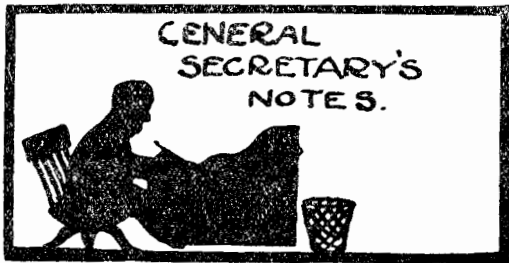


The Customs Journal.

No. 577.

December 4th, 1926.

Fortnightly.



Communications relative to this column should be addressed to Mr. J. Merron, 167, Clive Road, West Dulwich, London, S.E.21.

The Civil Service Arbitration Board has laid it down that the hard-up condition of the State is full and sufficient reason for refusing to servants of the State the pay to which they are justly entitled. If anyone ever had any doubt that this has always been the attitude of the Arbitration Board towards claims for salary and remuneration, the question has now been finally settled by the pronouncement made by the Court on November 19th, when they disposed of a claim by the National Staff Side to abolish the "Super-cut" on the cost-of-living bonus on salaries above £500. It will have special significance just now to P.S.A. members that, though the Court openly admitted that in imposing the "Super-cut" in 1921 the Government had disregarded an "honourable undertaking," they declared themselves, even in those circumstances, unable to ignore the fact that there was no improvement in the financial situation of the country since 1921. The applicants, therefore, lost their case. They lost, in spite of having indisputable right on their side; and in spite of the most expert advocacy the Service can produce.

* * * *

Nothing could more clearly indicate how small are the chances of obtaining justice on salary claims at the present moment. But it must not be thought that the "Super-cut" case is the only indication of this state of affairs. There are numerous other indications in the long string of unsuccessful claims that have been before the Board. The recent case is really a clear and unmistakable explanation of their non-success. It brings home to us with distressing force that the country is unable to fulfil even its financial obligations to its servants.

In view of the admirable letter contributed to the last "Journal" issue by "Action," it is helpful to have this striking evidence coming along just now. The Executive have received much criticism for what is regarded as apathy on the salary question, and it is not often they find themselves possessed of so illuminating a means to demonstrate to the membership the wisdom of their attitude.

Every Executive member is only too eager to press forward with our claims, but they would be failing in their duty if they blindly ignored the circumstances which are only too well known to them. The unpleasant truth must be faced—the moment is not opportune. The important fact, however, is that the Executive are willing and ready to "jump to it" at the slightest sign of favourable conditions.

No doubt some will say that the claim should go forward even with no chances of success, but they will not be persons experienced in these matters. Such a course would be disastrous, and Association leaders who would embark upon it would deserve severe censure from those whose interests are in their safe keeping. The plain truth is, that should we fail through tactical blundering, our last state would be worse than the first; and we positively cannot afford that.

* * * *

I have distinct recollections of the letters of abuse, entreaty, and demand with which I was bombarded because the Association did not immediately accept the Treasury's offer regarding increased initial pay for the 1923 entrants in the year 1924. On that occasion the Executive took up a similar attitude to the present. They staked their reputation on their good judgment; and subsequent events fully justified them. Better terms were secured for the 1923 entrants, and there is not the slightest doubt that this happy result was due to a careful and intelligent study of current Service conditions.

* * * *

"Action" ventures the opinion that Executive members do not know the meaning of the word "necessity." He is utterly wrong. Those of the Executive who are not in the same position as he is himself, have experienced the trials of existing in lodgings on the princely salary of 18s. per week, and without emoluments of any kind. Probationers were then not even provided with uniform. I do not wish to condemn "Action" for his unfounded supposition—such letters as his are, unfortunately, only too scarce in the "Journal" columns—but I would

assure him that the Executive have every reason to be sympathetic with the pitiable condition of those who are compelled to exist on a total salary which, even if rent and clothing were free, is barely sufficient to keep a family in food.

A point that must not be lost sight of is that the people who suffer in this way are not all in the Waterguard. Indeed, there are thousands in other Civil Service Departments just as badly underpaid, if not worse. The question is one that affects the whole Service, and if we are to be successful in our own claims, we must keep pace with the general Service agitation to improve the salary scales of lowly-paid officials. The insufficient pay of the entrants to the Waterguard is the direct outcome of the Government's present attitude towards Civil Servants' salaries, and this attitude is being constantly attacked, though with little success, by our representatives on the National Staff Side. It is the cause of a movement that has now commenced for a minimum living wage.

The comparison that has been made between Police pay and the pay of the A.P.O. Grade is useless because it leads nowhere. It was used by the Association at our last salary claim and was unsuccessful. The argument by "Action" regarding the relative values of the work performed is, of course, quite sound, and at one time the Police wages were low enough to make the powers-that-be only too glad to quote them against us. Since then, however, developments in industrial conditions have made it dangerous to keep the guardians of law and order on wages that might cause them at a critical moment to be too sympathetic with other wage-earners. Police wages are now abnormally high, and cannot be used as a criterion.

* * *

At long last a full meeting of the Waterguard Sectional Committee has taken place, on November 25th. This year has been so full of disturbing happenings that several prospective dates for this event had to be abandoned. Now, however, we have succeeded in getting full discussion on the many matters remitted to the Sectional by the Association. The meeting lasted from 11.30 a.m. until nearly 6 p.m.

The most important item was Recruitment. A great deal of discussion took place on this subject, but it was found impossible to reach complete agreement. There is reason to hope that the examination will not be the free-and-easy affair that some of us feared.

The informal Sub-Committee on Uniform submitted the result of their efforts to solve the many difficulties connected with this subject. The Staff Side expressed satisfaction with the progress made, and it is thought that the measures that are now to be taken will materially reduce complaints regarding uniform clothing.

Claims for increased Annual Leave were put forward for all Waterguard Grades. The Staff

Side made out a very strong case, and the matter now stands adjourned, at the request of the Official Side, for further investigation.

Several other matters were dealt with, including Seniority, Electric Lamps, and the request for a Waterguard Code. It is not possible to give full details here of all that transpired at the meeting, but a full report will appear in due course.

* * *

The voting papers in connection with Monthly Pay for the A.P.O. Grade are coming in very slowly. So far there is a decided tendency towards the adoption of monthly pay. It is hoped that officers concerned will not overlook the importance of recording their vote either one way or the other. The plebiscite will be useless if the bulk of the Grade do not take part.

* * *

The cost of living is still on the up grade. The figure is now 79, being an increase of five points over the previous month. In view of the fact that there is every prospect of our regaining next March the two twenty-sixths lost on the last revision of bonus, it is most interesting to note that the new "non-political" Government Service Clerical Society is to attempt a consolidation of the bonus at 50 per cent. above the 1914 figure. I understand that the reason for this move is to create in the public mind a more lofty impression regarding Civil Servants.

J. MERRON.

VOCATIONAL EDUCATION.

THE COMMITTEE GETS TO WORK.

Acting upon the instructions of the Council, the London Branch recently put before them the names of officers nominated for the Vocational Education Committee. Out of these the Council has chosen the three to form the Committee, together with the Secretary. The Committee as it stands now is composed of Messrs. Clague, Foster and Hogg, the Secretary being Mr. Purser. They have already met as a Committee, and we have no doubt that the results of their deliberations will soon be felt in their activities.

In interviews with these gentlemen we have been struck by their keenness, and in congratulating them upon their appointment, we feel bound to congratulate future students upon the body that will in future have their interests at heart. Much will, of course, depend upon the way in which the new Committee tackles its job. It is no light task that has been undertaken, but we are confident that the task has been placed in very capable hands, and we have little doubt as to the success that will attend their efforts.

PREVENTIVE STAFF ASSOCIATION.**SWANSEA.**

The annual meeting was held at the Market Café recently, a good attendance being recorded.

The following posts were filled:—Chairman, Mr. Chaplin, A.P.O.; District Secretary, Mr. Ford, A.P.O.; District Organiser, Mr. Bottel, P.O.; Correspondent to the "C.J.," Mr. Burge, P.O.

The question of uniform was discussed, and dissatisfaction was expressed regarding the May issue. The matter was adjourned until the next meeting.

Appreciation was shown to the officers who had officiated during the past year.

BETWEEN TIDES.**PARAGRAPHS FROM THE DISTRICTS.****LONDON.**

The official intimation that all the restrictions on coal had been removed was received with great thankfulness. On one station, which had been seriously affected by the importation of coal, a coal return, carefully compiled in vain, was gleefully burnt with all the ceremony worthy of the occasion, and the ashes consigned to the four winds of heaven.

The most striking piece of news from this port at the moment is a good stroke of business successfully negotiated by the Local Whitley Committee in something like record time. A matter of grave importance was raised by the Gravesend staff in connection with the treatment of vessels under the Health Regulations. Apparently the practice at Gravesend has been for the Medical Officer to accompany the Quarantine Launch on its patrol, and members of the staff foresaw difficulties at such times when it was impossible for the M.O. to be present on the launch; difficulties that might easily lead to serious consequences. The matter was at once dealt with through the Local Whitley channels, and by the prompt action of the Chairman and Vice-Chairman the difficulty was speedily rectified. Great credit is due to the Gravesend staff in first raising the matter, and to the officials of the L.W.C. in promptly settling this important item.

It is a unique case amply showing the advantages of Whitley to both sides, and such cases can only add more power to the system and increase the mutual understanding of the two sides represented.

SOUTH SIDE CRICKET CLUB.

I understand that this club is making rapid progress towards digging itself in. The Committee is determined during the interval pre-

ceding the actual playing season to firmly establish the club on a good sound basis. They have certainly started early and well, and have already strong backing both financially and morally. I am informed that there are already something like fifty members enrolled, and that the Committee have secured a ground with facilities for playing ten home Saturday matches and the use of the ground for two nights per week for practice, and, in addition, the use of sight screens, practice nets, dressing accommodation, and umpires' jackets. If the splendid preparations being made and the results so far obtained can be taken as a guide, it is almost assured that there are in store for the South side officers many an enjoyable half-day to come.

NORTH SIDE CRICKET CLUB.

We are pleased to be able to report that the social welfare of the P.S.A. members of this Branch is spreading. I say P.S.A. members unreservedly, because the London membership is practically 100 per cent., and although it is not an Association affair, one might be entitled to the view that the social aspect of all P.S.A. members might in the not too distant future be part of the business of the Association itself. At all events, a few officers of the North side have succeeded in calling a meeting to form a Cricket Club on their side of Father Thames.

On November 23rd the meeting was held and a Committee was formed. The club is to be known as the Customs and Excise Social and Sports Club (North Side). As a result of the presence of some of the South Side officers at the meeting, we are led to believe that social evenings will be run by the two clubs in conjunction, with the object of dividing the proceeds (if any) between each. As a commencement in this direction, it is proposed to run a solo whist drive for men only in the near future.

CARDIFF.

Mr. A. J. Lennon, P.O., was accidentally drowned in the Roath Dock on November 16th, during the early morning. (See report in another column.)

FOLKESTONE.

At the Police Court, on November 24th, a first-class passenger was charged with concealing thirteen silk articles (T.V.D. £76) with intent to defraud the Customs of the duty thereon. Her reason for not declaring them was that she intended taking them to her sisters as presents. After hearing the evidence, the magistrates fined her £25 6s. 8d. (single value and duty). The goods were discovered by Mr. A. V. Simpkin, A.P.O., acting under the supervision of Mr. T. W. Atkins, P.O.

The case was conducted by Mr. W. P. Shearman, C.P.O.



The distressing news from Cardiff reminds us of the risks we run daily, and we hasten to associate ourselves with our colleagues at Cardiff and Swansea in their expressions of sympathy and sorrow with the relatives of the late Mr. Lennon.

There are many traps for those whose duties take them at night through badly-lighted (and sometimes unlighted) docks and rivers, along irregular quays, over slippery iron-decked barges, running the gauntlet of networks of mooring wires and ropes, climbing rope ladders anything up to 40 or 50 feet in length. Certain risk attaches to these things in broad daylight, but at night, with vision much more limited, one often wonders how things have gone so well as they have. Instructions are fairly definite as to taking risk, but to shun risk to the letter has the effect of writing oneself down as incompetent. A fault in a ladder is not seen at night time, and many an aching shin has testified to the invisibility of a wire rope. It is, therefore, with a very full-hearted sympathy that we offer our condolences to those who mourn the loss of our colleague.

* * * *

Our next issue will be the last for the present calendar year, and preparations are nearing completion for making that number specially enlarged, as we did twelve months ago. Contributions are coming in, somewhat slowly at first, but none the less surely, and we hope to present to our readers a Christmas Number at least as interesting as the last. We have named December 6th as the day on which all matter should have reached us, and we have every confidence that this point will have been noted.

* * * *

Our columns are necessarily devoted mainly to the discussion of matters affecting us in our official life, and to the publication of news peculiarly interesting to us as members of the Preventive Staff. There are those who consider that these pages should be devoted solely to these objects, and that we should not turn aside for one moment to indulge in levity. We honour these for their opinion, for they are invariably serious-minded critics, and are almost without exception active members of our Association. At the same time, we feel that a departure occasionally into the realms of humour must be of infinite benefit, for most people like a little sauce with their cold meat. We have heard of no very pronounced frowns over "The Lighter

Side" in the last issue, and the news that an article by "Salts" is likely to become a more or less regular feature has been hailed in many quarters with acclamation. We are glad of the appreciation. Humanity is all the better for a joke. "The Lighter Side" will, we trust, provide just that relief which makes the picture a pleasure to look upon.

THE PROBLEM OF INSURANCE.

(Contributed by W. LITTLER.)

Several distressing cases during recent years have shown the necessity of giving the most careful attention to the question of insurance. It would be difficult for Civil Servants of any rank to be over-insured, and it is impossible for Customs officials with dependent families to be insured too heavily.

The real difficulty is to arrange an insurance scheme that shall meet all requirements and be reasonably satisfactory. In many cases the provision for dependents in the event of the death of the breadwinner can only be regarded as hopelessly inadequate. Quite frequently this inadequacy is accentuated by faulty insurance arrangements.

One of the most deserving cases that has recently been the subject of an appeal to the Service was, with one exception, flawless. The man had not married too early, his family was not too large, he had insured up to the limit of his means. Where, then, was the flaw? He had made one mistake, not by any means uncommon. All the money that could be earmarked for insurance purposes had been put into endowment policies. A luxury had displaced a necessity. Had the same amount been invested in plain life insurance, the yield would have been 80 per cent. higher. Proof of this point will be found in the appended comparisons of the two forms of insurance, and it is an all important point.

	LIFE.			ENDOWMENT.			Comparative yield	
	Premium per £100.			25 years' premium per £100.			for same premium	
	£	s.	d.	£	s.	d.	Endow.	LIFE.
Age 25 ...	1	12	0	3	6	0	100	206
Age 30 ...	1	17	0	3	8	0	100	184
Age 35 ...	2	3	0	3	10	0	100	163

The correct view of endowment assurance—an admirable form of investment in itself—is that it is a luxury which should only be indulged in when plain necessities have been met.

Where a man has a wife and children to safeguard, an ultimate provision of at least three years' income should be the minimum ideal. How many reach this standard?

In certain cases it should be considerably higher, e.g., where a child is studying for a professional career and the father's death would of necessity compel abandonment of the project

unless the contingency had been foreseen and provided against.

Probably no two sets of circumstances are exactly alike, nor are contingencies the same at all periods of life. The latter are continually varying. Hence, actual requirements should be carefully considered and met to the utmost capacity of means. The longer insurance is deferred, the more costly it becomes. Generally speaking, the only way for the majority of family men eventually to become reasonably insured is to effect new insurances as soon as possible after a new consideration arises, and preferably to write off expected increments against premiums by authorising their deduction from salary. Furthermore, it is good policy to review the position at frequent intervals and ascertain whether any material changes have taken place.

Let us consider an average case. A man marries, and perhaps for some time is satisfied that in the event of his death his wife could follow her former trade or profession. If he has no other dependent relatives, perhaps insurance can be postponed for awhile. Time passes, and the fact that his wife is becoming increasingly out of touch with her former means of livelihood must be taken into consideration and a sufficient insurance effected.

In the ordinary course of events, children are born, and while they are of tender years it is an almost criminal act not to make substantial provision against the father's untimely decease, even though resources are of the slenderest description. Maximum insurance can be obtained by life premiums at half rates for five years, and the completion of a simple form will provide an immediate payment on proof of death.

At a later stage, the son or daughter may go into training for a professional career. In such a case, a careful balance must be struck between the amount of insurance that would be permanently advisable and that required for temporary purposes. On the fairly safe assumption that a little money must be made to go a long way, a good plan is to take out a short term insurance at the low premiums charged by many insurance companies. By judicious combination of life and short term premiums, it is possible for any official to provide five years' income in the event of his death during this period and so avert a cataclysm. True, the premiums are absolutely lost, but the risk has been covered and full value received.

Still later, the children themselves may become the best of insurances, and as this possibility materialises, and the wheel is full circle, then, and only then, can the average Civil Servant begin to think of endowment insurance.

What, then, is the best all-round form of insurance for a Customs and Excise official. Undoubtedly a substantial policy, or better still, a series of policies as circumstances progressively dictate, in the Customs Fund. In this Society, owing to the specially selected class of

lives, the amount of voluntary service available, free office accommodation, low overhead expenses, and special sources of profit available, maximum value can be obtained and substantial profits earned, as the following instances and comparisons will show:—

Age 30, Premium £2 8s. per annum—

Profits per £100 in 30 years, Customs Fund £72
Average profit of 6 first-class companies ... £51

Of these companies, none exceeded the profits of the Customs Fund, and only one showed a fair comparison. One has made a considerable bid for Civil Service Insurance, and the following figures have been published during the coming year: Insurance age 30, for 30 years' premiums, quarterly premiums per cent. £2 18s., bonus on £1,000 on basis of last valuation, £480. In comparison with this, on the same figures, the Customs Fund shows a bonus of £840.

It must not be overlooked that an insurance in the Customs Fund can be made to serve many of the purposes of an endowment assurance, e.g., the surrender value of two-thirds of the insurance can be borrowed at, say, age 60, and the profits still accruing on the remaining third are sufficient to extinguish the interest on the loan. On the whole, the profits which have been added to the original insurance are so substantial that such a loan compares not unfavourably with the yield of a similar sum in premiums invested in endowment policies, while, unlike the endowment proposition, some insurance, probably sufficient, still remains intact.

A reasonable amount of insurance in the Customs Fund is also the best method of house purchase, since the full survey value of a house can be obtained at reasonable rates of interest charged upon outstanding quarterly balances only, and legal expenses—an important consideration—are very low. This method of buying a house while retaining full insurance cover should be contrasted carefully with the various life and house purchase policies, which may leave a man uninsured, and practically uninsurable on the grounds of cost, at a time when he most requires cover.

A special advantage of a Customs Fund insurance is that such insurances are not aggregated with other estates for death duties, but every insurance is assessed as a separate estate, and so pays a lower rate of duty.

In conclusion, the writer has felt impelled to publish this article by the many instances which have come to his personal knowledge of gross under-insurance or faulty insurance. There must be many other such cases, and if the necessary thought is stimulated by these few remarks, they will not have been written in vain. The fullest information and advice will be tendered on any insurance problem that may be propounded, on application to the Secretary of the Customs Fund, Custom House, London, E.C.3, or to any of the Directors.

CIVIL SERVICE CONFEDERATION.

REPORT OF EXECUTIVE COMMITTEE MEETING.

A meeting of the Executive Committee of the Civil Service Confederation was held on Monday, November 15th, 1926, at the Emerson Club, 1, Little George Street, Westminster. Mr. W. H. James presided over an attendance of thirty-one.

Reports were given of recent proceedings of the Staff Side of the National Whitley Council, particularly on the subjects of: Super-cut Arbitration; Arbitration procedure; Provincial Differentiation Arbitration; the withdrawal of the Joint Consultative Committee from the National Whitley Council; Acting Allowances; and the proposed appointment by the National Staff Side of a Higher Grades Committee. Certain nominations for the proposed Higher Grades Committee were agreed upon.

A communication was received from the National Staff Side drawing attention to the terms of a resolution on the subject of the recognition of associations, adopted by a meeting of representatives of Departmental Staff Sides held on November 1st, 1926, and it was decided that this resolution be conveyed to constituent organisations of the Confederation. The resolution is in the following terms:—

"With a view to ensuring the uniformity of practice as between the National Staff Side and Departmental Staff Sides, the Staff Sides of Departmental Councils be recommended to incorporate in their Staff Side rules a proviso that representations on Departmental Staff Sides should not be conceded, or, where it has been conceded, should not be maintained, to organisations which are not recognised by the National Staff Side or are not affiliated to the National Council (Staff Side), through their appropriate groups, any cases of doubt being referred to the National Council (Staff Side) for decision."

A letter was also received from the National Staff Side asking for the views of the Confederation on the subject of a resolution, which was under consideration by the National Staff Side, in the following terms:—

"That this Staff Side endeavour to secure that National Health Insurance benefit shall not be deducted from the sick pay of unestablished members of the staff."

It having been reported that steps had been taken to obtain the opinions of constituent organisations of the Confederation with unestablished members, which were in favour of the proposal contained in the resolution, it was agreed that the resolution be supported, and that the Confederation representatives on the National Whitley Council be instructed accordingly.

A letter was received from the Warehouse Supervisors' Association of H.M. Stationery Office, conveying a resolution passed by the Annual General Meeting of the Association, ex-

pressing appreciation of the services rendered by Mr. George Chase and Mr. W. H. James in conducting, on behalf of the Association, the case recently heard by the Arbitration Court.

Consideration was given to the draft Half-yearly Report and the Report on Parliamentary and Publicity Work, and, subject to certain amendments, these reports were approved for presentation to the Half-yearly Council Meeting on November 27th, 1926.

Reports were given of the adjourned conference held on October 29th of organisations interested in the subject of affiliation to outside industrial and political bodies, at which the Confederation had been represented. It had been decided by this conference that action should be taken at once, and that a Civil Rights Defence Committee be set up for this purpose. The Executive Committee decided that the General Secretary and Mr. Reg. D. Crook be appointed to represent the Confederation on this Committee, of which Mr. W. J. Brown is Secretary. It was also reported that a communication on the subject of the right of affiliation had been addressed to all Members of Parliament by the Parliamentary and Publicity Officer of the Confederation.

Reports were given of recent proceedings of the Executive Committee of the International Federation of Civil Servants and Teachers, the Civil Service Equal Pay Committee, and the National Federation of Professional Workers. At the Council meeting of the National Federation of Professional Workers, held on November 13th, a resolution on the subject of Income Tax Allowances had been adopted, on the motion of the Confederation, in the following terms:—

"That representations be made to proper authorities to have contributions by compulsory and voluntary contributors under National Health Insurance and Widows' and Orphans' Pensions Schemes admissible for relief from Income Tax."

The Confederation was also represented at a conference of unions enrolling clerical workers held at Caxton Hall on October 30th, 1926, under the auspices of the Joint Consultative Committee of the National Federation of Professional Workers and the General Council of the Trades Union Congress, at which a resolution had been adopted as follows:—

"This Conference of Unions affiliated to the Trades Union Congress and the National Federation of Professional Workers, recognising the need for the more complete Trade Union organisation of Clerical Workers, agrees to engage in joint propaganda, through the Joint Consultative Committee of the above national organisations, with a view to encouraging larger membership of the various Unions, and authorises the Committee, in consultation with the Unions concerned, to take such steps as may be necessary to achieve this purpose."

It was agreed that this resolution be referred to the Parliamentary and Publicity Committee of the Confederation for consideration.

It was reported that, as a result of negotiations which had been taking place for some time, the Chatham Dockyard and District Civil Servants' Association had decided to re-join the Admiralty Established Civil Servants' Federation, thus renewing its affiliation through this body to the Civil Service Confederation. A sum of £61 5s. had been voted by the General Meeting of the Chatham Dockyard and District Civil Servants' Association as a grant to the Confederation in respect of the period during which affiliation had been suspended.

OBITUARY.

MR. A. J. LENNON, P.O.

It is with the deepest regret that we have to report the death of Mr. A. J. Lennon, P.O., at Cardiff, who was accidentally drowned whilst in the execution of his duties, in the Roath Dock, Cardiff, on Tuesday, November 16th, at 5.30 a.m.

Mr. Lennon had only been in Cardiff about ten weeks, having gone there after his appointment as P.O. to Newcastle about six months ago. Although only with them a short while, Mr. Lennon's loss is deeply felt by all the Cardiff staff, who express their deepest sympathy with his wife and relatives.

The funeral at Swansea on Saturday, November 20th, was attended by the whole of the available Swansea staff, with whom Mr. Lennon had served as an A.P.O., and three representatives of the Cardiff staff were there to act as bearers.

The members of the Cardiff staff desire to express their appreciation to their colleagues at Swansea for the arrangements which were carried out for the funeral.

NOTICE.

To COUNCILLORS AND DISTRICT OFFICERS.

It has just been reported to Headquarters (P.S.A.) that Association Officers have been wrongly surcharged on letters containing Association literature, on the grounds that the envelopes were "closed with a wire fastener."

This method of closing the envelopes was passed by a G.P.O. official as complying with the P.O. Regulations. I am therefore taking action to secure the refund of the amounts surcharged.

In order that I may have as complete a case as possible, I would be obliged if Councillors and District Officers having in their possession envelopes showing proof of this surcharge would forward same to this Office.

A new type of envelope is now in use.

W. H. POWELL,
Assistant Secretary.

C. & E. DEPARTMENTAL COUNCIL.

The seventy-ninth meeting of the Council was held in London on November 17th, 1926, the chair being taken by A. J. Dyke, Esq., C.B., C.B.E., Deputy-Chairman of the Board of Customs and Excise.

It was agreed that the senior member of the Board present should take the chair at meetings during the ensuing year. Mr. T. Morton was re-elected Vice-Chairman. Mr. H. S. Marshall was appointed to act as Official Side Secretary, and Mr. C. A. W. Sanders as Staff Side Secretary. All the Standing Committees of the Council were re-appointed.

DRAFT INSTRUCTIONS.

The Staff Side now proposed an informal discussion on the suggestions made by the Official Side at the previous meeting in this connection, and this was agreed to.

DELAY IN ISSUE OF INSTRUCTIONS, FORMS, Etc.

The Official Side stated that the instances furnished by the Staff Side had been investigated. There had been delay, but not necessarily owing to inaction, contributory causes including the General Strike, incorrect forecasts of requirements, and the need to consult other Departments. A useful purpose, however, had been served by raising the matter, and certain weak points in the machinery would receive attention.

The Staff Side furnished a further instance of inconvenience caused by delayed issues (Old Age Pension Order Books, current delivery), concerning which an explanation was given and expedition promised.

BETTING DUTY STAFF.

The Staff Side was furnished, by request, with information concerning the official titles, nature of commissions, and conditions of engagement and service, allowances, etc., applicable to this staff. It was also intimated that the latter would be attached to the Chief Inspector's Office, and Whitley representation would be through the Office when required.

COLLECTOR'S OFFICE.

An agreement was recorded, on the appropriate Committee's report, on the staffing of the Collector's Office at Manchester (Customs).

STORES BRANCH.

A disagreement was registered on a claim for improved increments for Warehousemen.

AGE OF RETIREMENT.

The Staff Side raised the question of the age of retirement of the Office Keeper, Assistant Office Keeper, Medical Officer's Attendant, and Lithographer, stating the views that by implication the first two were included in the list of those excepted from the normal rule of retirement at 61 as agreed in July, 1923.

The Official Side were unable to agree; neither official was promoted from the excepted

Grade of Established Messenger to whom the 1923 agreement applied. In any case, the Board reserved the right to retire any official at any time, if the Staff Side desired, after 60. The posts could be added to the list of exceptions so far as the future was concerned, and in regard to the last two there was no difficulty.

The subject was adjourned for Staff Side consideration.

PROBATE.

The Official Side stated that the Staff Side representations on this subject had been brought to the notice of the proper authorities, as promised at the previous meeting.

SUGGESTIONS.

The Council received a schedule of suggestions which had been forwarded by the Board for information.

OTHER MATTERS.

A number of Grade, Local and Office Committee decisions were considered, with results that have been communicated to the Committees concerned.

The next meeting of the Council will be held on December 15th, 1926.

NATIONAL HEALTH INSURANCE.

The following letter from the Ministry of Health has been sent to Colonel England, M.P., who has been making enquiries respecting the position of Civil Servants in his constituency with respect to aspects of the new insurance scheme:—

"I am desired by Mr. Chamberlain to return the letter from the Ramsbottom Branch of the Post Office Workers' Union, which you sent to him on October 20th.

"The principle underlying the provisions of the National Health Insurance and Contributory Pensions Acts as to voluntary insurance is that such insurance is only permitted as a continuation of compulsory insurance (of what would have been compulsory insurance if the Contributory Pensions Act had been in operation since July, 1912), so that a person may be enabled to preserve his rights to benefits for which he has been or would have been compelled to contribute.

"A Civil Servant, therefore, who is compulsorily insurable for the purposes of the widows' and orphans' pensions, so long as the rate of his remuneration does not exceed £250 a year, is not ordinarily entitled to become a voluntary contributor until his remuneration passes that limit. He may, like any other member of the community, be qualified for voluntary insurance on the ground of previous inclusion in the Health Insurance scheme or of service in H.M. Forces during the late war, but this qualification has no relation to his position as a Civil Servant, or to his salary as such, and apart from this independent qualification, it is not possible to admit Civil Servants to voluntary insurance while their

remuneration is still within the limit of £250 a year. Should any amending legislation be contemplated this point will, however, be considered afresh.

"With regard to the question of service abroad in one or other of the Women's War Organisations as affecting title to voluntary insurance, I am to point out that a period of such service would in general count as part of the qualifying period of two years' insurance, provided that the woman was compulsorily insured up to the date of proceeding overseas, and any contributions properly paid in respect of that insurance at the specially reduced rate appropriate to 'war occupations' would be taken into account in order to make up the necessary 104 qualifying contributions."

PRESENTATION TO Mr. PAISLEY.

A large number of officers gathered in the Collector's Office at Liverpool on November 9th to witness a presentation to Mr. Paisley, Waterguard Superintendent, upon the occasion of his retirement from the Service. The presents consisted of a handsome gold watch, suitably inscribed, coupled with a beautiful gold har brooch for Mrs. Paisley.

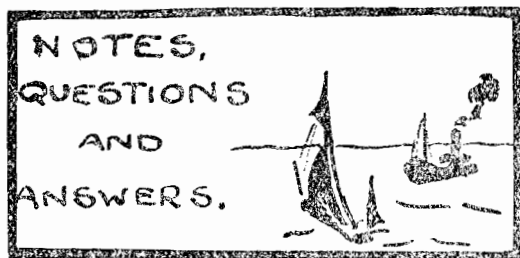
The Collector, E. E. Stonham, Esq., O.B.E., was in the chair.

After letters of appreciation and esteem had been read from Messrs. E. W. Jones, Dignedan, Fox, Keiran, Sloan and Owen, the Chairman said how great an amount of pleasure it gave him to attend such a function. He had found the great value of Mr. Paisley's knowledge of the Waterguard, and was pleased to say that their official relationship had been most cordial. Mr. Owen, Assistant Collector, was glad to have the opportunity of getting better acquainted with the Waterguard Staff which Mr. Paisley had controlled with so much ease and mutual understanding. Very striking tributes were paid by various members of the staff at Liverpool.

Mr. J. Moss, W.S., in making the presentation, said that Mr. Paisley was his leader for two years, and he had always found him a man of great Waterguard knowledge. By his unflinching justice and kindness he had earned the deepest respect of the staff. He asked Mr. Paisley to accept the watch as a token of the esteem and friendship of the staffs at Liverpool, Gravesend, etc., and also to take the brooch to Mrs. Paisley as a mark of their respect.

Mr. Paisley, in replying, said the kind things said and the truly handsome and valuable gifts presented left him without words adequately to express his feelings. "But if my words are few, I hope you will believe that they come from a full and grateful heart—a heart full of regret that the passage of time necessitates severance of long and pleasant acquaintances, and a heart grateful for this evidence

that I have in some measure earned the goodwill and esteem of my colleagues during the twenty-one years I have spent at this great port. My wife and I will always value these beautiful presents; we shall treasure them as mementoes of a long connection with the Service extending to forty years. But I value still more the kindness which prompted these gifts and the good wishes which have accompanied their presentation, being, as I know they are, a genuine reflection of the speakers' feelings towards me. It will be to me an especially pleasant memory in my retirement to know that during the short period I occupied the position of head of the Waterguard Department, I was able to carry out my duties without any rupture of old friendships. I am aware, of course, that without the loyalty and goodwill of the staff, things might have turned out very different. For that loyalty and goodwill I thank you most warmly and sincerely." (Applause.)



All contributions relative to this column should be addressed to "Scrutator," c/o The Editor, 91, Tressillian Road, Brockley, London, S.E.4.

I am pleased to say that my recent appeal for actual items of interest to this column has had some response.

Unfortunately, these letters were somewhat delayed, so that I could only hurriedly compile one or two items for the last issue.

This hurry resulted in my making two errors in that issue.

Let me correct them.

First of all, regarding the receipt of duty on silk goods.

With the amendment of G.O. 36/1925 by G.O. 76/1926, the P.O. may now assess duty up to a limit of £10 without reference to a C.P.O. or Landing Officer.

Next, the final calculation for assessing the additional duty on Cavendish should read:—

6 9
— × — = 1½, say 5 lbs., at 6d. = 2s. 6d.,
12 1
thereby making the total fine 6s. 9d.

* * *

Regarding the cutlery and fur gloves question answered in "Journal" No. 574, I have

received several letters disagreeing with my answer.

This is the result of not amending G.O. 79/1925 by the preceding G.O. No. 78/1925.

Perhaps I mislaid the relative amending slip, or (?) was one issued.

However, my answer requires amending.

The cutlery would be allowed duty free (if personal property, etc.).

Now, as regards the gloves, one pair may be allowed duty free (par. 10), and duty taken on the other pair, provided the duty exceeds 5s.

It should be noted that in addition to the 5s. duty-free limit for all kinds of gloves liable, one pair of FUR gloves may be allowed free of duty irrespective of value, but provided such concession is in accordance with the conditions of par. 12 (1) of G.O. 36/1925.

* * *

Two correspondents have asked me to give them an idea as to how to commence studying the regulations necessary to become an efficient Waterguard Officer and thereby to be successful in their examination for P.O.-ship.

My first recommendation to all prospective students is to join the Education Scheme which is about to be formed.

There are various methods of commencing to study.

A Waterguard Officer's primary duty is "protection of the Revenue," therefore I should recommend the following as a suitable rotation:—

The Official Tariff.—Volume 1, Parts, 5, 4, 9, 8, 1, 2.

General Orders.—32/25, 31/25, 36/25, 38/25, 55/26, 40/25, 79/25, 83/20 (Customs No. 58), and 30/22.

Volume 3, Part 13.

Volume 4, Parts 2, 3 and 4.

"Deck Cargoes" and "Light Dues."

Volume 2, Parts 1, 2, 3, 9, 10, 11, 20, 21 and 23.

Volume 1, Parts 6 and 7.

Volume 3, Parts 1, 2, 3, 5, 6 and 9.

"Duties under the Foreign Enlistment Act."

Volume 2, Part 22.

Incidentally, my last item has not been chosen in that rotation with any reference to the physical condition of the officer at the end of his study. I have survived; so should you.

In submitting the above lengthy list of regulations, it is not my intention to dishearten the new student but rather to show him what he should know to become really efficient. The list practically forms the whole of the regulations required by this Department.

There are, of course, many other General Orders, etc., which are of importance, but such can wait and will be found out as study progresses.

All the above regulations should be gathered together and properly amended.

Here, then, is my reason for advising A.P.O.'s to commence early with their studies.

I have many times said "It is much easier to learn an amendment to the regulations when there is plenty of time than to cram all the work into the last twelve months prior to your chance of promotion."

You ask for higher pay, then you should justify your request by knowing what you are paid for.

Commence now, seize Volume I., Part V.; read it, discuss it, criticise it, and copy its more important paragraphs (condensed) into a handy book of about 200 pages, to be followed by all the other regulations in a condensed form.

Another method of study is to do so "alphabetically," i.e., Animals, Baggage, Coasting, etc., etc.

Here is another (rather novel) method.

Deal with a vessel from her actual arrival until she sails in all the possible requirements while under supervision.

Whichever method is adopted, you will find practically all the necessary theory in the above regulations.

In any case "Do it now," and I promise that the ambitions of A.P.O. will easily overcome the difficulties such a formidable list as I have given seems to present.

The student will find that in many of the items I quote he has only a little to learn.

By practice, discussion, copying, and intelligent thought, the average student will be able to pick out the essential regulations and their more important parts.

Other correspondence I am holding over until next issue.

"SCRUTATOR."

TO MEMBERS OF A.P.O. GRADE, SOUTH COAST AREA.

Falmouth.

Gentlemen,—Being nominated as a candidate for the post of Councillor, A.P.O. Grade, South Coast Area, and having accepted, I respectfully solicit your support when the ballot takes place.

I am a 1923 entrant, but in that short spell of service in the Waterguard I have taken a keen interest in the Association affairs. My aim will be to do the work allotted me in a zealous and efficient manner for the benefit of my fellow members.

Our working conditions and the salary which we receive are by no means adequate in comparison to that of other Departments, and the only way to improve these conditions and uplift the status of the Waterguard is by strong representation and co-operation among the members themselves.

I would also mention that any proposals for the improvement of the men who have failed for promotion will receive my whole-hearted support.

Should the result of the ballot be in my favour, you may rest assured that your interests will be mine, and my endeavour will be to remove

any obstacle which may hinder the improvement of our Grade.

I am, Gentlemen,

Yours faithfully,

H. O'S. MOODY.

THE LIGHTER SIDE.

By "SALES."

My neighbour called me a gink the other day and it has been worrying me ever since. I was pacing my back garden, learning Vol. I. off by heart, and after repeating the whole lot forty-nine times, I was just going to say it for the fiftieth and so know all about it, when a head spoilt the scenery and a fog-horn blurted out: "Shut up, you gink." Now, I hate being interrupted by anyone, and more especially I hate being called a gink. That is, I mean to say, I don't allow myself to be called a gink. But my neighbour on this side (not the one on that side), being rather an oversized merchant engaged in dodging work daily and who, during the war, exterminated four regiments of Prussian Guards single-handed, captured a Zepp. with one hand tied behind him, and nearly strangled the lion at Wembley, I decided to argue the point out with myself. That is, I wouldn't condescend to discuss the matter with him. I mean to say, to argue with him would perhaps bring about a bad feeling.

But to call a hard-working officer of the —, stop! Hard-working? I believe there's something in that. My neighbour doesn't work hard if he is even doing a job. I'm on day after day, in all winds and weather, and no better off than he is! He's no fool who can get along nicely in this world without hard work. So the person who works hard must be a "Gink." Brother "Ginks," it's about time we woke up, made some suggestions, you know, issued amendment slips reducing the work 90 per cent., and kept a new kind of Record Book, "Work to be done" and no action to be taken until it was full up. Then start a new one. Or suggest something like this.

Scene: A room in the Watch House. Officers are gracefully reclining in Berkeleys around a nice large fire. A pleasant smell of coffee and — and — and — and something; no milk, that's it. I knew there was something which went with coffee. Anyhow, whatever it may be, there would be a pleasant smell of it in the air, mingled with the delicate aroma of choice tobacco (issued with last Crave).

A knock; door opens. "Gentlemen, I deeply regret that I should intrude upon your peaceful meditations at this hour of the day. I humbly crave your pardon" (Weeps to think of it). "I am master of the s.s. 'Junk,' from Bunk, and I have had no cases of cholera, plague or yellow fever during the voyage. I have no animals on board. I carry no cargo on deck or in unregistered spaces. I have no passengers.

except the mate, the tired, lazy, loafing, timber-headed, tea—.”

“Silence! Captain, I will not have you disturbing the sacred sanctum of the Customs in such a boisterous manner. Were I to report your conduct to the Hon. Board, you would be thrown into gaol and your vessel reduced to a mud hopper.

“To continue with the work, you know it is your duty to bring here any person who desires to pay duty and to prepare the necessary primes. You are also responsible for the collection and placing under seal of all Surplus Stores. See that you enumerate them correctly in the Blue Book. Here is the seal, return it to me within one hour. I shall visit you later, when I feel so disposed. You may go.”

Telephone bell rings.

“Hello! Yes. Yes. About 300 passengers. Yes. Well, I’m afraid it is rather early. If you arrange it for 10 a.m. it would be much more convenient for us. Yes. Thanks. Yes. Thank-you, we shall be delighted to lunch with you on board. Yes. Thanks. Good-bye.”

“Steward, bring me a hot drink, please, and you may have my hat and coat ready. I think I will take a walk for half-an-hour.”

Exit Steward, humming “Why don’t my dreams come true.”

* * * *

Or put the suggestion forward as Shakespeare would have done.

You may talk of the signs of the weather,

Of the Customs you also may sing;

But to ask my opinion of Customs,

Is a decidedly different thing.

To run after shipping is foolish:

The shipping should run after us;

And argue with folk o’er 10 oz. Cav.

No! Take it or leave it or bust!

Why toil all day in the rain and the cold?

We could comfortably be baking chestnuts,

And burning the Yule log as folk did of yore,

’Tis far better than shipping the “Best Nuts.”

Why stay up all night for shipping that’s late?

It’s unhealthy to take too much night air.

To knock off at three would be better for me

And at night to repose with an eider.

To make it a perfect Department, of course,

The money must have recognition:

To draw a month’s pay at the end of each day

Would just give us that Kruschen condition.

PROSECUTIONS.

CARDIFF.

The second steward of the s.s. “Lygnern” was charged with concealing 4 lb. Cavendish tobacco. He was fined £8 6s. 6d., or imprisonment for one month. The fine was paid.

The officers concerned were Mr. P. Owen, P.O., and Mr. W. Bowen, A.P.O.

A sailor from the s.s. “Sutton Hall” was charged with concealing 2 lb. O.S. tobacco and

5 oz. of opium. He was ordered to pay £20 in respect of the police charge, and single duty for the tobacco, £1 3s. 9d., or imprisonment for two months. The fine was paid. The officers who found the goods were Mr. P. Owen, P.O., and Mr. Pucknell, A.P.O.

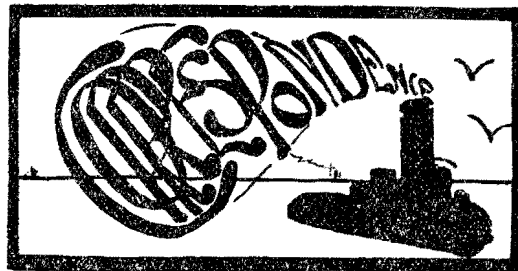
The prosecutions were conducted in each case by Mr. Howells, C.P.O.

WEST HARTLEPOOL.

Several members of the crew of the s.s. “Sheaf Garth,” from Wiborg, appeared at the West Hartlepool Police Court on November 2nd charged with harbouring and concealing dutiable goods. The second engineer was fined £8 12s. 9d., the single value and duty of 7 bottles (90/100 proof gall.) Geneva, 6 bottles (70/100 proof gall.) U.U. Spirits, and 13 oz. Cigars.

The boatswain was fined £3 17s. 6d., single value and duty of 6 bottles (84/100 proof gall.) Geneva, an A.B.’s penalty being £3 4s. 5d., single value and duty of 5 bottles (69/100 proof gall.) Geneva. The alternative in each case was one month’s imprisonment.

The officers concerned in the discovery were Mr. T. W. Jones, P.O., and Messrs. F. C. Manley and W. F. Moak, A.P.O.’s. The prosecutions were conducted by Mr. H. Dowland, C.P.O.



The name and address of the writer (not necessarily for publication) should be given in all letters to the Editor, who accepts no responsibility for the views expressed.

THE LATE Mr. B. LONGMAN, A.P.O.

Sir,—It is with much regret that I have to announce the death of my brother Bernard, on November 5th, after a long and painful illness.

Might I, on his behalf, thank all officers who so readily subscribed to an appeal on his behalf some little time ago. It was his intention to do so himself, but owing to the fact that he has been in so weak a state of late, he found it impossible. The amount subscribed reached the splendid total of £19 2s., which was handed to him by Mr. Percival, P.O., and was of very great assistance to him during the latter and most severe part of his illness. Once again thanking all officers concerned.—Yours, etc.,

H. V. LONGMAN.

Sir,—The General Secretary, in his notes in your last issue, pillories the Newport Branch for "having passed a resolution urging upon the Executive the necessity for having a salary claim already formulated, so that at the opportune moment there would be no delay in putting it forward."

I was present at the meeting in question and, when the resolution was proposed, used my utmost endeavours to dissuade the members from pursuing the subject, giving them, in fact, the identical reasons that the General Secretary states in his columns. Being, however, a lone voice, I withdrew my arguments in despair and did not vote on the resolution.

The point I wish to emphasise is that, considering an election for Councillor is pending, a criticism from Headquarters on the lines of the General Secretary's paragraph of what, after all, is merely the record of a desire to support a claim against which there are, among our members, no dissentients, is not calculated to advance the claims of the present Councillor to support in the forthcoming election.

I therefore take this opportunity to make known the facts to the members in the Bristol and South Wales Area.—Yours, etc.,

G. E. N. GRIFFITHS.

— — —

Sir,—I was very disappointed when I was informed that the ex-Boy Messenger Grade was not included in the seniority by date of entry scheme.

Unlike "Four-and-a-half years B.M." I do not suggest, but say very definitely that they should be included in that scheme. I may also say that in my opinion it is high time all these various groups of A.P.O.'s under different headings, i.e., ex-Service men, ex-Service Boy Messenger, and ex-Boy Messenger, should be wiped out, and that the Association should work for and represent the Grade as a whole. There would be far more harmony amongst the A.P.O.'s themselves, and the Association would get the full-hearted support they ask for and require, which is being marred by the jealousy which exists amongst the A.P.O.'s at present.—Yours, etc.,

UNITY.

— — —

SHOULD THE PROMOTION BOARD BE SCRAPPED?

Sir,—May not the above question provide a theme for timely and profitable discussion? The writer thinks that the activities of that august body regarding Waterguard promotions are, to say the least, well worth careful examination. He, however, feels rather strongly on the matter, and deems it only fair that the situation should be reviewed by those who can do so in an unimpassioned manner and give their verdict in a sane and reasoned and, of course, thoroughly impartial way. To such he would appeal for a careful, lucid and fair-minded answer to each of the following questions:—

(1) Are the rejected officers deserving in every case of such humiliation?

(2) Do recent events not suggest an unholy desire to come down the list regardless alike of justice and fair play?

(3) Is it or is it not possible that under the present system an officer, able and deserving in every way, with a fine, upright and worthy record, and well recommended by his superior officers, could go before the Board and, after ten or fifteen minutes' more or less desultory conversation (with people who neither know him nor care for him), be turned down and blasted for no conceivable reason?—Yours, etc.,

"HAWKEYE."

Customs and Excise Orphans', Widows' and War Memorial Fund.

ESTABLISHED 1866.

President: SIR H. P. HAMILTON, K.C.B.

Vice-Presidents:

E. AMBROSE, Esq.; W. DONALDSON, Esq.;
A. J. DYKE, Esq., C.B.; C.B.E.; H. GENOCHIO,
Esq.; E. A. HARRIS, Esq., C.B.E.; J. L.
MACKIE, Esq.; F. S. PARRY, Esq., C.B.;
N. THOMPSON, Esq., I.S.O., M.B.E.;
W. YOUNG, Esq., C.B.

Treasurer: H. J. JOHNS, Esq.

Founded for the purpose of assisting in the Maintenance and Education of the Children of deceased Officers, and affording relief to the Widows of Members left in necessitous circumstances.

All established Officers of the Department are eligible for Membership on payment of an Annual Subscription as under:—

For Members with Salaries	
	not exceeding £100 per annum 4/-
Exceeding £100 and not exceeding £160	,, 5/-
" £160	" £350 ,, 10/-
" £350	" £500 ,, 15/-
" £500 per annum 20/-

Forms of Membership and other particulars may be obtained on application to the

Honorary Secretary,

R. JOHNSON, CUSTOM HOUSE, E.C.