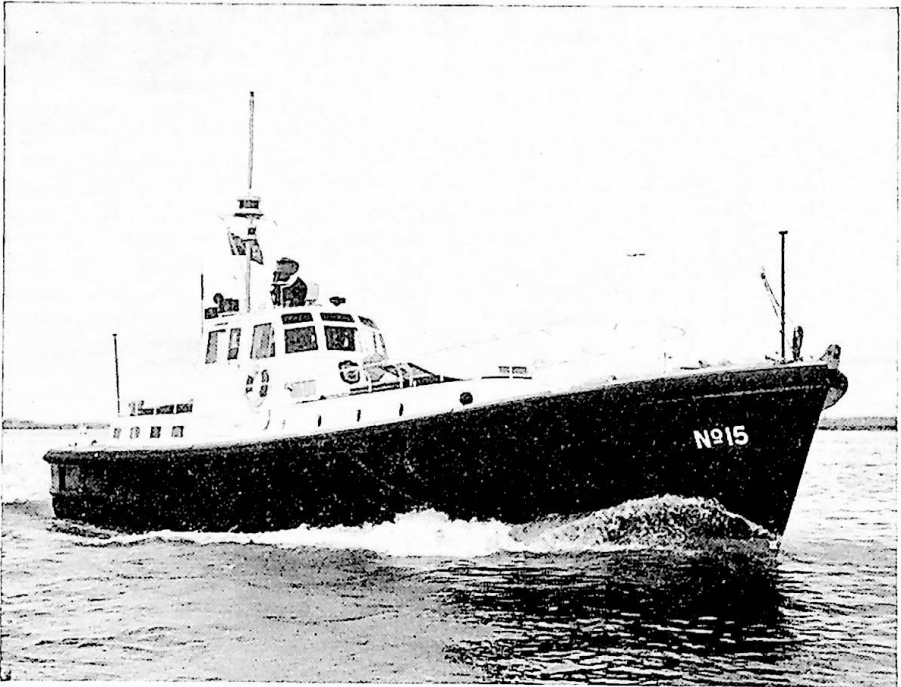


The Pilot

(OFFICIAL ORGAN OF THE UNITED KINGDOM PILOTS' ASSOCIATION)

No. 4 Vol. 37

January, 1959



Pilot Vessel "Leader"

LEADER is the prototype of a new kind of craft for taking pilots from shore to ship. She was designed with the particular requirements of the Needles station in mind and the Elder Brethren of Trinity House have decided that two more vessels of her type are to be built so that the station can be taken over entirely by fast pilot launches. Experiments have also been made with her in the London Pilotage District to see whether such craft can be of use there. Leader is 70 ft. 3ins. overall, has a beam of 15 ft. and a draught of 4 ft. 10 ins. She is powered by two super-charged Rolls-Royce 8 cylinder diesel engines, which each develop 285 b.h.p. and drive her at 16 knots. Her builders were John I. Thornycroft & Co. Ltd. to whom we are indebted for the picture.

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

United Kingdom Pilots' Association

◆

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Executive Committee :

Date elected:

1956 J. H. INNES (Clyde), 16, Belhaven Terrace, Glasgow, W.2.
1958 M. M. MARSHALL (Tyne), 8, Vespasian Street, South Shields.
1956 L. R. SLADE (Cardiff), 111, Windsor Road, Penarth.
1957 D. GRAINGER (Humber), 39, Link Road, Cottingham, E. Yorks.
1957 D. MAIN (Gourock), Ashtower, 22, Victoria Road, Gourock.
1957 S. GREEN (Barrow), 63, Furness Park Road, Barrow-in-Furness.
1958 F. V. JANES (Southampton) Sunrise, Lakewood Road, Chandlers Ford, Hants.
1958 R. B. PAGE (Channel), Channel Pilots' Office, Royal Terrace Pier, Gravesend.
1957 W. C. DUNCAN (Cinque Ports), 23, Waterloo Mansions, Dover.

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, 79, Gloucester Road, S.W.7 (FRemantle 0500).

PROGRESS SINCE CONFERENCE

N.M.B. Award means 5 per cent increase "without strings"— Approach to Pilotage Authorities about Inaugural Pensions Meeting.

SINCE the Conference there have been important developments in two of the principal subjects then discussed — the latest award of the National Maritime Board and pensions.

As in the case of the earlier N.M.B. award it was necessary for representatives of the pilots and the Chamber of Shipping to get together in order to convert the award into a percentage figure to be applied to pilots' earnings. This they did and agreed the figure at 5 per cent. MR. GRIFFITHS accordingly wrote to all Pilotage Authorities on 18th November, 1958 and made formal application on behalf of the pilots for by-laws to be submitted to the Ministry of Transport and Civil Aviation as soon as conveniently possible for increasing their schedules of pilotage dues by 5 per cent.

Some Authorities however, raised the point that as the earnings of the pilots of their port were already within the 10 per cent tolerance on the new basic level, no increase in rates was called for and at first the Chamber of Shipping supported this contention. As a consequence MR. GRIFFITHS arranged an early meeting at the Chamber and MR. TATE and he made it clear that they were not prepared to accept that view and drew the Chamber's attention to the wording of the Letch Report which specifically provides that in the event of a variation in N.M.B. scales of pay both the recommended level of earnings and the pilotage rates shall be adjusted.

At a subsequent meeting at the Chamber they were accompanied by MR. PETER HENDERSON of the Transport Union. In the meantime the Chamber had considered the submission made by MR. TATE and MR. GRIFFITHS and we are pleased to record, accepted it. The point was made quite clear in a letter dated 19th December, 1958 from MR. L. J. H. HORNER, Assistant General Manager of the Chamber to the Ministry.

"The Shipowners' and pilots' organisations", he wrote, "are agreed that the inten-

tion of that recommendation is that the pilotage rates currently in operation should be increased by five per cent without having regard to present net earnings. In other words the increase should be no more or less than 5 per cent".

* * * *

WITH regard to retirement pensions and benefit schemes for pilots and their dependants MR. GRIFFITHS sent the following letter on 18th December, 1958 to all Pilotage Authorities and to the Solicitor of the Dock and Harbour Authorities Association to which a large number of Authorities belong :—

"This Association has had under consideration for a number of years the growing need for the introduction of improved and more adequate arrangements for the provision of pensions and other benefits for pilots and their families upon retirement or in the event of ill-health or accident causing absence from duty.

"For this purpose a preliminary investigation was recently made into the position at a number of ports designed primarily to provide data upon such basic facts as the capital value of each fund, its source of income, qualifications for entitlement, benefits payable and so forth. The result revealed that, with few exceptions, not only are pensions totally out of keeping with generally accepted present day standards, but so many inconsistencies and anomalies exist that the need for some measure of uniformity and standardisation appears an essential first step towards the introduction of any scheme which could be recommended for general use.

"It is appreciated that the position is one of considerable complexity for a variety of reasons amongst them being the widely different dates upon which pension schemes were introduced and the consequent equally wide differences between the *per capita* value of the funds accumulated. Even so,

there is considerable variation and inconsistency over such matters as the sources of income of the fund, the amount of percentage deduction (if any) from gross pilotage, the conditions under which benefits become payable, the relationship of the benefits paid to earnings at the time of retirement, and so on.

"With the improvement in pilots' earnings which has followed upon the adoption of the recommendations contained in the report under the Chairmanship of SIR ROBERT LETCH, and in the light of the reference which that report makes to the need for reviewing the adequacy of pensions, it is hoped that Authorities will share the view of this Association that the time is opportune to convene a meeting of all concerned to consider the matters above referred to. I am accordingly requested by CAPTAIN SIR PETER MACDONALD, the President of the Association, to inquire whether, if such a meeting could be arranged to take place at a convenient date in the New Year, your Authority would be prepared to send a representative to attend, in which event I am authorised to say that the Elder Brethren of Trinity House who are entirely sympathetic towards the proposal have, in order to show their interest, very kindly indicated their willingness to allow the Library of Trinity House to be used for the inaugural meeting.

"This Association has also been in communication with the Transport and General Workers Union with whom we work in close co-operation over pilotage affairs and has received assurances from them of their desire to co-operate to the utmost.

"I should accordingly be grateful if this letter could be given the early consideration of your Authority and this Association informed of their decision as soon as conveniently possible thereafter."

Copies of the letter were also sent to the Ministry and the Chamber for their information.

The matter is being considered by the Pilotage Sub-Committee of the Dock and Harbour Authorities Association on 20th January, after which it is hoped to hear that they will be prepared to send representatives to the inaugural meeting.

Other Authorities have not yet had time to meet and consider MR. GRIFFITHS' letter but replies so far received have been sympathetic.

CONFERENCE ROLL

THE following officers and delegates attended the 71st Conference of the U.K.P.A. held on board H.Q.S. *Wellington* on 5th and 6th November, 1958.

THE PRESIDENT: Sir Peter Macdonald.
 VICE-PRESIDENTS: D. H. Tate and H. J. Wynn (Hon. Treasurer).
 EXECUTIVE COMMITTEE: J. H. Innes, M. M. Marshall, L. R. Slade, F. V. Janes, D. Grainger, D. Main, S. Green, R. B. Page, W. C. Duncan.
 GEN. SEC. & SOLICITOR: C. D. Griffiths.
 BARRY: J. Bennett, J. P. Bennett
 BELFAST: A. G. Starkey.
 CARDIFF: D. Denman, T. Morgan, S. L. Duggan, W. L. Harris.
 GLOUCESTER: R. H. Morgan.
Clyde:
 GLASGOW: Murdock Mackenzie.
 GOUROCK: G. C. Howison
 GOOLE: W. H. Perry.
 HARTLEPOOL: J. Knaggs, T. Pounder.
 HUMBER: F. Berry, J. Hardy, J. Carver, T. W. Plumtree, R. Leighton.
 ISLE OF WIGHT: K. Powell, J. Cooke, J. Hughes.
London:
 CINQUE PORTS: S. C. Williams, R. Percy, N. Knowles, D. Sharp, D. Jones.
 CHANNEL: W. Glassborow, P. Levack, B. Dey, M. Taylor, T. Williamson.
 RIVER: J. D. Norie, J. M. Hanson, D. Perry, R. D. Balmain, C. Little.
 MEDWAY: F. G. Ball (2nd day). G. H. Taylor, J. C. Grier
 NORTH CHANNEL: A. Lucas, F. Capon, K. Davis, G. Holloway, E. Taylor.
 MIDDLESBROUGH: W. E. Guy, J. B. Skipsey, W. H. Young, A. L. Greet.
 PORT TALBOT: E. L. Hare.
 PRESTON: E. N. Chambers.
 SHOREMAN: N. Dalton, R. Carruthers.
 SOUTHAMPTON: K. Hutchings, G. W. Mason, A. D. Howe.
 SUNDERLAND: G. W. Gibbins, G. H. Donkin.
 WORKINGTON: E. G. Branch.
 VISITORS: H. T. Garner (Cinque Ports), J. Brain (Humber), A. A. Holland (Trustees, London Channel retired).

Two fully attended Executive meetings were held, one before and the other immediately after Conference. At the latter North Channel delegates attended and matters relating to their district were discussed.

THE 1958 CONFERENCE

THE PRESIDENT combined two pleasures on the morning of 5th November. They were, first, to open Conference, and then to present to Mr. Tate the pilots' gift.

SIR PETER said he did not know whether there was any significance in the fact that they had chosen Guy Fawkes day for Conference. There wasn't. Conference produced no fireworks or bonfire; not even hot air or a damp squib!

"I have read the report of our Secretary and excellent legal adviser" the President said, "and you will all agree it is a very satisfactory report. It pleases me and it will please you that the long negotiations on earnings have come to a satisfactory conclusion. Every port included in the recommendations except one has accepted the findings and that one exception, Londonderry, is under consideration. It is a very satisfactory position and has come about through the hard work of your Executive and Secretary during all those months. As you know, in the New Year Honours Her Majesty saw fit to honour Mr. Tate for his services to pilotage and we all rejoiced on that occasion. Not to be outdone, the pilots decided to show in concrete form their own personal esteem for all the hard work he had done. There was a magnificent response to the invitation to subscribe and it is my pleasant duty to make this presentation to him on your behalf."

The gift was a tape recorder on which was a plate recording this—

Presented to Daniel H. Tate, M.B.E.
 by members of the
 United Kingdom Pilots' Association
 in appreciation of his outstanding
 and valuable services
 to the pilots of the United Kingdom
 1958.

Amid loud applause the President shook hands with Mr. Tate and handed him a substantial cheque for the balance of the money subscribed.

MR. TATE pretended to be mystified by the significance of giving him a long playing machine and reminded the delegates that they were the people who had come to do the talking so he would say only "Thank you for the magnificent gift which I very much appreciate." Then he went on to say

that the going, up to now, had been a little bit difficult but they had got over the first obstacles "There were others to get over" he continued, "and I rather interpret this gift as a very pleasant thought that I have the backing of the vast majority of pilots in the kingdom. That is a thought that goes a long way to sustain me when things get a bit difficult. I am a pilot and although some rude members of the Executive wonder when I do any pilotage, I do it, but what with pilotage and U.K.P.A. it takes a great deal of one's leisure time. So long as the pilots are prepared to accept me, and I interpret this gift as an appreciation, I am well satisfied."

To round off our references to the presentation this is an appropriate place to give this letter from Mr. Tate.

266, Acklam Road,
 Middlesbrough.
 5th December, 1958.

The Editor of *The Pilot*.

Dear Sir,

May I be allowed, through the medium of the 'Pilot' and with your kind co-operation, to express my thanks to all who made it possible the very lovely gift which was presented to me by the President at the opening of this year's Conference.

I regret on this occasion that I failed to express my thanks adequately nor did I reach those Pilots who did not attend the Conference.

To all may I say, Thank you! and add that both myself and my family very much appreciate the very kind thought which prompted this action.

Yours very sincerely,

DANIEL H. TATE.

Now let us return to the Presidential address. After speaking of the extremely hard work put in by Mr. Griffiths, Sir Peter referred to pensions. There was great disparity between the ports, he said, and a considerable discussion would be needed before they decided what type of scheme they wanted. It was very unfortunate in a way that Trinity House were not prepared to initiate negotiations but they had placed

their library at the Association's disposal and the Wellington was also available if wanted. Pensions constituted one of the most pressing problems at this Conference and at many Conferences to come because it was a very complicated and difficult one to solve.

Having declared Conference open the President left "to do my own job in another

Secretary's Report

REVIEW OF THE YEAR'S WORK

by C. D. GRIFFITHS

WHEN LAST YEAR I was able to commence my review of the year's work by reporting officially that the Committee under the chairmanship of Sir Robert Letch had succeeded in reaching agreement on a level of earnings which both ship-owners and pilots were prepared to recommend for all but a few of the smaller ports in the country, the sense of relief and satisfaction which I believe everyone then experienced, was tempered only by the not unnatural caution of some that they would believe it when they saw it — not on paper, but in operation.

To-day I am happy to report that with one exception only, bye-laws are in force throughout every district covered by the Letch Report bringing its proposals into operation. That simple statement does little to indicate the activity of the Association on your behalf in the year gone by, but I dare say you are concerned not so much with effort as with results.

It would not however be right for anyone to imagine that since last we met there has been a period of relative stagnation — rather has it been one of steady progress towards fulfilment and you now have before you a result which is cause I feel for reasonable gratification.

Progress with the Smaller Ports

I am happy also to add that satisfactory progress has been made with the earnings of the smaller ports, many of whom are now enjoying reasonable increases though there remain a few others in whose cases there are particular difficulties, and their problems have yet to be solved.

place", as he put it, and was given a cordial send off.

The next item on the agenda was the Secretary's report. As this had been circulated to the ports in advance there was a feeling that the delegates might not wish to have it read out by Mr. Griffiths. The point was put to Conference and the answer was emphatic — they wanted it read.

The ports which are of special concern at the moment are Ardrossan (where bye-laws are at present before the Minister) Berwick, Boston, Gloucester, King's Lynn and Wisbech and several of the smaller Trinity Out-ports. With regard to the last named, I have visited the Pilotage Department at the House with Mr. Tate on a number of occasions and steady progress is being made towards the introduction of a reasonable improvement in their earnings. The combined ports of Workington, Whitehaven and Maryport have presented a somewhat special problem. Having negotiated a level of earnings which the pilots somewhat reluctantly accepted, the trade of the port, for exceptional and quite temporary reasons became inflated and no increase in rates was called for. Traffic has since returned to normal and an adjustment in the dues is an urgent necessity.

Not All Smooth Sailing

It would not be correct to assume from the foregoing that the passage has throughout been entirely smooth. The occasional squall has been encountered on the journey. Many Authorities appeared to welcome and appreciate the Report as a constructive contribution on the part of those most directly concerned towards a solution of a problem which had so long eluded answer. With others, despite every endeavour on this Association's part to the contrary, the impression that their position had been overlooked and that there had been a failure to pay proper regard to what they considered was primarily their responsibility seemed most regrettably to persist and rankle, resulting in one or two instances in con-

Secretary's Report

siderable delay and the resort to most ingenious arguments to defeat what seemed to everyone the clear intention of the recommendations.

Indebted to the Chamber

This Association is greatly indebted to the Chamber of Shipping of the United Kingdom for the attitude adopted by them upon these occasions. Once satisfied that the pilots' claim was correct, they never hesitated to make it clear that they supported the view which accorded in letter and in spirit with the agreement we had signed.

It is of course all too common an experience for the most unexpected construction to be placed upon a document intended to do no more than record in simple language the terms of an agreement. I am certainly not imputing bad faith in those who sometimes took a different view but on occasions those who had these problems to handle could not avoid the impression that in isolated instances a most determined effort was being made to frustrate the clear intention of the report.

It has been necessary to make only two applications under section 18 of the Pilotage Act. In one case (Aberdeen) the Chamber of Shipping, after investigation of the claim put forward in support of the pilots' case satisfied themselves that it was in order and made it clear that they had no objection and the application was duly approved by the Minister.

Londonderry Authority's Surprising View

In the other (Londonderry) we have an interesting situation. The Authority, complaining that they were not consulted about the figure, bluntly refuse to accept it. They base their objections upon all the stock grounds — long ago discarded as having any real bearing on what a pilot should earn — and express the somewhat surprising view that earnings of Ulster pilots should be in accordance with the standards prevailing in Eire, a country to which I had not previously realised the people of Northern Ireland looked for guidance. Naturally no reference is made to the widespread dissatisfaction which unhappily exists among many Republican ports (with a withdrawal of services in the port of Dublin this

summer) whereas the pilots of Belfast are a contented body of men serving under an enlightened Authority, which has implemented to the full the recommendations of the Letch report.

This then is a short account of how things have gone as far as rate increases are concerned. You will observe that even under this heading there are a number of ports, although numerically small in pilots, whose affairs are not yet on a satisfactory basis. In a few instances, nothing can be done as the pilots themselves have wisely recognised. If the trade is small and uncertain, as everyone knows, the remedy for falling earnings is not quite so simple as just to increase rates. In the remainder active steps are being taken to do the best we can, in the majority of instances with the sympathetic understanding of Authority and ship-owners alike.

Unfounded Fears

We have therefore hardly got fully under way before the time for review is in sight. Enquiries I have received seem to indicate some apprehension lest by the end of next year everything will once more be in the melting pot and we shall be back in the bad old days again. I do not think there is any justification for such fears. There is no intention to scrap the Report and the many recommendations it contains both as to earnings and other important matters. Quite clearly if it were, something would have to be put in its place.

On the other hand, at the end of the agreed standstill period each side will be free to make proposals, and in practice I venture to think they are not likely to prove of a very fundamental nature. It would of course be surprising if the arrangements contained in the report met with such complete approval that no-one had any suggestions at all.

It is therefore the responsibility of every member of this Association between now and our next annual meeting to give serious thought to the future and to put forward in good time such alterations, additions or amendments as are thought to be desirable.

Problem of Pensions

Turning now to other matters, you will already have seen something of the work of

Secretary's Report

the Executive Committee in connection with the important question of pensions. I do not suppose there will be many who would not agree that the establishment of a satisfactory scheme applying to every pilotage district in the country for the provision of adequate pensions and other benefits for retired pilots and their dependants is a matter second to none in importance, and requiring very early attention.

Resolutions at past Conferences have clearly shown pilots' interest in this problem and the desirability of Pilotage Authorities reviewing the adequacy of their existing arrangements was expressly voiced in the Letch Report. Your Executive have been actively pursuing their investigation of this problem although the major task has fallen upon the sub-committee consisting of Mr. Tate and Mr. Page.

The response to the circular despatched in December last year was most helpful and satisfactory. I would like to say once again how indebted this Association is to its local secretaries who voluntarily undertake so many tasks such as this which must take up a great deal of their leisure time. Valuable data was obtained from the information provided which enabled the sub-committee to gain a broad picture of the position as a whole from which they prepared a most illuminating report largely of course of a purely factual nature.

Patience and Persistence Essential

It was always known that the problem was one of considerable complexity, and I cannot say that anything has come to light which has altered that view. Indeed it will need all the patience and persistence of which we are capable to see this job through. It will also take time. There is little or no consistency as between one port and another.

There is no model set of bye-laws for general application with the result that the sources of income, the percentage contribution (if any) from gross pilotage, the age of retirement and conditions and relative amount of benefit not only vary greatly but are based upon no common principle or indeed upon any discernible principle at all. Small wonder that anomalies and inconsistency abound with all the consequential injustices and hardships which result. This

is a state of affairs which is not altogether surprising when it is remembered that pension schemes are not compulsory (resulting in some Districts having none) and where they have been established they were introduced in the light of local conditions views and prejudices which may or may not have been favourable towards pilots.

In the most recent edition of *The Pilot* I have been able to disclose the steps taken to get to grips with this task. This Association's approach to the Trinity House to sponsor a meeting of representatives of Authorities, shipowners and pilots was sympathetically received, and in the subsequent informal discussion I was left with the strong impression that the Elder Brethren would do all they could to assist provided they could be assured that it was the general and indeed overwhelming wish of pilots throughout the country that they should, and also that they would receive the willing and whole-hearted support of other Pilotage Authorities.

Apathy the Main Enemy

The main enemy in the initial stages I greatly fear will be apathy. I hope I may prove to be wrong. The matter is still under consideration and I hope by the time this report comes to be presented a decision will have been reached. The Executive Committee are by no means unmindful of the size and difficulty of the task it has asked the Elder Brethren to undertake. It is however most respectfully felt that there is no-one better qualified to undertake such a mission with higher prospects of success than the leading Pilotage Authority, with its traditional and widely recognised interest in the well-being of mariners whoever they may be. Our hope is that all concerned may shortly be able to begin consultations with a view to working out joint proposals.

My own advice is that we should make haste slowly. In some few districts the existing arrangements are along the right lines and might be capable of improvement by relatively straight forward means. No-one is committed to anything by an examination of the existing state of affairs — which will be the essential first step. No-one need fear that the lot of the less fortunate is to be improved at the cost of their more circumspect and thrifty colleagues.

Secretary's Report**First Steps**

What the Executive Committee seek to achieve in the initial stages is the removal of anomalies, the introduction of some measure of standardisation and uniformity and above all the acceptance of the principle that the amount of a pilot's pension should bear a reasonable relation to the level of his earnings at the time of retirement in accordance with modern accepted practices.

I have already said elsewhere and I repeat here that we must approach the problem with a due sense of responsibility, in no spirit of "something for nothing" and with full recognition that if improvements are to be obtained pilots must contribute their fair share.

Boarding and Landing Rate

A matter to which I am somewhat surprised to have to make reference is the very unsatisfactory state of the Pilot Boat Account at a number of ports where a separate Boarding and Landing rate has fairly recently been introduced. As far as I am aware the problem is for the moment confined to the smaller ports, but it ought not to arise at all, and when it does, very early action should be taken to investigate the causes and if necessary to seek an appropriate adjustment in the rate.

The intention of such a rate is to ensure as far as possible the provision of sufficient revenue each year to meet the total expenditure for manning and running the boats, and setting aside a reasonable sum for repairs renewals and eventual replacement, and the payment of the interest on invested capital. Provided the boats are efficiently and economically run, and the deficiency which it is sought to remedy is in respect of items of essential and reasonable expenditure, no difficulty is likely to arise in practice over obtaining approval for the necessary increase in the authorised boarding and landing charge.

It goes without saying that pilots should render the fullest co-operation in keeping expenses under this heading down to a minimum, but where despite every effort to that end, income remains insufficient to meet expenditure, the Authority's attention should be drawn to the position and in the event of difficulty I should be informed.

"The Pilot"

In the past it has been my practice in the course of my annual report to refer briefly or at some length (according to the importance of the subject) to the tasks undertaken by your Executive during the year, and to make a few remarks by way of general comment where necessary. At last year's Conference I thought I detected a feeling that perhaps my report was a little longer than really necessary, and as I am always willing to take a hint when the result saves me considerable work, this year, with the invaluable assistance of Mr. Curthoys, I have adopted a somewhat different procedure.

In the publications of *The Pilot* since our last meeting an attempt has been made to cover many of the subjects, hitherto normally included in my report, by short and interesting articles, which, coming from the skilled pen of our revered Editor, have I trust not only made far more palatable reading, but, being received in convenient instalments have kept you far more closely in touch with current affairs and the wide variety of activities of this Association on your behalf as and when they are happening. When therefore we come to item 3 on the Agenda "Debate on the Report" I do not doubt that the Chairman will allow for discussion any of the matters to which reference has already been made in *The Pilot*.

One subject however is of such outstanding interest in the history of this Association that although it has already been fully reported upon, I make no excuse for mentioning again. I concluded my report last year with a few words intended to convey to Mr. Tate at least something of the appreciation and respect he had so universally earned. It is now a matter of history that in the New Year Honours he was awarded the M.B.E., and the occasion was suitably celebrated shortly afterwards by a reception and small dinner party given by Sir Peter Macdonald in the House of Commons. Since then you have all had an opportunity of showing your gratitude in a more tangible form and I am glad to say that as a result of your most generous response a presentation will be made to Mr. Tate of a most magnificent high fidelity radio gramophone with a cheque to enable him to select a most enviable choice of long-playing records.

Strange to say nobody wanted to argue about anything in the report. Its adoption was proposed by Mr. P. J. Bennett who congratulated Mr. Griffiths on an excellent report. Mr. Hardy seconded, and it was agreed.

MEMBERSHIP AND FINANCE

Rather more time than usual was spent on the Association's finances. The balance sheet and accounts which were printed in *The Pilot* last June (pages 10 and 11) were dealt with in some detail by Mr. Wynn who had some very encouraging information on some points. Possibly the most encouraging arose in the discussion when he said that the membership was steadily increasing and since 1956 there had been a net increase of 38, since that time last year. The membership was now 868. It was at its highest in 1939 when it totalled 1,177 out of a possible 1,700. The subscription then was 3s. a month; now it is 7s. 6d.

MR. WYNN said it had never been the policy to build up a large fund, but with the present income they had just managed to get by and he could not foresee any reduction in expenditure if the Association was to continue to function as it should. The income for the year was £60, down, due largely to a drop in the number of new members and an increase in that old item "subscriptions in arrear". The expenditure for the year was down by £305 enabling them to finish with a surplus on the year's working of £573, which was £246, better than in the previous year. The slight improvement was due to the negotiations on the level of earnings being to a large extent concluded, but there were some ports still to be adjusted and these had involved some

TWENTY-EIGHT DAYS ANNUAL LEAVE

Passing on to the resolutions on the agenda, the one in the name of the Medway stirred quite a lot of interest among the delegates. It was as follows:—

That this Conference give earnest consideration to the establishment of a standard scale of leave per annum for all United Kingdom pilots.

First let MR. G. H. TAYLOR, who moved it have his say:—

We on the Medway have had this resolu-

tion in mind for some considerable time, but, with so much important work in the past, especially that leading to what I may crave indulgence to call the "Pilots' Charter", have stayed our hand until this our 71st Conference.

HOW TO INCREASE MEMBERSHIP

A natural outcome of the information given by Mr. Wynn was an inquiry — it came from MR. NORIE as to whether there was any possibility of increasing the membership.

The point was promptly taken up by MR. GRIFFITHS who suggested that there were at least two ways which he would regard as wholly acceptable. The first was that in ports where the overwhelming majority of pilots were in fact members of the Association, every effort should be made to bring in the few who for inexplicable reasons had not joined although they reaped the full benefit of its activities. He was grateful to those ports which saw that new pilots were told about the Association and invited to join. They should be sure that those men were willing to join — the Association did not want any who were unwilling. His second suggestion was that steps might be taken at those ports where the pilots did not belong to any organisation to interest them in the work of the Association with a view to their becoming members. Mr. Griffiths emphasised that he would leave it at that because a large and friendly body in the service were members of the Transport & General Workers Union with whom the Association had most cordial relations and there was no desire on either side to persuade the members of the other organisation to change their allegiance.

The report of the Honorary Treasurer was unanimously adopted.

There are two very important basic principles involved.

(1) The Letch Report having tied up the earnings question until at least 1st January, 1960, if not well beyond that, our ideas and

energies should now be turned to the betterment of the working conditions of all of us.

(2) We all know the motto "Unity is Strength". If working conditions could be streamlined, it would be another step to greater unity and greater strength.

Pilotage as we all well know is an exacting and arduous profession, both physically and mentally and therefore adequate regular leave is an essential not only for our own well-being but for that of the shipping industry as a whole. In all industries, factories and offices the executives all have a standard scale of leave. Why? Because man has not yet achieved a state of physical and mental automation and cannot continue in any one capacity, no matter how arduous or how easy, without an occasional complete break from his task.

We regard the scale of leave to be laid down should be a minimum scale for all United Kingdom pilots.

The five main London stations represented here today may still be the only ones where the earnings were correlated to a definite number of acts of pilotage. You may well say, "Surely this in itself almost automatically brings in a regulated amount of leave? No, without an organised leave scheme acts of pilotage are spread over 365 days or in a leap year 366!!"

This leave should be actual days free of any pilotage obligations whatsoever. For example:— Although a pilot may well work Monday, but owing to shipping fluctuations not work Tuesday and then perhaps work twice as hard on Wednesday, the Tuesday is not a "day off" or day's leave. On many stations on such days the pilot is still liable for call. He cannot leave that ogreish instrument of torture, the telephone; therefore, although not actually piloting he is not free to do as he wishes. If he leaves his house he must also leave a trail of telephone numbers. Leave must be such that the pilot, without let or hindrance can fly to Timbuctoo or back if he so wishes and time permits!

Existing leave schemes must vary widely in both total number of days per annum and in method of allocation. We aim for a minimum total number of days per annum for all pilots realising that owing to the widely varying nature of the stations the actual domestic working as to number of pilots on leave at one time the interval be-

tween periods and so on must be left to the stations themselves to sort out.

Some of you may now be thinking, "Oh, we could not possibly allow each pilot on our station to have say, 50 days leave as we have not sufficient pilots". If that is the case on any one particular station then I submit you are understaffed.

The next thought is, "But then if we get more pilots our earnings will decrease". No, in stations where this state of affairs exists sufficient pilots must be made to allow for leave and the rates increased to support them to the level of the Letch agreement.

The present scale of leave in a well known shipping company is 75 days per annum. Therefore to allow for this leave being granted the owner has to have and pay 14 masters to every 11 ships. We see no reason whatever to prevent a similar principle being applied to all pilotage stations.

Groups of employers of similar status, in our case Pilotage Authorities, vary in benevolence. Some may say, 70 days, some may say 40 and a few may say none — I refer to leave and not hard labour! — and the individual pilot bodies may agree with their own Authority not knowing, or perhaps finding out too late, that the chap 10 miles up the coast has just been granted more leave than you.

This is where action through this Association is invaluable. The Authority which says "none" could well be persuaded to comply with the minimum set by this Association's negotiations exactly the same as has been the case with those who were lax in implementing the Letch recommendations. Not only will it bring about the desired result on this particular problem, but all action taken by a united Association gives added strength to all forms of their negotiations.

Your General Secretary has already read from his report that some bodies may well have some amendments to the Letch Report. Surely eventually the incorporation of working conditions would be an excellent form of amendment.

The resolution was seconded by Mr. Gibbons and in a long discussion many delegates told Conference of their systems of time off — and their hopes!

Early on MR. BERRY asked what was meant by leave and Mr. Taylor said they

had in mind 17 or 21 days en bloc in the summer for each pilot and then, say, a week off after every four weeks' work.

At Hull, MR. BERRY explained they had 69 days off in the year but only 16 days leave and they worked a 27-day cycle. Sunday was a very busy day. He believed the scheme was copied from Southampton.

MR. HUTCHINGS agreed that they had 16 days and he pointed out that leave was regarded in his district as an annual event to be completed in the summer months but they found it needed a bit of doing because the summer months were busier than the winter ones.

MR. HARRISON seemed to be better off with 35 days — three weeks in the summer, one week in the spring and another in the autumn.

MR. NORIE wanted a great deal more information from the ports so that the Executive could arrive at a minimum standard.

The system at Rotterdam was mentioned by MR. M. TAYLOR — two weeks on and one week off, in addition 21 days in the summer and seven days spread over the year in lieu of national holidays.

MR. WILLIAMS suggested that all the Association could do was to get a pronouncement that every pilot was entitled to two or three weeks leave from duty. Apart from that, time off was a local affair. At the Cinque Ports they had the impression that they were entitled to 27 days but it had never been official.

The complication of ports which did not pool was pointed out by MR. MARSHALL and he said those pilots could best say the arrangements they wanted. He favoured a resolution asking the Executive to explore the subject.

MR. CHAMBERS said it was vitally connected with the Letch Report. Surely when the report was drawn up existing conditions were taken into consideration. If a port already had a leave scheme superior to that of other ports it would be taken into account in fixing the earnings.

The Preston pilots had 17 days' annual leave a year and took a further week in five. They believed that the leave periods had been taken into account in the Letch Report. He felt that by casually bringing out the resolution they would be infringing

the machinery of that report and changing the whole set-up on which earnings were based.

MR. HARDY contended that any leave scheme must be related to the number of acts of pilotage a pilot performed in the year.

The CHAIRMAN suggested that whereas a number of ports had a specific number of acts of pilotage related to a period of time that was not the case at other ports. A standard scheme applicable to all ports could not be resolved, but if the Executive were able to go forward and persuade Pilotage Authorities that pilots should have a minimum annual leave of "blank" weeks it would be more satisfactory.

MR. LEVACK wanted a minimum scale of leave introduced into the resolution.

MR. CURRUTHERS mentioned an entirely domestic arrangement at his port whereby each pilot had 21 days' holiday every year in the best months and two days off in every 12 days.

MR. K. DAVIS brought up the question of relating their leave to the Merchant Navy scales, which, he said, had been altered in the past few years.

MR. MORGAN asked Conference not to "think so small" and reminded delegates of the long periods of leave enjoyed by ordinary civil servants.

"I have a feeling" said MR. GARNER, "that everybody is trying to pass you a hot potato. On inspecting our leave book I found a lot of members could not afford a holiday and for that reason any move to disturb the arrangements we have at the moment is going to meet with some disapproval."

The discussion was continued by Messrs. GUY, MORGAN, HARDY, NORIE, YOUNG, PERRY, HARE, HUGHES, PERCY, DUGGAN and JANES; then the SECRETARY intervened to remind delegates that the subject was annual leave or holidays and time off equivalent to that enjoyed by the ordinary individual should not be included.

Before Conference adjourned for lunch the following amendment, drafted by the Secretary was put before the delegates to turn over in their minds before they re-assembled.

That in deciding the proper number of pilots in each district, Pilotage

Authorities should recognise that pilots should be entitled to a minimum of — leave per annum, in addition to normal rest periods equivalent to the periods enjoyed over week-ends and bank holidays in other walks of life.

On reassembling Conference approved the amendment in principle and then considered what period should be inserted in the blank space. Among the suggestions were six weeks, 17 days, and the same period as the Merchant Navy which was said to be 21 days.

The SECRETARY intervened to say, "Pilots are not the only ones with difficult tasks to perform. I have yet to know people who

get seven full weeks' annual holiday and if you are asking me to undertake your mission please give me something which is reasonable."

Then MR. INNES came along with a proposition of 28 days as a minimum and MR. JANES seconded.

MR. NORIE proposed 35 days and MR. LEVACK seconded. This was lost on the vote, the figures being 18 for and 36 against.

Twenty-eight days was then adopted and in reply to Mr. Hutchings the Chairman said that with full information from the ports the Executive would be quite happy about pressing for 28 days.

SPEEDING UP CONFIRMATION OF BYE-LAWS

The following resolution from London River was moved by MR. PERRY and seconded by MR. BALMAIN.

That following the publication of bye-laws in accordance with instructions from the Ministry of Transport and Civil Aviation, if objections are received to their confirmation, they shall be heard by the Ministry, dealt with, and a final decision made within six months from the date of publication.

Ultimately at the suggestion of MR. GRAINGER the word **should** was substituted for **shall** and with that amendment the resolution was adopted.

There was not a long discussion on the subject but some important comments were made by the Secretary.

First of all MR. PERRY recalled the three suggestions by Trinity House for speeding up the machinery for confirming bye-laws which were supported by the 1957 Conference. These suggestions, he said were not as good as they seemed at the time. The present position was painfully slow and it took months or years to get anything done. Surely the Ministry realised that ordinary people could not understand these protracted and apparently unnecessary delays. Mr. Perry also appealed to the Association to renew the efforts which he knew had been made for a number of years to resist any tendency to reintroduce formal inquiries.

The SECRETARY said that they were accustomed to hearing valuable and constructive proposals from Mr. Perry but he wanted to make it abundantly clear that, contrary to what was frequently said, the Ministry to the best of his knowledge had never been responsible for adopting delaying tactics. On the contrary the Ministry were constantly joggling various people to get on with the job.

"I owe it to those admirable and often much maligned civil servants to make it clear that they are blameless of any delaying tactics over pilotage bye-laws", he said.

Mr. Griffiths went on to refer to the extension from 14 days (as suggested by Trinity House) to 21 days (as proposed in the 1957 Conference) of the period within which an objector should be required to substantiate or withdraw his objection. It had been found in practice that three weeks was not too long a time. Since last year they had not experienced the old battle in which they were involved over rates when months developed into years before a case came before the Ministry. In the event of anyone requiring an informal meeting in a case which could not be settled by correspondence, it was not always easy to get a decision within six months from the publication of the bye-laws.

The spirit of the resolution could be acted on. They had no power and the Minister had no power to insist on time limits which were not laid down by law. There might arise some involved problem

to which the answer could not be found within the prescribed limits and further time might be asked for which had to be given: If those responsible for promoting a bye-law found that an objection which had been lodged was not supported within a reasonable time it was up to the promoters to write to the Ministry requesting them to invite the objector to support his objection or withdraw. It was for the Ministry to decide. There were no Rules laying down time limits but they could rest assured that no deliberate or unjustified delay would be countenanced by the Ministry.

Mr. J. D. BENNETT said that Barry waited eight months for the Ministry to decide on a bye-law after all the objections had been heard and it was only by the intervention of the local Member of Parliament that they got the bye-law through.

"ONE UNITED BODY"

The desirability of all pilots being united in one organisation was the theme of a discussion which started in the afternoon of the opening day of Conference and continued for a considerable time on the following morning. Briefly, in the words of the CHAIRMAN, it resulted in Conference directing the Executive to pursue the idea of bringing the two bodies of pilots together.

A LONDON CHANNEL resolution not on the agenda but brought forward with the consent of the Executive led to the discussion. The resolution was:—

That this Conference endorses the action of their Executive in co-operating with union ports in national negotiations but feels strongly that the time has now come to dispense with this cumbersome method of working and to bring the pilots into one united body — this Association.

MR. GLASSBOROW who moved the resolution said there were many pilots who could be brought into the Association but he was not suggesting that they should poach members.

MR. CHAMBERS seconded.

There was a frank exchange of views during the discussion and MR. PAGE spoke of the efforts Mr. Green and he, acting on

MR. GRIFFITHS: I feel there must be some explanation.

MR. BENNETT added that he fully appreciated the difficulty of the Executive and Secretary, and probably without a resolution they might achieve what they were after, but with this resolution behind them they would be strengthened in their arguments with the Ministry and Chamber of Shipping for the removal of this difficult situation. "A great deal of unrest in this country is due to delaying tactics" he concluded.

MR. PERRY made this pertinent remark towards the end of the discussion — "Do you mean to tell me that these delaying tactics can go on for ever? Is there no point where the Ministry says 'I have had enough of this nonsense'?"

behalf of the Executive had made to bring about unity. At the suggestion of the Executive they had discussion with their Union colleagues. Relations between the two bodies, were most friendly. "It is of the utmost importance" added Mr Page "that we should have united pilots and I am hoping for some practical propositions from the Conference".

On this note the session adjourned for the day, giving the delegates a chance to "sleep on" the invitation for suggestions.

When they reassembled the following morning they heard from MR. GREEN some of the suggestions made at the meetings with the Union men. The difficulties were great, "but" Mr. Green continued, "emphatically something should be attempted again because this disunited body is not good. Although we have failed on one occasion we should have another attempt."

CHAIRMAN: I think we are all agreed with Mr. Green. It is our earnest desire that we should come together.

Then from various quarters came a few suggestions which were considered.

MR. WYNN urged the delegates to get all the pilots in their own ports into the Association.

MR. BERRY considered the Letch Report was the greatest step forward. It was

achieved by close co-operation between the Association and the Union. They had proved what they could do and he was in favour of continuing that co-operation.

To finish the subject on a good note we record MR. DUGGAN'S announcement that through his efforts five new pilots at Cardiff joined the Association.

The resolution was adopted.

N.M.B. AWARD

The position regarding the latest National Maritime Board award as far as it concerns pilots is dealt with on page 1 of this issue of *The Pilot*. The matter was mentioned at the Thursday morning session of Conference but in view of the agreement subsequently reached with the Chamber of Shipping only a brief reference to the discussion is necessary.

The SECRETARY read out a letter which Mr. Peter Henderson, national secretary, Waterways Group and Fishing Section of the Union wrote to the Chamber of Shipping.

MR. GRIFFITHS pointed out that on the last occasion the four signatories to the

Letch Report got together and agreed that 7½ per cent was the proper percentage to be applied to pilotage. It was further decided that the notification to the Ministry of Transport of the agreed percentage would come best from the Chamber of Shipping. The Pilotage Authorities were notified and it became necessary for them to submit in the normal way bye-laws increasing the rates. Exactly the same procedure applied in this case. He had seen Mr. Henderson who agreed that he (Mr. Griffiths) should take it up formally with the Chamber of Shipping. This he had done.

"It is being actively attended to" added Mr. Griffiths, "and I am satisfied that the Chamber are hurrying on with it. When it is agreed I will let every port know."

(As members know, this was done.)

Mr. Griffiths also mentioned that in the last instance, through co-operation of the Chamber of Shipping and the Ministry of Transport, the interval between the N.M.B. award and the Ministry's receipt of the Chamber's notifications was only three weeks.

Conference then passed on to the next business.

PENSIONS AND BENEFIT SCHEME

ONE of the most important discussions at the Conference arose on the item on the agenda "Pensions and Benefit Scheme". It was opened by MR. PAGE who admitted that it was a big subject, "I neither know where to begin nor what to tell you — I could probably talk for a couple of hours!" He did not do so, but the delegates gave him a most attentive hearing on quite a long statement, and heartily applauded him when he finished.

"Mr. Griffiths has given you an idea of what has been done; Mr. Tate has done a tremendous work with his Authority, and I with Trinity House" continued Mr. Page. "We have some idea of the difficulties. We have had a mass of correspondence and prepared quite a long report which was given to members of the Executive Committee, and a couple of copies were sent to the Union. The majority of the ports gave us considerable data which we tabulated to the best of our ability, and it is quite obvious that there

are some ports where the position is reasonable so long as you bear in mind the time lag there must be between the increased contributions in recent years and the increase in earnings. The amount of money available for pensions must depend on the pilots' earnings. In some cases where five years ago the pension was one-fifth, although earnings have gone up, pensions have increased only a little, and in some instances not at all.

"We set before us what we thought pilots would like. We formed the impression that they wanted a scheme in which reasonable provision would also be made for dependants, widows and young children. In some existing schemes something is done — a half pension for a widow or a small set sum. You cannot get an immediate improvement unless everybody is determined to have it, and you must be prepared to contribute in some form or other. We have tried to get Union pilots to talk and ex-

change notes, but so far we have failed. However, we are still trying to get co-operation. There is an idea that we want to throw everything into the kitty and work it out fresh. That is not so.

"What the next move is I don't know, but we would like to know whether pilots are agreed on a man receiving on retirement one-half of what he was earning during the latter years of his active service, and if he died on service or after retirement there would be one-half of that sum for his widow and some provision for any dependant children.

"Some ports have a short working life for pilots. Where a port demands a master's certificate the average age of entry is anything between 33 and 40. Some men work until they are 70, but others are compulsorily retired at 65, or optionally at 60. In some ports there is an apprenticeship scheme under which young men come in as cutter staff from the age of 18, so that you get some people with a total service under 30 years and others where it is 40 years or more. A five per cent contribution from earnings would yield for those of 25 or 30 years' service only half what it would for those of 40 to 50 years. The period makes the difference because it all depends on compound interest.

"In the matter of bringing money in, some ports have big funds because in the past on actuarial advice they have failed to pay out the maximum, so it appears that you owe something to the people who have already retired. The whole matter is complex. If we are determined to have better pensions we have to work for them and be prepared to pay a reasonable contribution. There are ports where with the good offices of the Authorities you may be able to get some economies, the overflow from which goes to the benefit funds. The Authorities must be in this and have to be consulted.

"Two-thirds of the ports are not big enough to bring in a complicated scale which would achieve in a few years our aim of enabling a pilot to enjoy his retirement.

"We have tried to get Trinity House to bring the Pilotage Authorities together so that we could meet them and see what assistance we could get. Unfortunately Trinity House are not prepared to take this step, but they have offered facilities in

many ways, and if anything is done they will do their best to help; they were, however, doubtful about the response in some ports.

"Under the Pilotage Act there is no compulsion to have a benefit fund, but it says that a Pilotage Authority may run one or do so in combination with others; it is very loose. We have to convince all the Authorities that there must be pension funds.

"In an average case 10 per cent of current earnings over a reasonable period is necessary to give you what you want. Pilots with 30 years' service retiring at the age of 65 would have to provide 13 per cent. Those who are contributing 2½ per cent and expect a big pension — it is just not there."

The CHAIRMAN followed and said it must be quite obvious that a great deal of spade work had been done and that they had gone deeply into the matter. They had done no more than implement the Conference resolution of a couple of years ago that they should inquire into the matter. They had hoped to have accumulated some facts for the members to give an opinion, but things did not go quite as they hoped and it seemed pointless to go into the matter then. The subject would be pursued and he assured the delegates they would not be committed to anything, but when the Executive were in a position to do so they would give a complete summary.

The SECRETARY supplemented Mr. Page by telling Conference of the various steps in the activities of the sub-committee (Messrs. Tate and Page) leading up to the approach to Trinity House. They had worked hard, he said, on the information supplied by the ports in order to prepare a report with five appendices for submission to the Executive. This they did in March. It was then agreed that he should approach the Union to obtain their co-operation. Accordingly he sent two copies of the report to Mr. O'Leary and suggested an early meeting of the two bodies. Ultimately, after consulting the President, he wrote to Trinity House and suggested that they might convene an inaugural meeting. The Union offered their willing co-operation. He was invited to see Trinity House on the matter and the proposal appeared to be sympathetically received. It was hoped that the inaugural meeting would

have been arranged for that day (6th November) but after the proposal had been considered by the Elder Brethren, Trinity House wrote on 15th October saying that they felt the meeting should be convened by the Association and if that were done they would be pleased to send representatives; also they would allow the library at Trinity House to be used for the meeting. "The letter was received by us with regret and disappointment" added Mr. Griffiths.

ELECTION OF OFFICERS

SIR PETER MACDONALD was unanimously re-elected PRESIDENT on the proposition of MR. J. P. BENNETT, seconded by MR. PERCY.

MR. BENNETT was also first on his feet in proposing MR. TATE'S re-election as senior vice-president and it seemed that everyone in the room wanted to second, so we cannot name anyone in particular. The vote was unanimous and so was that for MR. WYNN as the other vice-president, MR. G. H. TAYLOR being the mover. Both vice-presidents replied "Thank you".

MR. GIBBINS asked that it should go on record that the Sunderland pilots thanked Mr. Tate for his prompt response at short notice when they asked him to meet them in connection with the Letch Report.

The trustees were re-elected on the proposition of MR. PERCY, and MR. HOLLAND, replying, said that as far as he knew they were all alive and would carry on their arduous duties!

MR. WYNN was re-elected hon. treasurer on the proposition of MR. BERRY seconded by MR. SHARP.

MR. DUGGAN proposed the re-election of MR. GRIFFITHS as solicitor and this was promptly agreed.

MR. J. B. WATLING, F.C.A. of Messrs. Watling & Partners was re-appointed auditor.

The ballot for three vacancies on the Executive Committee resulted in the re-election of the retiring members. The voting was MR. PAGE 66, MR. JANES 54, MR. MARSHALL 45, and MR. BALMAIN 23.

MR. MARSHALL mentioned that he had been a member of the Executive for 20 years.

MR. PAGE: I have not been here 20 years — I don't think I could stand the pressure of the last two years!

MR. JANES: I was a new boy two years ago and I have now been here long enough to begin to know something about it. I hope I shall be able to do something more useful than as a looker on.

NEXT CONFERENCE

MR. DUNCAN: I cannot think of any better place than this.

MR. GRAINGER seconded and Conference promptly agreed. Under "any other business" several questions were raised.

LOST INSURANCE CARDS

The legalisation of payment of National Insurance by cheque was advocated by MR. DUNCAN who pointed out the risk of cards being lost. MR. GRAINGER mentioned a case where a pilot lost his card and the authorities were adamant; insisting that payment for a complete card should be made.

MR. LEVACK pressed for steps to be taken to implement the following resolution passed at the 69th Conference in September, 1956.

That this Association shall take immediate steps to secure that where a pilot's licence is revoked or suspended and the pilot appeals under section 28 of the Pilotage Act he shall, on lodging his appeal, be granted a temporary licence similar to his own and effective until the appeal verdict is given.

The SECRETARY pointed out the difficulty of attempting to influence an Authority over the matter which lay within their absolute discretion. A case might well arise of such gravity that it would be unreasonable to expect an Authority to withhold the operation of a suspension particularly if the appeal was obviously frivolous.

A PRESTON QUESTION

MR. CHAMBERS asked how they would stand at Preston as regards an infringement of the Letch Report if the rates for dock pilotage were increased. He had advised his colleagues that in negotiating with a dock authority, as had been arranged, they might be breaking the Letch agreement. It might be that they would go above the toleration margin.

MR. WILLIAMS said that much to their disadvantage outside pilotage was included and they had to accept the position. If it were pilotage it was included in the Letch Report. If an exception was made in the case of dock pilotage they would have to make exceptions in other directions.

MR. GLASSBOROW referred to paragraph 6 (iii) of the Letch Report and said that the Preston proposal was a "fundamental change".

The CHAIRMAN pointed out that in the case of Liverpool outside earnings were excluded.

BARROW CUTTERS

The position regarding the Trinity House order that a pilot should be in charge of the cutter at Barrow was mentioned by MR. GREEN. He said that for some months a competent man had been in charge of the cutter and the pilots wrote to Trinity House saying that in those circumstances they considered the order was rescinded and had no further effect. Trinity House replied that that could not be assumed and a week before Conference the order was confirmed. The pilots did not understand it because it was not for an Authority to say "You are in charge of the pilot boat". At Barrow the pilots owned the cutters but the money they had in them was not the value of the craft. There was a Boat Committee consisting of two sub-commissioners and two pilots who administered and looked after the boats. "The whole matter is still very unsatisfactory" added Mr. Green, "in fact we don't know how much responsibility we have".

Replying to MR. NORIE, MR. GREEN said that the pilots were the nominal owners of the pilot boats. There were nine pilots and the nominal capital was £1,200 — about £130 per pilot — and that was all a pilot got out of the fund.

MR. HUTCHINGS quoted Southampton as similar to Barrow in the general running of the boats. The money from the boarding and landing rate was drawn from the owners and the boats were run by the Pilot

Boat Committee. The boats were in charge of competent boatmen, never a pilot — that was nonsense. Barrow should be given every assistance and support in the matter.

At Cardiff the position is different. MR. DUGGAN told Conference that the pilots owned the cutters and it was laid down that the captain must be a fully qualified pilot — a first class Bristol Channel pilot.

MR. CARRUTHERS asked how they would stand at Shoreham if Trinity House tried to acquire their boats. At present they were owned by pilots and there was no boarding and landing rate.

MR. GREEN: We have almost implored Trinity House on bended knee to take over our boats but they turned us down flat.

The SECRETARY: Trinity House have dodged the issue. They have not withdrawn their letter; and in due course they advertised for a competent boatman to be in charge. The pilots ask "Who is in charge now?" and they cannot get an answer!

MR. HUTCHINGS congratulated Mr. Griffiths on his letter to Trinity House and Mr. Norie wanted it printed in full in *The Pilot*.

"It is highly undesirable to have a misunderstanding between a body of pilots and their Authority", said MR. GRIFFITHS, "but good relations must not be maintained at the cost of the well-being of the pilots".

Other suggestions included one from MR. BERRY that if a pilot took charge of the Barrow cutter he should get a note for services rendered; and another from MR. T. MORGAN, that the Barrow pilots should say to Trinity House, "If you require the cutter to be in charge of a pilot we want an extra man; make him a pilot at the full figure of the Letch Report".

The discussion closed with an assurance from MR. GRIFFITHS that the matter would not be allowed to rest in the present unsatisfactory state.

Conference was then closed by the CHAIRMAN who thanked the delegates for being "so attentive and obliging".

* * *

TWO RECEPTIONS

THE ASSOCIATION held a reception on board the *Wellington* on the evening of the first day of Conference. The guests included Members of Parliament, representatives of the Ministry of Transport and Civil Aviation, Pilotage Authorities and the shipping industry.

They were received by the PRESIDENT and MR. GRIFFITHS. Sir Peter's personal guests included Brigadier Terence Clarke, C.B.E., M.P.; Col. Sir Leonard Ropner, Bt., M.C., M.P.; Commander Ronald Scott-Miller, V.R.D., M.P.; Dr. Reginald Bennett, M.P.; Messrs. John Arbuthnot, M.B.E., T.D., M.P.; John Howard, M.P.; and Peter M. Kirk, M.P.

The other invited guests were:

Ministry of Transport & Civil Aviation

Sir Gilmour Jenkins, K.C.B., K.B.E., M.C.; Messrs. P. Faulkner, C.B.; D. C. Haselgrove, R. W. N. B. Gilling, A. Broadley, O.B.E., D. S. R. Nobes and Miss P. R. Creeth.

Trinity House

Captains G. C. H. Noakes, R.D., R.N.R.; G. P. McCraith and G. E. Barnard and Messrs. T. H. Burleigh, M.A., R. S. McLernon, O.B.E., S. Rawlings Smith, O.B.E., M.Inst.T. and E. Babbs.

Chamber of Shipping of the United Kingdom

Messrs. R. D. Ropner, W. MacGillivray, K. W. Black, E. W. Evans, J. H. Haworth, G. W. Powell, J. C. Radcliffe, O.B.E., J.P.; H. J. Wakefield; Captain J. L. Watson; Messrs. H. E. Gorick, O.B.E., L. J. H. Horner, J. B. Greenwood, L. C. Eversden.

Honourable Company of Master Mariners

Air Chief Marshal Sir Frederick Bowhill, Captain C. St. G. Glasson, Captain G. C. Saul, Captain H. F. Chase and Mr. W. T. C. Smith.

Pilotage Authorities

BARRY: Mr. J. W. Duncan (Chairman) and Mrs. Duncan, Mr. R. J. Thomas (Secretary) and Mrs. Thomas.

FOWEY: Mr. J. L. Toyne (Chairman Sub-Commissioners).

HUMBER: Messrs J. H. Haworth, (Chairman), H. J. Edwards (Secretary).

KING'S LYNN: Mr. T. A. Valentine (General Manager and Clerk).

MANCHESTER: Mr. D. K. Redford (Deputy Secretary, Manchester Ship Canal Company).

NEWCASTLE ON TYNE: Cdr. Henry Row, R.D., R.N.R. and Mrs, K. L. Row.

PORT TALBOT: Sir Geoffrey Byass (Chairman) and Lady Byass.

SOUTHAMPTON: Captain P. A. Morgan (Chairman Sub-Commissioners) and Mrs. Morgan, Mr. S. A. Finnis (Chief Docks Manager British Transport Commission) and Mrs. Finnis.

TEES: Col. Wm. Whitesmith Constantine, M.C., T.D. (Chairman). Mr. R. Sicling (Secretary) and Mrs. Sicling.

Transport & General Workers Union

Messrs. T. O'Leary and P. Henderson.

Miscellaneous

Messrs. H. B. Eagle, J. H. Fife, T. McLoughlin, A. Curthoys and B. M. Davison, O/Cdt. C. T. Griffiths, and O/Cdt. J. Browne.

The widening of the invitation to include for the first time representatives of all the Pilotage Authorities was an interesting development and the social contact would undoubtedly have furthered good relations. Of course, it was recognised that attendance at the reception would involve in many cases long journeys but at one time there was a hope that Trinity House would arrange the inaugural meeting in connection with pensions for the same day and that the same representatives of the Authorities would be able to attend the pilots' function in the evening. It was therefore rather disappointing that the pensions meeting did not come about as originally suggested and the Authorities were not as strongly represented at the reception as we would have liked.

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The Chamber of Shipping paid the Association a compliment after the close of Conference by entertaining the President and officers at a cocktail party at the Savoy Hotel.

They were cordially received by the President of the Chamber, Mr. Robert D. Ropner and Mrs. Ropner, and also at the party met many friends in Government and shipping circles. It was a most enjoyable function and once again showed the excellent terms on which shipowners and pilots can meet.

SMOOTH WATERS FOR PILOTS

The Journal of Commerce and Shipping Telegraph paid a much appreciated compliment to the U.K.P.A. by devoting its leading article with the above heading on 6th November, 1958 to Mr. Griffiths's report to Conference and the reference to pensions was particularly gratifying. By courtesy of the Editor of the Journal we reprint the article.

REPORT presented yesterday by Mr. C. D. Griffiths, general secretary and solicitor, at the annual meeting in London of the United Kingdom Pilots' Association was in happy contrast to those a few years since. That was the period when the association was involved in protracted negotiations in respect of pilots' earning — negotiations which were not resolved until the committee set up under the chairmanship of Sir Robert Letch had published its recommendations in May, 1957. Yesterday, Mr. Griffiths paid tribute to the manner in which those concerned had implemented the agreement resulting from the report. With only one exception, he told delegates, bye-laws are now in force throughout every pilotage district covered by the report bringing its proposals into operation. Satisfactory progress had also been made with the earnings of pilots at the smaller ports "many of whom are now enjoying reasonable increases" although there remained a few other ports where there were particular difficulties.

Although Mr. Griffiths did not say so, credit is due also to the association and its individual members who, for their part, have honoured the agreement reached with shipowners' organisations, port authorities

and Ministry of Transport. All too often of late have binding agreements on wage structures been upset by a fresh round of demands for increases. While it is not suggested that all pilots are content with their present remuneration — like the majority of wage earners they would not be averse to a further increase — they are abiding by the agreement concluded and, in so doing, are setting an example which other sections of the country's employed population might do worse than follow.

The immediate problem which the association is now tackling is that of evolving a satisfactory overall compulsory pension scheme. Mr. Griffiths confessed it will be a task of considerable complexity. Nor would he seem to be far wrong in his assessment, judging by the work confronting the committee. This includes the removal of existing anomalies, the introduction of some measure of standardisation and uniformity and the acceptance of the principle that the amount of a pilot's pension should bear a reasonable relation to the level of his earnings at the time of retirement, "in accordance with modern accepted practices." These objectives seem fair and reasonable and certainly not incapable of solution. Indeed, when account is taken of the important work accomplished by this country's pilotage services and the tremendous volume of shipping, British and foreign, they are called upon to handle in the course of a year, the extraordinary thing is that existing pension schemes should be on such a "hit and miss" basis, with inconsistencies as between districts and in certain areas, no schemes at all. It is an anomalous state of affairs which should certainly be put right.

PILOT PERSONALITIES

MR. KENNETH I. MACLEOD who was licenced as a Channel pilot in August 1945 left the service last October to take up an appointment as Head of Navigation at Lewis Castle College, Stornoway and organiser of navigation for Lewis under the Education Committee for Ross and Cromarty. His colleagues of the Trinity House service join in wishing him success in this new sphere.

Joining P. Henderson & Co., Glasgow, as a cadet in 1927 he remained with the company in various officer ranks until 1940 except for one year — the depression of 1933 — when he was third mate in the Blair line.

During the war he had a remarkably adventurous time. In 1940 he was in the s.s. *Kemmendine* which was captured and sunk by the German raider *Aillantis* in the

Indian Ocean. After several months as prisoner in the raider he was transferred to a prison ship which ran ashore on the coast of Italian Somaliland four weeks later. He then fell into Italian hands and was in prison camps until the British advance in 1941.

On being released he worked with the army for several weeks organising stores, supplies and shipping. Afterwards he went to South Africa and served as chief officer in a South African Government troopship taking troops to Egypt and the Middle East.

Rejoining Henderson's in January 1942 he served in s.s. *Sagaing* which was sunk by Japanese bombers off Trincomalee later that year. Returning home to the United Kingdom Mr. Macleod was a temporary Clyde pilot from August 1942 to July 1945 when he joined the Trinity House service.

* * *

WE OFFER best wishes for a long and happy retirement to Captain A. J. BLAKER, D.S.C., senior pilot at Shoreham, who retired on 5th January of this year after a sea career of nearly 50 years. He went to sea in 1909 and served his apprenticeship with Messrs. W. J. Tatem & Co. of Cardiff. In 1915 he joined the R.N.R. and after service at the Dardanelles, was moved to mine-sweepers in the Dover patrol. While with the patrol he obtained his foreign-going master's certificate, and was appointed lieutenant in command. Demobilised at the end of 1919, Bert as he is known to his many friends, joined the Anglo-Saxon Petroleum Company who at the time were opening up the oil-fields in Venezuela.



Mr. Blaker obtained his pilot's licence at Shoreham in 1925, and we are very pleased to say that he has been a member of the

Association throughout his career in the service.

In our picture Mr. Blaker is aboard the motor vessel *Balmoral*. The occasion was the opening of the new locks by Prince Philip in May of last year.

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MR. REG. G. HOLLAWAY one of the most senior Cinque Ports pilots whose retirement through ill-health after 30 years in the service was dealt with in the last issue of *The Pilot*. As then reported by Mr. R. S. Percy, Mr. and Mrs. Hollaway have settled down at Tankerton, near Whitstable, and have the best wishes of their many friends in the pilotage service.



THE TUG'S POINT OF VIEW

A NEW SCHEME has recently come into operation whereby all candidates for licences as Trinity House London District pilots have to go on board tugs as observers.

All potential London pilots undergo from three to six months' training with licensed pilots and, in future, candidates will be present on board a tug as observers during twenty-four berthing or unberthing, or docking or undocking operations.

Future Sea pilots will go on board tugs operating below Gravesend, and future River pilots will use tugs operating at or above Gravesend. The Elder Brethren feel that this should result in fuller appreciation of mutual problems.

Messrs. William Watkins, Ltd. and Messrs. W. H. J. Alexander Ltd., the two principal London tug owners, are co-operating in the scheme which, it is hoped, will be followed in other United Kingdom ports.

LOCAL SECRETARIES



Aberdeen ...	... W. A. Gervaise ...	Aberdeen Harbour Pilots, North Pier, Aberdeen.
Ardrossan ...	... R. N. Knox ...	Pilot Office, The Harbour, Ardrossan.
Barrow-in-Furness	... R. Raby ...	32 Roa Island, Barrow-in-Furness.
Barry ...	... F. W. Llanfear ...	6 Clement Place, Barry, Glam.
Belfast ...	... A. G. Starkey ...	6 Rosetta Avenue, Ormeau Road, Belfast.
Berwick-upon-Tweed	T. N. Richardson	Pier House, Berwick-upon-Tweed.
Boston, Lincs. ...	... A. V. Howard ...	25 Main Ridge, Boston, Lincs.
Brixham ...	... E. J. Mardon ...	Ridley, Berry Head Road, Brixham.
Cardiff ...	... H. C. Higgins ...	17 Heol-y-Deri, Rhiwbina, Cardiff.
Clyde :-		
Glasgow ...	... J. H. Innes ...	16 Belhaven Terrace, Glasgow, W.2.
Gourock ...	... D. M. Main ...	Ashtower, 22 Victoria Road, Gourock.
Dartmouth ...	... R. R. Gatzias ...	24 Lower Street, Dartmouth.
Falmouth ...	... E. Carlyon ...	Pilot Boat Association, 14 Arwenak Street, Falmouth.
Fowey ...	... M. Hingeston-Randolph ...	Lamorna, Fore Street, Polruan-by-Fowey, Cornwall.
Gloucester ...	... L. C. Taylor ...	Pilotage Office, Sharpness, Glos.
Goole ...	... H. Richman ...	Concord, Thorn Road, Hedon, Hull.
Grangemouth	... A. McArthur ...	Pilot Office, The Docks, Grangemouth.
Hartlepool ...	... T. Pounder ...	16 Gladstone Street, Hartlepool.
Hull ...	... D. Grainger ...	Humber Pilots' Society, 50 Queen Street, Hull.
Ipswich ...	... W. Steele ...	45 Dereham Avenue, Ipswich.
Isle of Wight :-		
Inward ...	... K. E. Powell ...	25 Union Street, Ryde.
Outward ...	... K. J. Hutchings ...	Pilot Office, 18 Queen's Terrace, Southampton.
Leith ...	... T. R. Wilson ...	12 Beresford Gardens, Trinity, Edinburgh.
London :-		
Cinque Ports ...	... Robert S. Percy ...	60 Leybourne Road, Dover.
Channel ...	... M. H. Taylor ...	30 Grange Road, Gravesend.
River ...	... E. J. Hobbs ...	67 Hollybush Road, Gravesend.
Medway ...	... G. H. Taylor ...	56 Minster Road, Sheerness.
North Channel	... K. C. Davis ...	9 Queen's Road, Dovercourt.
Londonderry ...	... C. M. O'Donnell ...	3 Oakfield Drive, Londonderry.
Middlesbrough	... W. E. Guy ...	27 Barker Road, Linthorpe, Middlesbrough.
Newhaven ...	... W. Cross ...	62 Hill Crest, Newhaven, Sussex.
Plymouth ...	... E. Rogers ...	Pilot Office, 2 The Barbican, Plymouth.
Poole ...	... A. W. James ...	15 Harbour Hill Crescent, Poole, Dorset.
Portsmouth ...	... L. K. Mitchell ...	Trinity House Pilots, Victoria Pier, Portsmouth.
Port Talbot ...	... E. Hare ...	8 Bath Street, Port Talbot.
Preston ...	... H. Halsall ...	Pilotage Office, The Docks, Preston, Lancs.
St. Ives ...	... R. J. Martin ...	Trewyn, Higher Ayr, St. Ives.
Shoreham ...	... R. Carruthers ...	Cordillera, Croft Avenue, Southwick, Sussex.
South Shields ...	... R. Marshall ...	Pilot Office, South Shields.
Sunderland ...	... G. H. Donkin ...	8 Melvyn Gardens, Sunderland.
Workington ...	... J. R. Tennant ...	Brooklyn, Crow Park, Whitehaven, Cumberland.
(Whitehaven and Maryport)		
Wisbech ...	... E. M. C. Dale ...	90 Edinburgh Drive, Wisbech.
Yarmouth ...	... C. Bewley ...	35 Sussex Road, Gorleston-on-Sea, Yarmouth.