majority. The Cinque Ports' pilots had their sympathy and he commended them for their continued loyalty. He also commended the Executive for the consideration shown to the small ports and concluded: "We have got action; this Association is very much alive and the Executive deserve our warmest regard."

MR. RICHMAN, who seconded, thanked the Association on behalf of the Goole pilots for the assistance they received in their recent rates Inquiry. Particularly they wished to thank Mr. Griffiths for his cheerfulness and ready help in everything appertaining to the Inquiry. His presentation of their case was a model of how such things should be done. "We have a grievance and we have not hesitated to bring it forward." Mr. Richman added: "but Mr. Griffiths has been very patient with us. He must be the world's

champion soother of the savage breast. We are still not satisfied; there are many things which must be brought to the notice of the delegates."

MR. ALLMAN on behalf of the Humber joined in the thanks to the Association and Mr. Griffiths for their work—whatever the result of the Inquiry. "It was a great pleasure to have him with us for a day or so," Mr. Allman went on, and greatly amused the delegates by adding "and then he goes back and refers to it as a wilderness!" This turned to applause when he said "Our troubles have taken up a lot of time but we have found him unfailingly sympathetic and helpful."

MR. GIBBON ventilated a Sunderland grievance that while members of the Executive had visited other ports his port had to send delegates to London to have an interview with the Committee. Sunderland felt that in the matter of port grouping they had been left in the lurch. Their tonnage had so increased in the past ten years that they should be upgraded.

THE CHAIRMAN asked Mr. Gibbon to be patient and gave him the assurance that before they returned home from the Conference the Sunderland delegates would be satisfied that they had not been ignored.

MR. GREEN referred to the diversion of the *Shropshire* from Barrow to Glasgow as an illustration of the heavy responsibility borne by pilots. With regard to the reduction in earnings suffered by Barrow, it was wrong in principle for the Ministry's ruling to have been influenced by the prospect of an increase in trade. Mr. Green also spoke of the number of small ports in the North-west with less than a dozen pilots each. "We are hundreds of miles from anything and feel we are not big enough to get anywhere. We are the founding children of the family—of the family, but only just."

MR. QUINTON pointed out that the position of Portsmouth was similar to that of Barrow. They, too, had been told that their trade was increasing and that was used to cut down what was put forward by Trinity House. The matter was very badly handled by the Ministry. Southampton was earning possibly twice as much as Portsmouth who held the same certificate.

MR. POLLARD said it was a mistake to rely too much on the loyalty of the Cinque Ports. They had been shabbily treated by the Ministry, Trinity House, the U.K.P.A. and their shipmates, and were far worse off now than if they had stayed at sea. From being the highest paid station in the London district they were now the lowest.

THE CHAIRMAN took Mr. Pollard up on a reference to a "levelling down" process and asked him not to say that that was the attitude of the U.K.P.A. The position of the Association would be appreciated: an application was made by the five London stations in which parity of earnings was agreed and it seemed that the Association had acceded to the wishes of the London Pilots' Council.

Debate on Report

MR. BALMAIN charged the Cinque Ports, the highest paid station while the River was the lowest, with having grabbed with both hands an offer by the shipowners instead of going in with the other stations. Now things had gone against them they did not like it.

MR. DUNCAN said that the Cinque Ports had got the bad egg out of the basket. He argued that the increase was less for them than the others. "We want justice" he added "and pay the U.K.P.A. to get it."

The complaint of the Cinque Ports dominated the discussion for a time and at one point MR. TATE intervened to say that the Executive Committee did not need jogging. They regarded the matter as an internal domestic affair, he said, and this led Mr. Pollard to say: "The majority had the support of the U.K.P.A. and not the minority."

MR. NORIE endeavouring to put the matter "in true perspective" said "We had a hard fight and the final decision was made by the Ministry."

MR. LITTLE said that the River started the movement and the rest jumped on the band wagon while it was going. It was totally unfair that the result should be visited on the Association.

In a speech dealing largely with an analysis of earnings at the Cinque Ports, MR. GARNER emphasised their appreciation of Mr. Griffiths' efforts on their behalf. "Please don't think," he said, "that all the other comments that fly around exclude him from our thoughts." Concluding his remarks, Mr. Garner said "In point of fact it is not true that I get £1,650, but our choice pilots are getting some beautiful figure which only they and the tax collector know!"

The position of the Association was made clear by MR. WYNN. "At no time in all the negotiations were the Executive asked to express any opinion on the application by the London district, or give any help" he said. "We were merely asked for the services of our Secretary."

As "a voice from the wilderness" MR. MORGAN asked if the Cinque Ports had had

an increase or were they talking about a reduction.

"We don't know yet" replied Mr. Pollard. "Then everything that has been said is pointless" commented Mr. Morgan.

Another matter mentioned in the report, was taken up by MR. SPENCER.

"One thing I take exception to," he said, "is the central authority. You can bet your bottom dollar it will be Trinity House. That will mean that all your local authorities will be changed; you will have sub-commissioners—harbour master and others. They will be your bosses and you will jump out of the frying-pan into the fire; it is very dangerous."

MR. BERRY: "The Humber has always thought we shall get the same wolves in different suits of clothing!"

MR. ALLMAN feared that with sub-commissioners they would encounter the same delaying tactics in getting to the central authority as they did now in getting to the Ministry.

MR. INNES said they had hit on an extremely important point. He urged Conference to consider the problem very deeply and to give the Executive a lead. In view of the negotiations which had been going on, the time was ripe to consider how far they were going. The Executive had always recognised that if they were going to get anything to the benefit of pilots they would have to accept change in some form. Change could mean a lot of things; it might be that they would be carried a little further than they intended.

The debate closed with a review by MR. TATE of events and negotiations in the past seven years, culminating in a meeting at the Ministry of Transport on October 17th. He prefaced this with a reference to the London earnings and said he knew there was some friction with the Cinque Ports but he worked on the simple assumption that the London pilots were desirous of having a common level of earnings.

Conference adopted the report of the General Secretary and Solicitor and adjourned until the afternoon.

EXECUTIVE AUTHORISED TO GO AHEAD

The afternoon's session was taken up with a discussion behind closed doors of the negotiations which the Executive had been actively pursuing for trying to arrive at a satisfactory settlement of the difficult problem of earnings. In view of the delicate stage which they had reached between the two bodies of pilots and the Chamber of Shipping, it had been agreed by all parties that the discussions which had taken place were to be regarded as confidential and for that reason, MR. TATE, whilst fully disclosing the progress of events and the policy which the Executive were following, emphasised the necessity for discretion in order not to break faith with the other parties to the negotiations.

He gave a full review of the situation in amplification of the Secretary's observations in his report, and brought the matter up-to-date by saying that following the meeting at the Ministry on October 17th, there had been a meeting with the Union pilots at which a joint formula had been agreed upon which followed the lines broadly indicated during the meeting at the Ministry as most likely to produce agreement and incorporated the principles which the sub-committee felt essential to the equitable grading of ports. One happy result had been that the safeguards which had now been adopted by both bodies of pilots had satisfied the misgivings of those Union pilots who were opposed to the scheme upon which they had been working,

and he was able to report that he had received a message from Mr. Bird that the joint proposals had received his pilots' unanimous support at a meeting held the day before Conference.

After the proposals had been outlined in considerable detail, a general discussion took place, the outcome of which was that the Executive Committee received the unanimous support of Conference to proceed with the negotiations on the basis which was being put forward.

SECOND DAY

BALANCE SHEET AND ACCOUNTS

The first business was the Honorary Treasurer's report. (The balance sheet and accounts were published in *The Pilot* No. 2, Vol. 33, May, 1955).

MR. WEBB first drew attention to some items on the expenditure side including the increases in the expenses of Conference, Executive and other meetings and officers' travelling. He pointed out that this was due in the case of the Executive to numerous sub-committee meetings, increased railway fares and an additional member on the committee. If the Executive had charged the full expenses incurred by attending these meetings, he said, the total would have been considerably higher because the daily allowance didn't meet the cost. The accounts showed a reserve of £149 : 17 : 6d. for legal expenses in the *Baalbek* case, but the Solicitors retained on behalf of the pilot had agreed with the Secretary to accept £114 in full settlement. Rightly this had been paid out of the capital reserve of between £6,000 and £7,000 which had been built up in days gone by for such purposes. The deficit for the year therefore was really £66 and not £216 as shown in the balance sheet. Mr. Webb then drew attention to the "hardy annual"—subscriptions not paid up. At the end of the year out of the 40 districts, eight had paid not only for the year but also for the following one; 28 others had paid for the year and the remaining four were in arrears for 1954 until the end of March, 1955, to the extent of £41 : 10 : 0d., but when they paid up the actual deficit was £25. Mr. Webb next spoke of the work of the Secretary who had visited 12 ports during the year. This should have been the practice years ago, but in the past it was not thought necessary to make such personal contact and delegates were sent from the districts to meet the Executive. By visiting the ports the Secretary and members of the Executive were able to meet more of the rank and file and listen to what they had to say. Nothing could be more beneficial to the Association, and incidentally, it might lead to increased membership, but it had to be paid for. With regard to membership, Mr. Webb said they had had 78 new members up to date and had lost 38 by death, retirement or resignation. The bulk of the 38 were at Seaham, and but for them the Association would have been up to the old membership of slightly over 750. Looking

ahead, he said he had a hope that the finances of the Association would be slightly on the right side. There was no need to worry about the finances under present conditions if subscriptions were paid up, as they should be, when due, and there was a very healthy general reserve. He added a personal note that he would like to be re-elected as Honorary Treasurer for one more year when he would have been 50 years a member of the U.K.P.A., for 47 of which he had been in office.

The Honorary Treasurer's report having been adopted, a discussion was initiated by MR. HUTCHINGS on the desirability of raising members' subscriptions to the Association. He said they thanked the officers for their efforts and if they were out of pocket as a result of those activities what was going to be done about it? This money had to come from somewhere. He recalled that a good many years ago the pilots from his district proposed an increase in the subscription but were talked out of it. In the changed conditions of these days they must closely question themselves as to whether the subscription was enough for the job.

MR. WILKS likened the raising of extra money to picking barnacles off the rocks with one's fingers, but said that surely 2s. a week was not going to ruin anyone.

MR. PAGE said that more money had to be raised but what were the prospects of getting it from increased membership? "I can promise 17 to 20 new members from Gravesend Channel," he said. "We have young men coming in. Others who dropped out of membership have expressed a wish to come back in view of the work you have been doing just recently. If we could get additional income that way it would avoid the risk of losing one or two through an increase in the subscription, but if an increase is considered necessary I would support it."

MR. NORIE considered the Association's propaganda was very poor. He would like to see every pilot circularised the moment he came into the service. At the moment it was left to the local secretary, or one of us to ask him: "Do you know about the U.K.P.A.?" and the answer was: "What is it?"

MR. HANNAN: Let us be more alive, that is the best propaganda.

MR. RICHMAN supported increased subscriptions and said: "We are the people who should do the propaganda." It was the duty of the secretary of each port, when a new man came along to go to him and say: "Look here, you are in the U.K.P.A." That was what was done at Goole.

MR. GREEN "as one of the pilots from the wilderness" heartily agreed that the visits to the ports were vital and if they had to pay for them they must. After the meeting at Preston they felt that they had some contact with the U.K.P.A. Before it they had not seen any representative of the Association; that was not the way to keep up membership.

MR. GIBBIN said Sunderland wholeheartedly supported an increase in the subscription, and added that they, too, would like a visit from a member of the Executive. If necessary they would have a whip round or in some other way find the money for it.

MR. HOLLAND hoped Conference was not forgetting the money the Association had in reserve. "What is it for," he asked, "Positivity?"

MR. WEBB pointed out that if it were drawn on each year for running expenses, not only would the capital be reduced but also the income from it. He questioned the value of propaganda circulars—about one per cent of the pilots would take them. The way to increase membership was for everyone going away from Conference saying: "I am going to bring in one new member."

MR. GIBBIN suggested that the amount of the increase be left to the Executive Committee to decide and this was supported by Mr. Richman who also urged that when the delegates returned to their ports they should make sure that subscriptions were paid in advance.

MR. WYNN, however, pointed out that if the amount of the increase was referred to the Executive it would mean coming back to Conference next year to get it approved. It would be much better if a definite sum were mentioned in the Conference room. If the increase were a shilling a month they would "clear their yard arm" and if the delegates were generous and made it half-a-crown there would be plenty for a margin.

MR. WEBB said that a shilling a month more would mean about £440 a year—a fifth of the annual income. He went on to pay a tribute to Mr. Griffiths for the interest he had shown in the work and the results achieved. He had been with them two years and had got on his feet and the day was not far off when they would have to reward him.

MR. JAMES put it that they were trying to travel first class on a third class ticket. Members of the Executive were travelling about here, there and everywhere, and he had a feeling that they were out of pocket over it. "Let's do the thing decently," he said. "I propose the subscription be increased to 7s. 6d. per month—that is half-a-crown increase."

The proposition was adopted without opposition.

MR. BENNETT asked when the new subscription would come into force and Mr. Webb replied: "The first of January, most probably."

MR. GRIFFITHS AND THE SECRETARYSHIP

MR. NORIE invited Mr. Griffiths to say something about his own position.

MR. GRIFFITHS, after thanking Conference for the kind remarks about his services, said as far as he was concerned he did not think the Association was in the financial position

to engage a whole-time Secretary. They wanted to be satisfied that the work was efficiently done and if he felt he could not do it in a part-time capacity, or that it might be carried out more efficiently in some other way he would not hesitate to let the Executive know.

EXECUTIVE'S ALLOWANCE INCREASED

MR. PEARCE urged that something should be done about the allowance to the Executive and suggested that it should be doubled.

MR. WEBB: I am not going to give you £4 a day. I think they are entitled to £3.

MR. PEARCE: I heard Mr. Webb say a little while ago it was not his money!

"We don't want to overload the boat," said Mr. SLADE, "and I am certain that every member of the Executive would be satisfied with £3 a day. Mr. Pearce is magnanimous and wants to give us everything but £3 a day would be adequate." Mr. Slade also mentioned that Cardiff paid the two delegates to Conference £3 a day each, but as a member of the Executive he received £2 a day.

MR. EAGLE told Conference that Mr. Tate had said that he stayed in London 15 days in a fortnight. "I don't know how he did it," Mr. Eagle added, "but I have an idea he is badly underpaid and must be out of pocket over his expenses."

On the proposal of Mr. Berry, seconded by Mr. Pearce, Conference agreed, without opposition, to the Executive allowance being increased to £3 a day.

THE TYNE PILOTS

MR. INNES said there was an angle in what Mr. Webb said about increased membership which had been exercising his mind. On the Tyne there was an extraordinary position that although the majority of the pilots were Union men, two of the three members on the Authority were U.K.P.A. men, and one of them, Mr. Marshall, had been on the Executive for 17 years. There was still a strong tie between the Union men and the Association and he sought a lead from the body of the hall as to what could be done.

The point was not taken up by any delegate but Mr. MARSHALL agreed that the fact of two U.K.P.A. men being returned to the Authority showed that there was goodwill toward the Association. "Although some pilots are in the Union," he said, "other very loyal people belong to the U.K.P.A., and I only wish they were all back with us again."

SURCHARGE FOR HOLIDAYS AND NIGHT WORK

MR. HANNAN moved:

That a surcharge of 25% be imposed upon all pilotage rates and charges, when 50% or more of any service is rendered between the official times of sunset and sunrise.

That the surcharge above mentioned be imposed upon all pilotage rates and charges, resulting from services rendered on Sundays and public holidays.

He said that they had seen great improvements in working conditions in industry and people were paid for service which in the case of pilots was looked upon as part of their job. Night work, for instance, was very much tied up with shipping; it was essential for the quick turn-round of ships but there was little evidence that it was appreciated. The effort the pilot made in connection with night work was far too much taken for granted. Many of the aids they had during the day were not available and no one can deny that the strain would "catch up on them" if they had it constantly. It was not unreasonable that they should ask for a surcharge on this type of work. No one particularly wishes to work on a Sunday or Bank Holiday and if a ship were moved it was only at the request of the owner who obtained profit for everything associated with the movement.

MR. GREEN seconded "mainly on the ground of comparison of earnings." In most industrial places to-day there was a lot of "hidden earnings." In Barrow there were engineers earning £8 a week but with little extras this became £12, £15 and more a week. That also applied to dock workers. The pilots' earnings were compared with those so-called basic rates, but it was not a true comparison and the sooner they got into line with extra for night and Sunday work the nearer they would be to it.

MR. GREENWOOD said that Dutch pilots had different rates for winter and summer and on the west coast of South America the pilots would not turn out after 5 o'clock in the evening or before 7 o'clock in the morning. In some cases they were paid double pilotage.

Saturday afternoon was mentioned by Mr. BERRY, and Mr. MORGAN said that dock pilots had time and a half then and double on Sundays.

MR. POLLARD said the resolution would bring to the attention of the shipowners the services the pilots were now giving free.

Other delegates supported the motion, but the Chairman reminded Conference that it was hoped to open negotiations with the Chamber in the near future and they did not want to bite off more than they could chew, but the Executive would deal with the proposal.

The resolution was carried without opposition, it being left to the discretion of the Executive Committee as to the means whereby it should be implemented.

PENSIONS

The next resolution was in the name of MR. TATE, who vacated the chair for the time being and it was taken by Mr. Wynn.

The resolution was as follows:—

That this Association is in favour of the creation of a Pilots' Benefit and Pension Scheme on a national basis by

the amalgamation of all capital sums now standing to the credit of pilots' benefit funds throughout the country and by the establishment of direct contributions from shipowners and pilots alike, and that the Executive Committee be instructed to take all appropriate action to implement such a proposal, if necessary by the introduction of legislation through the medium of the Association's Parliamentary Committee.

MR. TATE said that during the last few years they had talked a lot about earnings and working conditions on a national basis but they seemed to have shelved pensions. No one seemed to be concerned about getting that squared up although an examination of the pensions position revealed a deplorable state of affairs. The limiting factor was the dispersal throughout the country of small groups of pension schemes. In relation to industry, the pensions received by pilots were grossly inadequate. They asked for a certain standard of living and they should ask for a reasonable pension to go with it. The London pilots were paying into one fund administered by Trinity House and their pensions were better, by and large, than those of the rest of the country. He wanted to dispel any idea in Trinity House that those on the outside were wishing to jump on this band wagon, far from it. What he was suggesting was that by an amalgamation of all the funds, every port including those of Trinity House would benefit. Mention of the Trinity House scheme brought up the vexed question of administration. He was not proposing a central fund although he was not afraid of it but he saw a position arising where they might lose control. Unlike any other industry, in pilotage the employer paid nothing.

MR. INNES who seconded said that on the Clyde they were in the process of revising the pension scheme which had not been altered for many years. It was only common sense that the larger the fund, the higher the benefits. He suggested that the Executive should go fully into the matter and report with precise details at the next Conference.

MR. BERRY said that two actuaries had told them that if the Hull fund, which had been in operation for 40 years and now stood at £90,000, were wound up it would in time not be able to meet its commitments, so it appeared to be a bad legacy.

MR. JAMES said the Trinity House scheme was not actuarially sound, but it worked.

MR. PAGE said that the resolution was another example of Mr. Tate's anxiety to help the pilots, but he suggested that it should be amended on more general lines—something to the effect that the Executive be charged with the task of examining the whole question of pilots' pensions. The Trinity House scheme was in its transition stage and the pilots who were paying increased contributions did not want to see it altered. If other ports wanted to come into the scheme on

similar lines the Trinity House pilots would be happy to help in any way they could. The word actuary had been mentioned and to him it was a red rag. The Trinity House fund was not a superannuation fund but a benefit fund and under the charter of Trinity House the capital of such funds was free from income tax which was a very big thing. The pensions were paid out of current income and when the fund reached £500,000 in 1957, it would be possible to increase pensions. It was formerly in two sections, one for London and Southampton and the other for the smaller ports. Now they were finding the advantage of one scheme for some 500 pilots and he asked Mr. Tate not to seek to amend the law but to put his resolution in softer terms.

MR. RICHMAN said that for the past three years the Goole pilots had been trying to do something about their fund. The actuary said that it was insolvent—they always were! The pension was three shillings for every completed year which did not add up to a lot after a lifetime in pilotage. It had been suggested that all these funds managed from one central authority would be to their advantage. He thought it would. The matter should be left with the Executive Committee whose hands were terribly full, but in good time they would report on it.

MR. GARNER considered that a lot of nonsense was talked about their pension funds which compared unfavourably with the schemes of insurance companies, even the worst of them! Yet, the insurance schemes were not insolvent. "I shall never get out the money I have put into our fund" Mr. Garner added.

MR. INNES said that what a man did through an insurance company was his personal business. The question was whether they put the scheme to which they paid compulsorily on a more solid basis. In most ports the schemes included widows and children so they were not insurance in the fullest sense of the word but benefit funds.

MR. PAGE expressed astonishment at the argument of one speaker during the discussion that the shipowner paid.

MR. WEBB congratulated Mr. Tate on the resolution but thought he might have had more success if he had gone wholeheartedly for a national pension fund. With regard to the argument that the shipowner paid, Mr. Webb showed how this could be supported. At an enquiry the main object was to decide what a pilot's net earnings should be. The next consideration was what expenses there were and that included contributions to pension and benefit funds. Then a percentage was added to the net figure, so it could be argued that the shipowner paid the whole lot! Several ports had fairly moderate pension schemes and he was wondering what opposition Mr. Tate would have to win over. Mr. Webb reminded Conference that the Pilotage Authorities were trustees of the funds. On the Clyde, for instance, £100,000 had been accumulated by the money paid by working

pilots since the Authority was created in 1830. Trinity House was probably trustees for the funds at other ports.

MR. CHASE disputed the point that the shipowner paid and MR. WYNN pointed out that the shipowner had always argued that the pilot's contribution to the benefit fund should not be deducted from his gross earnings.

When MR. GIBBINS said that Sunderland had a healthy fund which paid £4 a week, someone asked "Is it solvent?" They also paid widows and dependants and were told to regard the proposals in the resolution with the gravest suspicion. On the lines of the proposed amendment, however, it was worth trying.

MR. GRAINGER said there were a lot of issues involved but he sensed that they were very much together on the question. Two years ago they seemed to be pulling one another down but to-day they were pulling one another up. The principle in the proposal was very strong and they should support it. They should not be afraid of centralisation. He was satisfied that if the whole matter were squared up and a guarantee given that nobody would be worse off but would stand a very good chance of being better off they would all "make it."

MR. HARRIS: We want to reach up to the Civil Service's 50 or 60 per cent!

MR. TATE said he was prepared to accept the amendment to the resolution. He realised that they should have to get together a great deal of information. It was astounding to hear anyone from Sunderland saying they were not doing so badly on £4 a week. The Chamber of Shipping were known to be very interested in improving the pilots' pension conditions.

The resolution amended in this form was then put and carried without opposition.

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

Conference then adjourned until the afternoon.

ELECTIONS

MR. WEBB took the chair at the opening of the afternoon session when the first business was the election of officers. These were carried through very smartly, the first being the President. Conference had no two minds on the subject and promptly adopted the proposal of Mr. Spencer, seconded by Mr. Page that SIR PETER MACDONALD continue as President. The position was much the same with the vice-presidents. Mr. Holland proposed the re-election of MESSRS. TATE and

WYNN. This was seconded simultaneously in several places and carried unanimously.

Likewise MR. WEBB found himself re-appointed honorary treasurer in the twinkling of an eye, but he did manage to get in a few words in reply: "for one more year I will do my best to serve you."

The auditor, MR. J. B. WATLING, was re-appointed on the proposition of Mr. Spencer and the re-election of MR. GRIFFITHS as solicitor seemed to be proposed and seconded in all parts of the room at the same moment. Of course, the vote was unanimous. Mr. Griffiths was not in the room at the time, but when he returned he was informed of his re-election and thanked the delegates.

A vote of thanks was accorded the Editor of *The Pilot* who, in reply, said none of the things he meant to, but it seemed to go down well.

There was a ballot for the four vacancies on the Executive Committee, and this resulted MESSRS. MARSHALL (59 votes), GRAINGER (56), SPENCER (35), and a newcomer, MR. GREEN (38), who was welcomed by Mr. Tate.

MR. GREEN thanked the Conference for "allowing the small ports this representation."

The other resolutions on the agenda were then dealt with.

ADVANCE INFORMATION ON E.T.A.

MR. PERRY on behalf of River Thames (Compulsory) moved:—

That all ships requiring the services of a pilot in a United Kingdom port, should send advance information of their E.T.A. to the pilot station concerned.

He said that before the matter was raised an approach was made to Trinity House who, they were pleased to find, supported the principle and issued a notice to mariners. The shipowners' representative who was on the sub-committee which investigated this said he would do all he could to help in the matter. Unfortunately, it was almost impossible to get the co-operation of the Dutch vessels on the ground of expense. Even more disappointing was the fact that the idea was finally killed by one manager who said the cost would be considerable. On examination it was found to be 1s. 4d. for an exempt ship, which seemed absurd. If they examined the words of section 44, sub-section 2 of the Pilotage Act, it would not be difficult to prove that wireless communication was a means of facilitating a pilot getting on board.

"We must all be pleased that pilots are taking the initiative" said MR. HANNAN in seconding the resolution. "This resolution might be on the agenda for the Chamber of Shipping."

MR. GARNER supported the proposal as a boon to pilots sleeping on a cutter and in arranging reliefs. The chairman (MR. TATE) said the Executive would investigate the

matter and do all they possibly could. The resolution was then carried unanimously.

EXTRA WORK

MR. JAMES on behalf of Isle of Wight (Outward) moved:—

That charges for extra work be not considered when assessing pilots' net earnings.

The chairman asked for a definition of extra work, and Mr. James accepted Mr. Griffiths definition—"all work outside the district and special unusual services rendered inside." MR. HUTCHINGS seconded. Mr. Garner emphasised that he was supporting for the Cinque ports and caused much amusement by a mis-quotation: "Never before on the field of human effort have so few been in agreement with so many." Mr. Norie thought detention aboard ship should be excluded.

MR. BERRY said that at the recent Hull Inquiry the fee they received for docking was included in their earnings.

In the discussion there was an invitation by MR. GRAINGER for somebody from the ports doing a great deal of deep sea work to give information regarding the methods of remuneration.

MR. SPENCER said that the biggest part of the work done outside the district went back to the years of the Selsey Bill limit.

The resolution was carried.

NEXT CONFERENCE

The Chairman said that it was a great advantage to be in London where they had contact with Trinity House and the shipowners.

On the proposition of MR. INNES seconded by MR. BERRY, it was decided to hold the 1956 Conference in London.

SHIPS' LADDERS

A subject which has been before many Conferences—ships' ladders—was revived by MR. GRAINGER who mentioned a case in which one of the Humber pilots was concerned and who was taking action on his own behalf. Mr. Grainger said that he was thinking of the safety of all pilots, and in this case the difficulty was the nationality of the vessel—Dutch.

MR. SPENCER reminded Conference that there was an international agreement on the type of ladder and ropes, and he advised pilots to insist on having the proper equipment and not go up any dirty ladder the ship chose to throw over the side. It was suggested that the Executive should send a letter to the Ministry and Chamber, and it was agreed to leave the matter in their hands.

SIR JOHN INSKIP

At this juncture the doors of the Conference room were opened and Sir John Inskip, escorted by Mr. Griffiths, entered.

"This is a very happy occasion" said Sir John. "I see new faces and a lot of old ones. It is two and a half years since I finished with the pilots. It was a sad day in one sense, but I have got over the parting now and I am back at Conference which is up against the same old problems I expect. I am sure Mr. Griffiths is helping you to steer a passage through all the rocks and shoals which have always beset the path of the pilots. It revives old memories to see you in this room. I hope the pilotage service is flourishing everywhere and that you are a little more settled and happy than you were when I left you. We

tackled the problems in the way we thought best but times are changing and one has to be alert and alive to meet every situation that arises. Thank you for welcoming me here so kindly and if you ask me to come to the next Conference in the summer I shall stand a better chance of getting in somewhere! Thanks very much for past kindnesses, memories of which are revived by this very happy visit. Best wishes." (Applause).

At the end of Sir John's speech, Mr. Holland proposed a vote of thanks to the Chairman, Secretary and the press, and Mr. Tate declared Conference closed.

GUESTS OF THE CHAMBER OF SHIPPING AND TRINITY HOUSE

THE social side of the Conference was represented by three receptions. The value of such functions is important because they bring together representatives of various interests in the pilotage world and the informal conversations which take place promote friendliness and understanding.

Particularly gratifying was an invitation from the President of the Chamber of Shipping to the officers of the Association and their wives to a reception at the Savoy Hotel on October 25, the eve of Conference. It was the first time that such hospitality had been extended to the pilots by the Chamber whose happy thought that the enjoyment of the function would be enhanced by the presence of ladies was greatly appreciated.

The guests were received by the President of the Chamber, Mr. A. R. Anderson, and the Vice-President, Mr. K. R. Pelly, who were accompanied by their wives. Other officials of the Chamber present included the General Manager, Mr. H. E. Gorick; the Chairman of the Pilotage Committee, Sir Gibson Graham, and other shipowner members of the Committee.

After the business on the first day of Conference the U.K.P.A. held a reception on board *Wellington*. The guests included the following:—

Ministry of Transport: Messrs. P. Faulkner, C.B., R. W. N. B. Gilling, A. Broadley, O.B.E., C. S. Micklewright and Miss P. R. Creeth.

Trinity House: Captains D. Dunn, G. C. H. Noakes, R.D., R.N.R. (Retd.), G. P. McCraith and C. St. G. Glasson, Messrs. T. H. Burleigh, M.A., R. S. McLernon, O.B.E., S. Rawlings Smith, O.B.E. and E. Babbs.

Chamber of Shipping: Sir John Gibson Graham and Messrs. A. I. Anderson, K. R. Pelly, M.C., H. E. Gorick, C.B.E., L. J. H. Horner, J. B. Greenwood, T.D., W. J. Everard, C.B.E., W. MacGillivray and A. S. C. Hulton.

The Honourable Company of Master Mariners: Air Chief Marshal Sir Frederick and Lady Bowhill, Captain and Mrs. H. F. Chase, Captain and Mrs. J. D. Elvish, Captain and

Mrs. Spriddell, Captain and Mrs. G. C. Saul and Mr. and Mrs. W. T. C. Smith.

The President's Guests: Commander R. Scott-Miller, M.P. and Messrs. Raymond Gower, M.P., John M. Howard, M.P., W. R. Austen Hudson, M.P., Peter Kirk, M.P., Anthony Kershaw, M.P. and John Arbuthnot, M.P.

They received a cordial welcome from Sir Peter Macdonald, the other officers of the Association and Conference delegates.

At the close of Conference the Corporation of Trinity House were hosts at a reception to meet the Presidents, Vice-Presidents, officers and members of the Executive Committee of the U.K.P.A. As in 1954 the reception was held in the restored Trinity House on Tower Hill.

The Elder Brethren who received the guests were the Deputy Master Captain Sir Gerald Curteis, Captain D. Dunn (Chairman of the Pilotage Committee), Commodores R. L. F. Hubbard and T. L. Owen, and Captains W. R. Chaplin, C. St. G. Glasson, G. C. H. Noakes and G. P. McCraith.

Trinity House officials present were: the Secretary, Mr. T. H. Burleigh; Engineer-in-Chief, Mr. P. W. Hunt; Surveyor of Shipping, Mr. T. Clark; Principal, Corporate Department, Mr. G. D. D'Ombra; Principal, Pilotage Department, Mr. S. Rawlings Smith; Chief Accountant, Mr. J. R. A. Savage; Deputy Principal, Corporate Department, Mr. V. G. Stamp; Deputy Principal, Pilotage Department, Mr. E. Babbs; Public Relations Officer, Mr. A. R. W. Ransley.

In addition to the pilots, the guests included Sir John H. Inskip, members of the London Pilotage Committee (Mr. W. Macgillivray, shipowner representative, and Messrs. W. J. Glassborow and R. V. Palmer, pilots' representatives) and representatives of the Ministry of Transport, the Chamber of Shipping.

The Deputy Master made a brief speech of welcome and extended good wishes for happy piloting in the coming year. Sir Peter Macdonald replied and thanked the Corporation for the hospitality.

NOTES ON EXECUTIVE'S DECEMBER MEETING

THE Executive Committee were at full strength for the meeting on December 14, 1955. MR. TATE presided.

MR. GRIFFITHS reported that he had received a message from SIR PETER MACDONALD regretting that he could not be there, owing to pressing Parliamentary duties.

FINANCE

MR. WEBB reported on the effects of the increased subscription for members and the extra money required to meet the raising of the expenses allowance to members of the Executive Committee. He estimated that there would be an additional charge of £175 a year for Executive meetings and £100 for meetings of the sub-committee.

The question was asked whether the appeal to the ports to conform with rule 5 which requires the payment of subscriptions quarterly in advance had produced results.

Mr. Griffiths said that the situation had greatly improved. He pointed out the difficulty of laying down a uniform system for the collection of the money. The practice varied from port to port; in some cases it was deducted from the pool of earnings before a pilot had his share, in others the local Secretary went round collecting it, and in some instances members sent their subscriptions direct.

MR. INNES said that it could be suggested to secretaries that the money should be put aside once a month as was done at many ports.

LAPSED MEMBERS

There was some discussion regarding pilots who had dropped out of membership, and the terms on which they should be allowed to rejoin. One suggestion was that it might increase membership if, in such cases, a re-entrance fee was waived. This was strongly opposed by some, including the Chairman, who said that there would be indignation among "old faithfuls" who had been paying all the time if lapsed members were allowed back without even paying a fresh entrance fee.

On the proposition of Mr. Webb seconded by Mr. Grainger it was unanimously agreed to continue the present practice and not waive the re-entrance fee of £1.1.0 in any circumstances.

CONFERENCE RESOLUTIONS

The Executive then dealt with the resolutions passed at Conference.

It was agreed that in view of the negotiations taking place it was not opportune to do anything at present about the resolution asking for a surcharge for night work and

services rendered on Sundays and public holidays. The matter will be brought up again when the result of the present negotiations is known.

The Chairman suggested that his resolution regarding pensions should also be allowed to stand over for the same reason, but he was still convinced that something should be done. He mentioned incidentally that arising from the publicity it had received at the time of the Conference there had been communications from "benefactors" who wanted the pilots' pensions on the right basis! They had been astounded at the low pensions paid.

MR. GRAINGER wondered whether information could be got together for future use, but the Chairman said that their experience of writing to ports for information had not been very good.

On the proposition of Mr. Innes, seconded by Mr. Main, the matter was deferred until the next meeting of the Executive.

The River Thames (Compulsory) resolution regarding advance information of E.T.A. led to considerable discussion which revealed differing practices at the ports.

MR. BENNETT considered it essential that E.T.D. should be included which led Mr. Slade to say that at present some pilots were taken on "just as taxi drivers."

MR. GRIFFITHS said it was obvious that practice and requirements varied in different districts and he suggested writing to each Authority where the U.K.P.A. had members so that the letter could be read at a meeting where its contents would be noted by both pilots and shipowners, and arrangements made which best accorded with local conditions.

MR. EAGLE mentioned the Rouen pilots who would not turn out unless they had twenty-four hours' notice of a ship's arrival and she was left to wait another twenty-four hours.

THE CHAIRMAN said the matter must either be tackled resolutely with the Ministry and Chamber of Shipping or left alone, and it was the duty of the Committee to make absolutely certain that effective action was taken to obtain the co-operation of all concerned.

MR. WEBB thought it was indiscreet to go past the Chamber of Shipping; it was like going to the boatswain and ignoring the master.

The part that radio telephony played or should play in the matter was referred to and it was suggested that some shipmasters were not yet R/T conscious.

Mr. Eagle said that action by the Association would show the Chamber of Shipping that they were not always concerned with

money. What was proposed would be to the advantage of pilots and ships.

Mr. Innes proposed that the Association should contact the Chamber of Shipping on the matter and if they did not get satisfaction the Authorities should be written to.

Mr. Eagle seconded and it was carried.

The Chairman: It is our intention to pursue this matter to the end?

The Members: Yes.

The Isle of Wight (Outward) resolution regarding "extra work" provoked the remark from the chair: "This is a problem."

After some discussion when attempts were made to define "extra work," it was decided on the proposition of the Chairman, seconded by Mr. Marshall, to call for further information from the district and to invite information from the Cinque Ports.

NORTH SEA PILOTS

A pilot holding a North Sea certificate wrote on behalf of a large number asking whether they could be admitted to membership of the U.K.P.A.

In the discussion it was pointed out that the constitution of the Association limited ordinary membership to licensed pilots of ports of the United Kingdom. It was agreed to reply regretting that their request could not be granted.

A PRESTON CASE

The circumstances in which disciplinary action had been taken against two Preston pilots were briefly reported by Mr. Griffiths. One of the pilots was cleared but the case against the other stood adjourned, and he was not yet in possession of the full facts.

The matter was deferred until the next meeting.

CURRENT MATTERS

Firth of Forth.—Mr. Griffiths reported that an inquiry had taken place and that fifty per cent of the pilots had supported the Authority in an application for an increase in the schedule of dues by fifteen per cent. The others wanted a far greater increase and had made an application under section 18. The Ministry's decision was awaited. He had not attended as the port was predominately Union.

Goole.—The pilots had applied direct to the Minister with the support of the U.K.P.A. for an improvement in earnings by the abolition of the ballast rate and an increase in their principal pilotage dues from 60% to 100% above the basic rates. The Minister declined to remove the present preference for ships in ballast, but to compensate for its retention had sanctioned an increase in rates to 115% above basic which was estimated to give the full increase applied for, and the pilots were entirely satisfied.

Humber.—Mr. Griffiths said that this was an infinitely more complicated case than that of Goole and for a number of reasons the pilots had been obliged to seek substantial amendments to nearly every clause in their Schedule of Dues. The Minister had approved some and rejected others, but the result was estimated to produce about a 35% increase in earnings, which was naturally a matter of considerable satisfaction to the pilots. The failure of the Minister to approve the inclusion of certain recognised anchorages as defined places for the purposes of the Schedule unfortunately left the present dispute as to the interpretation of certain clauses unsettled, and his rejection of the suggested docking charge was a disappointment. It was estimated that on "current traffic" the alterations would give first-class pilots about £1,170 to £1,180. Mr. Griffiths said that what was now needed on the Humber was the restoration of a better relationship between the pilots and their Authority.

The Chairman: The logic of £1,650 for London and £1,170 for Hull beats me.

Mr. Grainger on behalf of all the Hull pilots thanked Mr. Griffiths for all the work he had done.

Southampton.—It was understood that the Chamber were not opposed to an increase in rates by 7½% to produce £1,650, but no amendment to the bye-laws had yet taken place. Traffic had increased which Trinity House felt called for the licensing of still further pilots bringing the numbers up to 30. (Two additional pilots were very recently licensed). It was hoped that the percentage increase proposed, about which there had been agreement, would with the additional shipping still be sufficient to provide the level of earnings aimed at.

Newhaven.—An interesting change had taken place. This small port had gone from draught to tonnage and there was no objection from the Chamber of Shipping to the pilots getting around £550 a year.

Sunderland.—The Authority are submitting bye-laws for a 25% increase in the existing schedule. This is supported by the pilots.

Newcastle-on-Tyne.—An increase of 25 per cent was also being applied for at this port to bring earnings up to about £1,000 a year.

LEVEL OF EARNINGS

The Chairman reported on the informal meeting at the Chamber of Shipping on November 2nd, and mentioned the arrangements for the meeting on December 19th. He said that they had been repeatedly assured by the Chamber that they were not wittingly delaying the matter, but he pointed out that every month that went by without a decision meant loss of earnings to the districts, because no settlement could be retrospective.

The date of the next meeting was not settled; it will depend on developments.

The Queen Decorates Mr. Grainger



Outside Buckingham Palace. Mr. Grainger, showing the medal, with Mrs. Grainger on his left, and his sister Mrs. Hepworth.

"I am very pleased to give you this" the Queen said to Mr. DOUGLAS GRAINGER at the investiture at Buckingham Palace on November 15, 1955, as she pinned on him the bronze medal for gallantry in saving life at sea. The story of the rescue by him of pilot apprentice Thomas Mulholland appeared in the October issue of *The Pilot*.

There was another presentation to Mr. Grainger, at Hull Guildhall on December 20, when he received a bronze medal and certificate of the Royal Humane Society. Alderman H. Fairbotham, who made the presentation, described the rescue as "one of the bravest deeds of the year."

Thomas Mulholland himself figured as rescuer in an incident at Spurn on October 18.

He, with another apprentice, Peter Yates, who was in charge of the pilot cutter launch, went to the motor vessel *Gaasterland* to pick up the pilot, Mr. Francis Palmer. As the pilot was coming down the ladder he was thrown into the sea. It was pitch dark and there was a gale blowing but Yates skilfully manoeuvred the launch as near as possible to Palmer and then went over the side to help him into the boat. Yates is senior apprentice in the service and in the last of his six years of apprenticeship.

As secretary of the Humber branch of the U.K.P.A., Mr. Grainger wrote to the apprentices: "I wish to express our thanks for the admirable way you reacted to crisis in saving one of our pilots."

To round off the story we offer congratulations to Mr. Grainger on the arrival of his second son, five weeks after the investiture. The Editor suggests that in this case the medal, if any, should go to Mrs. Grainger.

PILOTS FOR STATE VISIT

The Elder Brethren of Trinity House selected Cinque Ports pilot A. Davies and Compulsory River Thames pilot H. J. Wynn to pilot the *Bartolomeu Dias* when, on October 25, she sailed up the Thames with the President of Portugal and Madame Graveiro Lopes on board. Mr. Davies piloted the vessel from Dungeness to Gravesend and then handed over to Mr. Wynn who was responsible for piloting the vessel to her destination at Battle Bridge Tier in the Upper Pool.

The escorting vessel *Tejo* was piloted from Dungeness to Gravesend by Cinque Ports pilot F. A. Chambers who was relieved at Gravesend by Compulsory River Thames pilot W. E. Liley. The escorting vessels *Vouga* and *Lima* were piloted from Gravesend to Greenwich by Compulsory River Thames pilots J. K. Purdon and J. D. Norie.

Mr. GEORGE H. BERRY

MR. GEORGE H. BERRY, senior Humber pilot who retired in August, 1955, had been a member of the U.K.P.A. from the time he joined the service in July, 1920. He and his son, Mr. F. Berry, attended the 1954 Conference as delegates and young Mr. Berry was with us again this year. Mr. Berry senior, became a pilot apprentice in February, 1911, in the cutter *W. A. Massey* and after serving four years his indentures were cancelled by mutual consent so that he could join the Navy for the duration of the war.

At the end of the war he obtained a second mate's ticket and did his square rigged time in the barque *Killoran*. He then did a four months' voyage as mate of the topsail schooner *Welsh Belle*, afterwards joining the Humber pilot service.

A FINE EXAMPLE

MR. J. T. MONTGOMERY, after six years as U.K.P.A. secretary at Ipswich, has handed over to Mr. W. Steele. Practically the last job Mr. Montgomery was responsible for as secretary was to remit to Head Office the pilots' subscriptions for 1956 at the increased rate—a fine example for other ports.

Mr. S. H. EAGLE, son of Executive member, Mr. H. B. Eagle, on his transfer to Southampton, has ceased to be secretary for the Isle of Wight branch and is succeeded by Mr. L. G. FORMAN.

Mr. W. A. F. MALTBY

JUST as this issue of *The Pilot* was going to press we heard with regret of the death at Deal of MR. WILLIAM A. F. MALTBY who was in the London pilotage service for 38 years and retired in 1952. "Bill" Maltby who was 74 years of age was a prominent figure in the service and proud of having started his career as deck-boy aged 13. When only 19 he won the medal for gallantry for diving among burning wreckage to rescue a drowning man.

I shall feel the wrench when it comes to "packing up," but it is quite possible that you may be thinking a change would be beneficial to the Association. In that case I shall not feel the least slighted or hurt. I hope you all had a jolly Christmas and that the New Year will be a very kind and prosperous one.

Ayr, January, 1956. BERNARD C. WEBB.

The President, Mr. Tate and Mr. Griffiths were among the guests at the annual dinner of the Chamber of Shipping.

PERSONAL MESSAGE FROM
Mr. WEBB

I would like to express my sincere appreciation to Conference for having once more re-elected me to the office of Hon. Treasurer. This year will bring me to the fiftieth anniversary of my being a member of the United Kingdom Pilots' Association. For 48 years of that period I have been in office as a local secretary, a member of the Executive Committee, senior vice-president for 13 years and Honorary Treasurer for 16 years.

Local Secretaries:

Aberdeen	R. G. Hall	Aberdeen Harbour Pilots, North Pier, Aberdeen
Ardrossan	A. Knox	Pilot Office, The Harbour, Ardrossan
Barrow-in-Furness	S. Green	63, Furness Park Road, Barrow-in-Furness
Barry	F. W. Llanfear	6, Clement Place, Barry, Glam.
Belfast	G. D. Clelland	Twelve Trees, Galway Park, Dundonald, Co. Down
Berwick-upon-Tweed	T. N. Richardson	Pier House, Berwick-upon-Tweed
Boston, Lincs.	A. V. Howard	25, Main Ridge, Boston, Lincs.
Brixham	E. J. Mardon	Ridley, Berry Head Road, Brixham
Cardiff	S. L. Duggan	Polwithen, Pen-y-Bryn Road, Cyncoed, Cardiff
Clyde (Gourock)	D. M. Main	Ashtower, 22, Victoria Road, Gourock
Cinque Ports	Robert S. Percy	60, Leybourne Road, Dover
Dartmouth	R. R. Gatzias	24, Lower Street, Dartmouth
Falmouth	E. Carlyon	Pilot Boat Association, 14, Arwenak Street, Falmouth
Fleetwood	A. Wright	12, Arthur Street, Fleetwood
Fowey	M. Hingeston-Randolph	Lamorna, Fore Street, Polruan-by-Fowey, Cornwall
Glasgow	J. H. Innes	20, Elie Street, Glasgow, W.2.
Gloucester	L. C. Taylor	Pilotage Office, Sharpness, Glos.
Goole	W. H. Perry	48, Silverdale Road, Hull
Grangemouth	A. McArthur	Pilot Office, The Docks, Grangemouth
Gravesend (Sea)	G. L. Baker	38, Whitehill Lane, Gravesend
Hartlepool	J. R. Hastings	25, Lansdowne Road, West Hartlepool
Harwich	K. C. Davis	9, Queen's Road, Dovercourt
Hull	D. Grainger	Humber Pilots' Society, 50, Queen Street, Hull
Ipswich	W. Steele	45, Dercham Avenue, Ipswich
Isle of Wight (Inw'd)	L. G. Forman	25, Union Street, Ryde
King's Lynn	N. D. Smith	141, Wotton Road, King's Lynn
Leith	G. Duncan	1, Bangholm Villas, Edinburgh
London (River)	J. H. Fife	Saga, 28, Northbridge Road, Gravesend
Middlesbrough	W. E. Guy	27, Barker Road, Linthorpe, Middlesbrough
Newhaven	W. Cross	62, Hill Crest, Newhaven, Sussex
Penzance	A. de Rauffignac	Pilots' Lookout, South Pier, Newlyn
Plymouth	E. Rogers	Pilot Office, 2, The Barbican, Plymouth
Poole	A. W. James	15, Harbour Hill Crescent, Poole, Dorset
Portsmouth	W. F. N. Quinton	Trinity House Pilots, Victoria Pier, Portsmouth
Port Talbot	W. D. Reed	26, Rice Street, Port Talbot
Preston	H. Halsall	Pilotage Office, The Docks, Preston, Lancs.
St. Ives	R. J. Martin	Trewyn, Higher Syr, St. Ives
Seaham	R. Hudson	36, Dene House Road, Seaham
Sheerness	P. J. Hannan	113, Minster Road, Sheerness
Shoreham	A. J. Blaker	Braeside, Old Rectory Gardens, Southwick, Sussex
Southampton	H. B. Eagle	Pilot Office, 18, Queen's Terrace, Southampton
South Shields	R. Marshall	Pilot Office, South Shields
Sunderland	S. Hall	Pilot Office, Old North Pier, Harbour Entrance, Sunderland
Trent	R. Acaster	30, Cranbrook Avenue, Cottingham Road, Hull
Whitehaven	J. R. Tennant	Brooklyn, Crow Park, Whitehaven, Cumberland
Yarmouth	C. Bewley	35, Sussex Road, Gorleston-on-Sea, Yarmouth

Printed by
W. R. HITCHCOCK (*Printers*) LTD.
30, Homefield Road
Wimbledon, S.W.19