

# The Customs Journal

No. 621

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Fortnightly

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*Letters to the Editor, and articles and correspondence intended for publication, should be addressed to the Editor, "The Customs Journal," 91 Tressillian Road, Brockley, London, S.E.A.*

*All matter for insertion in the forthcoming issue should reach the Editor on or before the Monday preceding the day of publication.*

A LARGE section of the Press is keeping a watchful eye on expenditure by Government Departments, and there is no lack of criticism when they think they have good reason to believe that too much money is being spent in one direction or another. One paper here and there will occasionally give credit to the Government or to Civil Service administrators when the position seems to warrant it, although it does seem a pity that the criticism generally appears under tremendous headlines, while approval is contained in a small paragraph tucked away in some odd corner where it often passes unnoticed. Possibly the real reason for this is that the approval has a frequent habit of disproving the outspoken remarks that have been published at an earlier date.

Government Departments have for a number of years been seriously engaged in cutting down expenses, and have given the maximum amount of thought to the subject. Economies have been effected, but, so far as the permanent Departments are concerned, we do not think that the amount saved is anything more than an infinitesimal fraction. After all, if there is one thing that the public wants more than a small saving in expenditure, it is efficiency. From the results achieved in expen-

diture-cutting during the past few years, we are strongly of opinion that Government Departments have been run on a sound economic basis for very many years.

Each Department can give a very good account of itself. So far as the Customs and Excise is concerned, the following extract from the Liverpool Journal of Commerce recently is of supreme interest:—

"Since 1914 the staff of the Customs and Excise Department has increased from 10,802 to 11,959, or 10.7 per cent., while the revenue collected has increased by £176,000,000, or 233 per cent. In 1913-14 the percentage cost of revenue collection was 2.90; last year it had fallen to 1.79."

The figures speak for themselves, and need no comment. From actual observation we are convinced that the work of the Department could not be carried out with less staff, for the staff is at an absolute minimum. We would like to see the business house that could carry it out as cheaply. A great deal of heartburning has been occasioned by Civil Servants resigning to take up more lucrative employment. A commercial firm would have to face a greatly increased salary bill before they could even commence operations.

## CURRENT COMMENTS

**A**UGUST is welcomed generally in Association circles as bringing with it a much-needed relief from the high-pressure conditions which operate during the rest of the year. This month the Departmental Council does not meet, and neither does the Customs and Excise Joint Committee. These are the two most important Whitley bodies, and consequently there is a temporary slowing down of the Whitley machine throughout the Department. It is the time when Association representatives take the opportunity to enjoy a short spell of recuperative idleness in the fresh breezes of the seaside or country.

The respite is brief, however, and September will see the full swing of activity once again resumed with renewed vigour. There is much work ahead, and there is every promise of a heavy year for Whitley representatives.

One of the big jobs to be tackled by the Joint Committee is an investigation into the whole question of Office Accommodation. A Sub-Committee set up for this purpose has already had a preliminary meeting, where it was decided to get into touch with all Local Whitley Committees for their co-operation.

Waterguard representatives on these Committees would do well to keep in close touch with this subject, and to give their Staff Side colleagues every possible assistance. There can be no doubt that in many cases of bad accommodation the occupants themselves are to blame, either because of their apathy, or through ignorance of the proper methods for obtaining better accommodation. It is hoped that by tightening things up in this direction the way will be cleared for the Joint Committee to give useful consideration to the main problem.

The P.S.A. Conference was entirely successful, and Mr. W. G. Thomson, who was re-elected President, well deserved the enthusiastic congratulations he received from the members regarding the manner in which he conducted the meeting throughout.

Eight of the Councillors attending this year had their first Conference experience, and expressed themselves as greatly impressed with the business-like conditions under which the Conference affairs are carried out.

Three of the Councillors whose names appeared in the list previously published in the "Customs Journal" were unable to attend. They are Messrs. Grace and Dines, for Grave-end (substituted by Messrs. Sharrock and O'Connor), and Mr. Herrington, for the South Coast (substituted by Mr. Whettingstall). Mr. Kewley was elected P.O. Councillor for Liverpool area.

A very interesting and useful debate took place regarding the Association attitude towards the 1928 entrants. The subject was thrashed threadbare, and it was finally decided that the Association had done everything possible in the interests of these

officers, and had, in fact, secured increased pay for them. It is worthy of note that, in spite of rather heated arguments during this discussion, the matter was eventually disposed of in a manner satisfactory to everyone.

The decision of the previous Conference regarding the need for revision of the system of promotion to the rank of Chief Preventive Officer was confirmed, but when it came to a discussion of the details of a new system, there was some healthy excitement. Finally a scheme was agreed upon which was generally acceptable, and this will, in due course, be referred to the Staff Side of the Waterguard Sectional Committee.

In order that this important matter should be decided entirely on the result of District discussion, the Association Officers refrained from voting.

The general salary claims created a deal of important discussion. The whole question was gone into very thoroughly, and the prevailing conditions were carefully considered. The review of the situation given on behalf of the Executive guided the Conference in coming to a decision. The new Executive have clear instructions as to future action, and developments will be communicated to the Districts in due course.

Efforts are being made to include in this issue of the Journal the first portion of the Conference report. It is no light task to prepare at short notice an accurate and readable account of these proceedings, but the Assistant Secretary is making every endeavour to meet expectations.

The usual good luck of P.S.A. Conferences held good on this occasion. The weather was perfect. The river trip organised by Mr. Powell was a great success. Everything went according to plan, and everyone was delighted with the arrangements. The concert at the Carnarvon Castle Hotel was well appreciated. Some professional entertainers, residing locally, entered into the spirit of things and contributed to a very merry evening.

In connection with the All-Service programme of the National Staff Side, four leaflets dealing with each of the items in the programme are being issued for distribution to the Service. Copies will be distributed amongst P.S.A. members as soon as they are available.

The Programme is as follows:—

1. Minimum wage of £3 10s., inclusive of bonus.
2. All service to be pensionable.
3. Equal pay for equal work.
4. Abolition of the Bonus Super-cut.

Already there are 40 areas where local Civil Service Committees have been formed for the purpose of conducting the campaign for publicity in connection with the programme, with a view to pressing its acceptance upon the Government,

Every District Secretary should get in touch with his appropriate local committee. Names and addresses of committee secretaries can be obtained from the P.S.A. Headquarters.

It is understood that a scheme is now under consideration, and is likely to come into effect before long, whereby employees of the Port of London Authority will be able to provide a widow's pension in case of death after retirement on superannuation. The idea is that each individual shall contribute a very small percentage of his pension, and in case of his death, his widow would receive about half the pension.

Some such scheme would be very valuable to Civil Servants, as there are distressing cases continually arising where elderly widows are left entirely unprovided for. It is no good blaming people for not being prudent. Civil Service pay and pensions leave no margin for providing annuities.

The recent wage reduction to which the railwaymen have been subjected causes much food for thought. It can, of course, be regarded, to some extent, as a good stroke of business on the part of the Unions in staving off a more serious reduction. It is difficult to think that the higher officials would have easily submitted to sacrifice substantial amounts in cash (in one case, as much as £375 per annum), had not the men been well organised. It is a good object lesson for those who think that Unions and Associations exist for the sole purpose of getting increases of wages. Protection is equally important.

The Gravesend Waterguard Cricket team came to London on the 1st August to play the return match against the London South Side team. It turned out to be a very fine afternoon, after a very wet morning. The Gravesend team were not so kind as the weather, however, for they once more inflicted defeat on the South Side team. Nevertheless, it was a very good game, and well worth watching.

Mr. F. C. Warne, Superintendent, was an interested spectator. Mr. Fleet and Mr. Egan also were present, the latter having travelled from Liverpool to see the match.

The air traffic at Croydon is steadily increasing, and passengers landed there during the rush season have reached on occasion about 3,050 per week. The Imperial Airways have recently ordered three new liners with greater speed, longer range, and a larger carrying capacity. The value of goods carried between this country and the Continent by airplane during 1927 amounted to £2,691,267. The value of bullion and coin carried during the same period was £7,740,962.

*A propos* some remarks made previously in these columns regarding the probable early establishment of aerodromes all over the country, it is interesting to note that no less than fourteen municipal bodies have approached the Air Ministry, with a view to getting advice in the matter of choosing suitable sites for aerodromes. The towns concerned are:

Liverpool, Manchester, Glasgow, Plymouth, Portsmouth, Bognor, Bristol, Blackpool, Chester, Leeds, Leicester, Littlehampton, Morecambe, Scarborough, Skegness and Worthing.

"Cearpee" asks, whence the inference that seniors would stand no chance against juniors in a competitive examination. The answer can best be given by quoting from his own letter:—"It would result in the promotion to the rank of C.P.O. of more younger men than if the present examination conditions continued to prevail." If "Cearpee" did not mean what this sentence conveys, then the frank and friendly criticism which appeared in these columns cannot apply to him. Everything depends, of course, upon what exactly is meant by those two words *more younger*. Frankly, they are puzzling.

It is also asked if the "people who are wondering what is the reason for so much opposition to reform" are on the right side of the hedge. Well, most of them are not, for the simple reason that so few are managing to get on the right side just at the moment. It might be mentioned that some of them thought they were on the right side before they went up—and with good cause, no doubt. Surely it is not to be assumed that failure at the C.P.O. examination renders an officer incapable of expressing a sound opinion on the system he has experienced—unless, of course, he lacks frankness and honesty. It would indeed be unfair to impute all the unfortunate candidates on this score.

The date of the written test for candidates for the Chief Preventive Officer examination was the 26th July, and not the 27th as previously reported. At the last moment two additions were made to those called up, the final name being that of Mr. P. W. Howard, who received the message by wire at Anderton's Hotel during the Conference. Mr. Howard returned to Hull after the second day of the Conference, in order to sit for the written part of the examination.

## Customs Journal

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## Preventive Staff Association

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General Secretary : J. Merron

Organising Secretary : J. T. Sutton

Assistant Secretary : W. H. Powell

### GLASGOW.

The meeting held on July 18th, under the Chairmanship of Mr. McGlennon, was well attended, the agenda of the Annual Conference occupying most of the evening. Some lively discussions took place. Several suggestions regarding promotion to the C.P.O. grade were approved.

The question of arrears of subscriptions in the District was fully debated, and the meeting decided to leave the matter in the hands of the District Secretary.

The District Secretary was instructed to take several local grievances to the proper quarter.

### GRAVESEND.

A special District Meeting was held at the Labour Exchange on Tuesday, July 10th, at 7 p.m.

The agenda of the Council was carefully gone into, arising out of which several resolutions were passed. On the subject of monthly salary for A.P.O.s, it was decided that the P.S.A. should press for the vested interests of the present members and accept the Board's offer for future entrants, or, failing the former, to accept for everyone.

Support was registered for the Executive scheme for Area Representation, and the Councillors were instructed to support the adoption of the "Mackney Fund." Definite views were put forward on the subject of arbitration, and the South Wales motion regarding the "Customs Journal" was opposed.

Mr. Sharrock was elected by the meeting to deputise for Mr. Grace, who would be on leave during the Conference.

## CHANGE OF ADDRESS.

Members are asked to note the change of address of Mr. J. W. Allison, District Secretary. Communications should now be addressed:—

Mr. J. W. Allison,  
120, Milton Road,  
Nunsthorpe,  
Grimsby.

With apologies to a well-known advertisement—  
Let us hope that, at the recent Conference, all our representatives were men with wills of their own!

B.J.B.

## Promotion to Chief Preventive Officer.

### MORE CANDIDATES CALLED.

Within about two months of the last call of Preventive Officers for examination, another call has been issued and is taking place. The examination takes the form of a written paper, followed at a subsequent date by an interview before the Promotion Board. The written test has already been held, and the following is the form of the questions set.

#### *Extract from the Report of the Special Committee on Promotion.*

"The Promotion Board, when considering Preventive Officers for promotion to the rank of Chief Preventive Officers, should have before them, in addition to any other evidence of qualifications, the results of a written test in the form of a report so designed as to show power of dealing with general principles and of clear and concise expression."

For the purpose indicated in this extract, write a report to the Board on one of the following:—

(Time allowed, 1½ hours.)

- (1) Discuss the regulations applicable to clearance of baggage and to any dutiable goods produced in excess of the duty-free allowance by tourist (transit) passengers and show (i) in what way the concessions operate to the advantage of these passengers, and (ii) state whether, in your opinion, there is any undue risk to the Revenue in their application, suggesting any amendment you may consider necessary.
- (2) In the absence of the Collector and Waterguard Superintendent you, as Chief Preventive Officer, are called upon to take steps to deal with a contemplated run of Spirits during the early hours of the following morning at a small inlet in a Coast Preventive Man's guard adjoining your port. You should assume that a capture is made and a motor boat and car are involved and the offenders engaged in the run are charged with the offence. Report the circumstances, stating the arrangements you made, and describe in detail the action taken by you in the case.
- (3) State whether, in your opinion, the existing scale of duty-free allowances to passengers arriving from foreign ports is adequate or otherwise, giving your reasons for any modifications you consider should be made in the scale, and state your views generally on the present regulations for dealing with dutiable goods produced in excess of the duty-free allowance by passengers, including those of the tourist or transit class.

NOTE.—Only one subject to be attempted.

# Preventive Staff Association

## SIXTH ANNUAL CONFERENCE REPORT.

At London on 24th July and the two following days the Council, comprised as under, met in annual conference:—

*Chairman:* Mr. W. G. Thomson (President).

*Members ex officio:* Messrs. J. Merron (General Secretary), J. T. Sutton (Organising Secretary and Treasurer), W. H. Powell (Assistant Secretary), and W. E. Standring (Editor, "C.J.").

*Representative Members:* Messrs. E. L. Sharrock and J. O'Connor (Gravesend), P. W. Howard and J. Shooter (Hull and Grimsby), R. O. Kewley and A. E. Farmer (Liverpool), M. J. Griffiths and P. Spear (London), W. A. Colville and T. R. Keightley (Tyne), W. A. G. Manson and J. Johnstone (Scotland), E. P. Whettinghall and S. E. D. Ball (South Coast), G. E. N. Griffiths and A. W. P. Densley (South Wales).

The Chairman, in declaring the Conference open, thanked the members for the confidence placed in him and said he fully appreciated the high honour paid in electing him to the office of President.

In a brief resumé of the activities of 1927/8, the Chairman pointed out the progress made and summarised the successes recorded. Specific mention was made of the Open Competitive Examination, Uniforms, Activities towards increased responsibilities in the Waterguard, "Customs Journal" activities, Vocational Education Section, and the Association Offices. On the latter point he said that he hoped Councillors would go back to their constituents and tell them of the highly-organised system at their disposal. As a final word on the district aspect, he urged members to see that Local Whitley machinery was kept in smooth-running order by constant use.

The *Minutes* of the Fifth Conference were adopted.

### Motions of Urgency.

Under this heading a motion to discuss the draft General Order on "**Time off in lieu of Overtime**" was admitted. Briefly, the position is that the Treasury grant permission to departments to allow overtime-earning classes to take time off in lieu of overtime, if and when the individual requires. The Hon. Board (in the exercise of their discretion) have decided that "as regards the Officer Grade and the Waterguard Service, it is inexpedient to alter the present practice..." The motion was to decide whether or not action should be taken to bring the Waterguard Service within the scope of the order.

The Chairman permitted open discussion on the subject before proceeding by resolution, with the result that eventually a motion "supporting the Board's interpretation of the Treasury Order" was carried on a majority vote.

**The Annual Report** (the Annual Report is published in this issue).

In considering the Annual Report of the Executive Committee, discussion was confined to those items not appearing elsewhere on the Agenda. A full list of the items covered by the Report follows:—

Introduction; Relations with Other Bodies; Annual Leave; Supervision of C.P.M.; Small Ports; Launches and Boats; Monthly Salary for A.P.O.s; Electric Torches; Uniform; Promotion by Merit (A.P.O. to P.O.) (P.O. to C.P.O.); Failed A.P.O.s; Limited Examination for Clerical Grades; Recruitment; Work and Wait Rule; Superannuation Claim; Waterguard Aspirations; Training of A.P.O.s; Vocational Education Section; Area Representation; Seizure Awards; Confidential Circulars; Extra Men Employed at Brixham; Ear-marked Cases; War Bonus Claims; Initial Pay of 1923 Entrants; Applications for Transfer; Shipment of Bonded Stores; Waterguard Claims; Mackney Fund; Conclusion.

### Launches and Boats.

Arising on this, a question was asked as to the position in London as regards the abolition of row-boats. In reply it was stated that in response to a request from the London Branch a question had been tabled for the Departmental Council (25th July).

### Monthly Salaries—A.P.O.s.

As indicated in the Annual Report, the Official Side (W.S.C.) is prepared to concede monthly salaries, it being pointed out, however, that in the operation of the Treasury practice of scaling increments in multiples of £2 10s., the new increment of the grade would be £5 instead of £5 4s. The matter was considered from the point of view of avoiding the loss to the members. Several schemes were submitted and these were referred to the Executive Committee, together with instructions to devise a scheme that would not reduce the aggregate nor prejudice future activities.

### Electric Torches.

A discussion on the new issue of torches resulted in a decision to ask the E.C. to explore the possibility of securing some means of carrying spare bulbs.

### Clerical Grades Examination.

It was announced that at the examination of Minor Grades for entry into Clerical Classes, three A.P.O.s had been successful.

### Recruitment.

It was stated that probably an open competitive examination for entry into the A.P.O. grade would be held in September—the number of vacancies was thought to be 50.

### Training of A.P.O.s.

Instructions were given to withdraw this reference from the Waterguard Sectional Committee.

### Seizure Awards.

Members will remember that the Official Side proposals in respect of seizures of *ad valorem* goods was that the rewards should be based on  $1\frac{1}{2}$  times the duty involved, and, as was mentioned in the Annual Report, the Staff Side had been informed at the commencement of the negotiations, that the excessive individual rewards on this type of seizure had necessitated the change. The Staff Side agreed with the Official Side that rewards should be related to duty, but that this should apply to all classes of goods seized. To this the Official Side could not agree, and at this stage admitted that the object was to reduce the rewards in the aggregate.

The discussion in Conference resulted in endorsing the policy adopted at the last Conference, i.e., "That this Conference instructs its representatives on the W.S.C. to negotiate, with the Board's proposals as a basis, for seizure rewards to be paid on such a principle that a more equitable distribution of monies would result—bearing in mind that a substantial reduction in the aggregate would not be acceptable to the members."

A discussion on the abolition of seizure awards was deferred pending the action of the E.C. on instructions to circularise the districts on the subject.

### Initial Pay for 1923 Entrants.

Opportunity was taken under this heading to promote a long and enlightening discussion on the advisability of reopening the 1924 Agreement. Some interesting facts concerning the Association fight to secure this Agreement came to light, and it was finally decided that it would be inexpedient to put forward a salary claim, more especially one on a wage-for-age basis, for any particular group at the moment.

### Shipment of Bonded Stores.

It was reported that a meeting of the Staff Side of the Special Sub-Committee had been held at P.S.A. Offices. A very satisfactory meeting resulted in complete agreement on the question of shipment of bonded stores by Waterguard Officers, which means that the Official Side will be faced by an agreed Staff Side.

The Conference expressed a note of congratulation on the results so far obtained, and endorsed the action of the London Local Whitley Committee in its efforts towards securing the performance of these duties by Waterguard Officers.

### Mackrey Fund.

The President and General Secretary of the Association were elected as Trustees to administer the Fund in accordance with the terms of the Trust.

The Annual Report was adopted.

### "Customs Journal" Report.

As was expected, this report proved very interesting in view of the innovations instituted during the latter part of the financial year 1927/8. All the anticipated economies have materialised, and, together with the improved lay-out, certainly justified the vote of appreciation, which was coupled with the motion to adopt the Report.

The Editor intimated that he intended publishing a series of posters, designed to encourage the use of

the columns of the "Journal" by the members. The first of the series was on view in the Conference Room.

### Vocational Education Section Report.

In the course of considering this Report, the Conference noted with regret the enforced resignation of Mr. C. R. Pursor, and in finally adopting the Report endorsed the remarks of the Central Committee on the valuable services rendered by that gentleman.

The vacancy created was considered, but it was decided that as the ground covered by the original committee left very little creative work at the moment, the vacancy should not yet be filled. The power of co-opting still remains with the Central Committee.

The Central Committee, Messrs. Foster, Hogg and Steel (Secretary), was re-elected.

A lengthy discussion took place on the position of members greatly in arrears reopening their subscriptions in order to take the V.E. Course. It was decided that the present system safeguarded the situation, and that the general rules re non-members covered the point.

The Report and Statements of Accounts were adopted.

### Finance and Membership.

In his Annual Report, the Organising Secretary outlined a very reassuring situation, both as regards membership and finance. On the former point he stated that the membership figure was gradually rising in sympathy with the influx of new entrants. Individual correspondence with each new entrant had secured gratifying results.

In referring to Staff Strength in the Waterguard Service, he gave figures proving that the actual number of P.O.s employed was only one short of establishment figure; a very desirable state of affairs.

On finance, the Organising Secretary stated the reduction in membership (prior to the entry of new entrants) had the natural effect of reducing income, but as a set-off against this, the Association had carried out to the letter the implied instructions on economy, with the result that the expenditure account is considerably lowered.

It was pointed out that no credit was taken in the accounts for the accumulation of valuable office equipment.

As regards the future, he said that as we have now paid the last of the heavy accounts under the old regime and can stabilise expenditure somewhat, he had no hesitation in saying that the Association could be run on £1,250 per year.

Questions on Finance and Membership were satisfactorily answered.

The Report and Statement of Accounts (published in the next issue) were adopted with congratulations.

In replying to the latter point, the O.S. said that had the Association in 1922 the organisation it had to-day, conditions in the Waterguard would be vastly different.

(The Report of the Conference will be continued in the next issue.)

# Customs & Excise Preventive Staff Association

## EXECUTIVE COMMITTEE, ANNUAL REPORT, 1927/28.

The year under review will have a special significance for those who realise that the chances of improving Waterguard remuneration depend, in no small degree, on our ability to raise the prestige of the Department, and the importance of its work. During 1927/8 open recruitment was at last introduced for the Assistant Preventive Officer Grade, and under conditions which strike a powerful blow at the shackles which have so long bound us to an unprofitable tradition.

The changed attitude towards the Waterguard, which has enabled the adoption of the open competitive element in the examination for recruitment, indicates a gigantic stride forward from the official conception of our responsibilities in 1914. The achievement of this must always be regarded as amongst the most notable in the records of the P.S.A., and it definitely disposes of any lingering doubts as to the value of the Association as at present constituted. Only the closest co-ordination between Preventive Officer and Assistant Preventive Officer Grades has made success possible, and let it be well understood, Treasury opposition was sufficiently strong, for obvious reasons, as to require a keen fight before it could be broken down. Efficient organisation alone saved us from a last-minute defeat.

The Association has made redoubled efforts this year to create the necessary atmosphere favourable to obtaining full recognition of the capabilities of the Preventive Staff; of the quality of the work performed by them, and of their fitness to perform better-paid work in the C. & E. Department.

Gratifying results have attended these efforts, though at this stage the advance made is more clearly apparent to close students of Association affairs than to the casual observer. Direct methods are not suitable to the particular nature of our aims, but vigilant activity has been undertaken with a view to the eventual production of a valuable cumulative effect from the pushing forward of Waterguard interests in every possible sphere and at every available opportunity, formally and informally. The efficacy of this policy was well demonstrated when the Waterguard representatives appeared before the Special Committee appointed by the Board to inquire into the rival claims of certain grades to perform Officer Grade work. The P.S.A. report of the proceedings provides ample evidence of the improvement that has been effected in the official estimate of Waterguard status.

(Appendix "A.I.")

Organisation in the Association maintains its high standard, thanks to the willing co-operation between local organisers and the Organising Secretary. Membership figures are healthy, and bear tribute to the sound methods which make possible a creditably high measure of cohesion amongst a

membership scattered over so wide an area. Few Associations, if any, have this disability so accentuated as it is in the P.S.A., and at the same time few can claim the maintenance of an equally high percentage of members. Immediately on the influx of new recruits, action was taken to bring before their notice the advantages of Association membership. The Organising Secretary's report indicates how fruitful were the results.

\* \* \* \*

The number of personal cases dealt with in 1927/8 was substantially higher than for the previous year, and for the most part the Association was able to afford material assistance. It is not, of course, desirable to give full details of these cases here, but it can be stated that a good proportion arose from the increased activity in transfers in the A.P.O. grade consequent upon the appointment of new entrants to the large ports. These cases swelled the normal number of appeals to the Association for assistance regarding transfers.

Some claims had reference to disputed rulings by the A.C.G. Others were in connection with disciplinary action, etc.

This aspect of Association work is too frequently overlooked. The P.S.A. is not only an organisation for negotiating staff claims as a whole, but is also concerned with the troubles of each individual. No case is ever ignored, and, when just cause exists, the individual case is pressed forward with the full weight and vigour of a substantial membership behind it.

\* \* \* \*

It will be obvious in reading the following details of the year's activity, that the secretarial work at Headquarters has been as strenuous as ever. In addition to the work outlined, however, the large number of personal claims, each requiring careful study and diplomatic negotiation, has had some effect in increasing the pressure. But the chief factor in this direction has arisen from the desire of the secretariat to breathe new life into the Districts by inviting District Secretaries to write more constantly to Headquarters for information to convey to their members at meetings. Quite a number of the secretaries have taken advantage of this invitation, and very often the information was required at short notice. Also, in many cases details of a lengthy nature were called for. Frequently, in spite of every effort, it was a physical impossibility to cope with the demand, and occasional disappointment of applicants was inevitable. The mechanical side of this kind of work, such as typing, filing and searching records, occupies a great deal of time, apart from the drafting of helpful replies. A fair amount of work was also undertaken in the drafting and duplicating of circulars for use in various Districts.

There can be no doubt that this new development is an excellent thing for stimulating Association interest, and it is certainly not to be discouraged. The secretaries do not shirk the addition to their labours, rather do they welcome it, but it must be pointed out that in the absence of full-time clerical assistance to deal solely with routine work, it will be impossible to give full satisfaction to the requirements of District Officers.

\* \* \* \*

#### RELATIONS WITH OTHER BODIES.

The decision of the 1927 Conference to cease affiliation with the *Labour Party* has been made effective, and the P.S.A. is now certified as an approved Association under the Trades Union Act.

Our connections with other bodies, however, remain unaffected. We are represented on the National Whitley Council through affiliation with the Civil Service Confederation, and on the Executive of the latter body we are directly represented by the General Secretary.

On the *Joint Committee of Customs and Excise Associations* there are four P.S.A. representatives, of whom two are members of the Customs and Excise Departmental Council, the Staff Side of which is elected by the Joint Committee.

The Joint Committee, comprising 17 Associations, is a most important Whitley body. It is the clearing house for all agreements or disagreements registered at local Whitley Committee meetings, and also Grade, Sectional and Office Committee meetings. In addition, all matters affecting the Customs and Excise as a whole, emanating either from the Staff or the Board, are discussed with a view to definite action. Obviously it is essential that we take our full share in this Committee's deliberations. As a matter of fact, the P.S.A. representatives take a very prominent part in all Joint Committee activities, which are, by the way, instrumental in providing a good deal of work for the P.S.A. secretariat.

\* \* \* \*

The Association is represented on the *Suggestions Committee* by two members of the Headquarters' Staff. Our continued connection with this Committee, even if not actually essential, is very desirable. Various matters affecting the Waterguard are liable to arise at any moment. In the discussions which have arisen from time to time, our representatives have been able to correct some erroneous though popular impressions regarding Waterguard work. Also, experience shows that Suggestions of Waterguard origin can be properly presented to the Official Side only by spokesman with Waterguard experience.

\* \* \* \*

The P.S.A. is still the leading element of the *Waterguard Sectional Committee*, and is likely to continue so. The Committee comprises Waterguard Superintendents, Chief Preventive Officers, Preventive Officers and Assistants, and the Launch Service. In connection with this very important Committee, a considerable amount of informal negotiation is carried on between meetings. A good deal of this entails much extra work for the secretariat, outside ordinary P.S.A. work, since all such negotiations must be conducted by the General Secretary in his capacity of Vice-Chairman of the Committee.

Negotiations of this nature are frequently in reference to matters raised by the other constituent Associations. In actual practice almost every case arising from the Staff Side is prepared and negotiated by the P.S.A. secretariat. During the year the amount of work in this connection has been very heavy, causing the Headquarters' Staff and the Executive to give consideration to the possibility of devising a means for easing the burden.

The *Coast and Land Preventive Men's Grade Committee* also brings its quota of extra labour to Headquarters. The close contact maintained with the activities of this Committee is eminently desirable for obvious reasons, and in spite of the additional strain it throws upon Headquarters, it is not recommended that the existing liaison should be discontinued.

The General Secretary is still Vice-Chairman of this Committee and, with the Assistant Secretary, undertook the preparation of the claim submitted by the Coast and Land Preventive Men to the Arbitration Court on the 15th June, 1928. It was no light task, but the experience gained is useful.

\* \* \* \*

The *National Whitley Council*, being the supreme Whitley body for the Civil Service, calls for some mention of its activities during the year, and especially in view of the fact that the P.S.A. has taken its full share in connection with the various matters dealt with.

The Staff Side of the National Council has this year launched its ALL SERVICE programme, and the P.S.A. has co-operated with other constituent bodies of the Staff Side in giving publicity to this program... which is as follows:—

- (1) National Minimum Wage of £3 10s. 0d. per week, inclusive.
- (2) Equal Pay for Equal Work.
- (3) Abolition of Bonus Super Cut.
- (4) All Service to count for Pension.

It is intended that all Civil Service Associations should take the opportunity of the forthcoming General Election to press forward the claims outlined above.

The Constitution of the Civil Service Industrial Court has been the subject of careful examination by the Staff Side, and proposals are now ready to put before the Official Side with a view to improving the existing arbitration machinery. The unsatisfactory results from the present conditions of arbitration have caused this action to be taken. The main difficulties to be overcome are the exclusion of questions of grading and hours from the jurisdiction of the Court, and the holding of the post of President by an individual who deals also with industrial cases not connected with the Service. It is considered that this latter condition has been responsible for several claims being lost owing to the tendency to make comparisons with outside employments.

A Joint Committee of the National Council, set up to enquire into the possibility of providing Nursing Home treatment for Civil Servants at reasonable rates, have made their Report, and the scheme is now ready for operation. It is on an insurance basis, the contributions being based on salary scales, as also are the benefits. A full statement to the Civil Service is contained in a

pamphlet recently issued. It is estimated that at least 5,000 people must enter for the scheme in order to make it practicable.

The Staff Side were successful in causing the issue of the recent Treasury Circular dealing with time off in lieu of overtime payment.

Appendix "G" outlines the Board's proposals.

Though the National Council is a useful and necessary body, some impairment of its effectiveness has been caused by the secession of the Joint Committee of Higher Grades Associations. Every possible effort has been made to get these Associations back to the Staff Side, but without avail. Their absence from the deliberations of the Council during the year has resulted in some very difficult circumstances arising when discussions were attempted on issues involving the Higher Grades, directly or indirectly. The Official Side contended that the Staff Side was not fully representative, and they therefore refused to enter into negotiation with them on these issues.

It does not appear likely that the breach will be healed during the coming year, unless the promised assistance of the Chairman of the National Council, Sir Russell Scott, achieves any good result.

*Civil Service Confederation.* Most of the items detailed in the preceding paragraph were dealt with by the C.S.C. before going before the National Council. The Confederation has eleven representatives on the Staff Side, and, through our representation on the Executive of the Confederation, the P.S.A. has every opportunity of taking part in the instruction of these representatives. It will therefore be seen that affiliation with the C.S.C. is of the utmost importance. It should also be noted that our affiliation fee to this body includes our contribution to the maintenance of the National Staff Side.

We have been directly represented on the Finance and Organisation Committee of the C.S.C. this year, and have also served on various *ad hoc* committees.

One of the most important items of discussion initiated by the Confederation during the year was in connection with the cost-of-living bonus. The P.S.A. taken full part in this. The Confederation is now going very deeply into the whole question, and the Executive have been given full power to call in economic experts and to incur any reasonable necessary expense in this connection. The P.S.A. Executive is satisfied that the action to be taken will be thorough and in the best interests of the rank and file of Civil Servants.

The new General Secretary of the C.S.C. is making a success of his work. It might be mentioned that he rendered valuable assistance, together with other officers of the Confederation, in the arbitration claim recently put forward by the Coast and Land Preventive Staff Association. We can expect similar assistance, if necessary, should we decide to put forward a salary claim.

**ANNUAL LEAVE.**

The attitude of the Official Side to this claim appears to be one of reluctant though definite opposition. It was obvious from the first that the cost would be the main stumbling block, and it was estimated at something like £10,000 per annum

for all Waterguard grades. The high cost is because it is necessary to replace practically every Waterguard officer when he takes leave, whereas in other grades, such as clericals, there is more elasticity, and the need for substitution is not so great.

Apparently the Treasury will not, in face of public opinion, sanction the necessary expenditure for the purpose of increasing leave. It is absolutely certain that the Arbitration Court would refuse to consider our salient argument of comparison with other grades. The Court have consistently confined themselves to comparisons outside the Civil Service.

Every possible argument has been put forward in favour of special consideration of the Waterguard claim on the grounds of the arduous nature of preventive work; with its seven-day week, infrequent half-days, granted for the most part to enable a change-over from day-work to night-work. The physical effect of night-work was also stressed.

The specific comparisons made with other grades on similar salary scales were ruled out by the Official Side, apparently on the ground that the Government have made a definite change of policy regarding Civil Service leave, and that the future tendency would be downward.

\* \* \*

**SUPERVISION OF C.P.M.**

Much argument took place on the W.S.C. regarding the Staff Side proposal that Preventive Officers should have some control over C.P.M. in their Districts. The Official Side oppose the view that supervision should be undertaken by any but C.P.O.s. Eventually it was agreed that the weekly itinerary of the C.P.M. should be supplied to the Preventive Officer whenever a patrol extends through his area of supervision for ordinary Waterguard work. This is, of course, without prejudice to the major point.

\* \* \*

**SMALL PORTS.**

Though only one meeting of this Committee has taken place during the year, a great deal of useful work has been undertaken. Much of the negotiation in this connection is of an informal nature and entails a fair amount of correspondence with the ports concerned and the collating of detailed information of the work at these places. Eight ports have come under review, and the results, so far as fixing of allowances, are satisfactory. The practice which the Staff Side have succeeded in establishing is to back-date any increase of allowance to the time of the application of the officer concerned, and, in some cases, to the date when the work increased in volume. It will therefore be seen that infrequent meetings have no adverse effect upon the financial interests of the small port officers when they apply for an increase of their allowance.

\* \* \*

**LAUNCHES AND BOATS.**

The abolition of rowing boats for regular use in the Waterguard has finally been achieved since, by a Local Whitley agreement, they will now disappear from the Thames, their last stronghold.

Only the vexed question of launches remains, and in this connection the Association has been greatly active. The result of the numerous representations,

protests and complaints to the Board on this subject seem about to bear fruit, but in so complicated a matter it cannot be expected that revolutionary improvement will immediately come into operation. It is believed that the Board have at last seen the need for some kind of reform.

When informed that the vacancy of Assistant Advising Officer was about to be filled, the P.S.A. offered the Launch Service Association full assistance in making representations before the Promotion Board with a view to securing a practical and experienced official for the post. The General Secretary attended before the Promotion Board, together with the Secretary of the L.S.A., and took the opportunity to once again emphasise the grave discontent amongst the Waterguard Staff with the methods of the Advising Officials in the past. The action thus taken resulted in three members of the Launch Service being called for interview as candidates for the vacant post.

\* \* \* \*

#### MONTHLY SALARY FOR A.P.O.s.

The position of this matter on the W.S.C. is that the Official Side are prepared to concede the request, but owing to Treasury regulations applicable to the whole Service, the adjustment to a Monthly basis would involve a revision of the increments, since annual increments are in multiples of £2 10s. 0d. The Official Side will not agree to the "rounding upwards" of the increment, and therefore the only alternative is to "round downwards." This would entail a slight loss to A.P.O.s and the Staff Side did not feel justified in reaching an agreement in the circumstances. The matter stands adjourned by the Staff Side in order that they may, if possible, discover some means to overcome the difficulty. If no solution can be found, it will be necessary for the Conference to give fresh instruction to the Executive.

\* \* \* \*

#### ELECTRIC TORCHES.

The optimism on this subject, expressed in the previous Annual Report, has been fully justified. The successful conclusion of the Association negotiations for the extension of the supply of torches to all A.P.O.s was reached at the meeting of the W.S.C. on the 26th April, and the ratification of the agreement took place at the Departmental Council on the 30th May.

The torches now supplied are exactly according to the specifications of the Staff Side. It is, of course, not possible to please everybody, but the Association went to great pains to select an article likely to meet the requirements of the majority.

This is another instance where facts and arguments presented, though sound in themselves, were made effective only by persistent and tireless effort.

\* \* \* \*

#### UNIFORM.

The only remaining item under this heading for report is the question of Mackintoshes. Our success on this item is a happy final touch to a series of triumphs by the Sub-Committee on Uniform since it was set up in February, 1925. The task of this Sub-Committee has been prolonged, but their difficulties have been great. These, however,

have been overcome by dint of hard work and persistency. It can now be said, without fear of contradiction, that the conditions of Uniform supply in the Waterguard are second to none in the Civil Service. It would be difficult to find another Department so well catered for in this respect.

The Mackintosh agreement was reached on 26th April. A three-year period of wear was decided upon, and the Staff Side successfully opposed any extension of the period of wear for the overcoat. In other words, the Mackintoshes can be regarded as a definite addition to Uniform, without any compensating sacrifices from the Staff.

What has been regarded as delay in the issue of the new garments can be accounted for by the fact that the Board could take no steps for fixing up the contract with the manufacturers until final agreement was reached with the Staff. Obtaining tenders takes a considerable time, and even when this has been done, the arrangements with the manufacturer must be gone into. Negotiations with the Royal Army Clothing Departments have to be undertaken on the question of methods of inspection of the Mackintoshes, and finally the Stores Branch have to devise a special system for grading the sizes of the garments before issue.

In the circumstances, it must be admitted that though the delay is irritating, it is not altogether avoidable.

Before leaving the subject of Uniform, reference might be made to the fact that the Staff Side of the W.S.C. are making representations to secure the back-dating of issues of uniform to new entrants. It is argued that the first issue receives the hardest wear, and should not be expected to last more than twelve months.

(Appendix "A. III.")

\* \* \* \*

#### PROMOTION BY MERIT (A.P.O. TO P.O.).

In accordance with Conference instructions last year, two schemes were submitted to the Districts for consideration. The schemes will form the subject of Conference discussion this year, in the light of District resolutions passed upon them, and the instructions given to Councillors by their constituents.

(Appendix "A. IV.")

\* \* \* \*

#### PROMOTION BY MERIT (P.O. TO C.P.O.).

The instructions of the last Conference have been carried into effect. The Executive, after much consideration, evolved a scheme for submission to the Districts. At the 1928 Conference, discussion on this scheme will take place in the light of the observations and recommendations of the Districts.

It is imperative that a definite decision is reached on this occasion, in order to obviate some form of administrative action by the Board. It is pointed out that already there are signs that such action is intended. The innovation at the last examination for C.P.O. is rather significant. As it is possible that action thus taken by the Board would not be acceptable, it is sound policy for the Staff to shape their own course by facing up to the situation, rather than to allow themselves to be forced into taking undesirable conditions.

(Appendix "A. V.")

#### FAILED A.P.O.s.

There have been no new developments of this question. The Executive have had no proposals from the Districts, and in the absence of these, no recommendation has been made to the Conference.

It might be pointed out that the problem in this case is to find superior and more remunerative work for these officers, for which they would be specially qualified by reason of their experience, and NOT simply because they have failed at the departmental examination. To ask for more pay because of failure would be futile and against the best interests of the officers concerned, also the interests of the Waterguard as a whole.

Apparently the only logical way to improve the lot of these officers would be by instituting an intermediate grade between P.O. and A.P.O. It is doubtful, however, whether this would be practicable.

\* \* \* \*

#### LIMITED EXAMINATION FOR CLERICAL GRADES.

A good number of Assistant Preventive Officers took advantage of the opportunity to sit for this examination. The Association gave full assistance to candidates in the way of supplying information regarding salary and conditions of the Clerical Grades; and also as to conditions of transfer of successful candidates.

The Association obtained a ruling from the National Staff Side that Overtime could not be included as emoluments for the purpose of assessing the salary to be carried to the new post.

This action was taken in response to requests from the officers concerned.

\* \* \* \*

#### RECRUITMENT.

The first open competitive examination for entrance to the A.P.O. grade took place in October, 1927. The conditions were as had been agreed upon with the W.S.C. There were 369 candidates, 151 of whom passed the written test, and 75 of these were finally selected by interview. Subsequently the pass list was added to by a small number of border-line candidates.

Careful investigation of the results was made by the Executive, with a view to ascertaining the effect of the *viva voce* part of the examination. An analysis of the marks indicated that there was no tendency to turn down candidates who had excelled at the written test, and all the evidence pointed to the examination as a whole having been conducted equitably.

According to the instructions from the last Conference, action has been taken on the W.S.C. to secure a proper allocation of marks for the various subjects at this examination. The great difficulty of the Staff Side in these negotiations was the *viva voce* test. Eventually they were successful in reducing the Official Side proposal of 500 marks down to 260. Also, the subject of English was raised from 100 to 260. It was finally agreed that the remaining subjects should take 100 marks each.

In the circumstances, the agreement is better than was expected, and the provisions of it will be applied to the next examination, which is expected at any moment to be announced.

(Appendix "A. III.")

#### WORK-AND-WAIT RULE.

There have been no cases reported under this heading during the year, and it is noted that there has been a marked tendency on the part of the Board to avoid the application of this rule whenever possible. It has, in fact, been unofficially intimated to the Staff that every effort is being made to obviate harshness in this connection. The only radical method to avoid harshness would be to revise the appropriate General Order, and the Executive do not recommend this course of action at the moment, but maintain the attitude already approved by the Council.

\* \* \* \*

#### SUPERANNUATION CLAIM.

It was an instruction to the Executive from the last Conference to clear up the doubtful point of whether the application of the Prison Officers' Superannuation Act of 1919 could be put into force on an optional basis, and, if so, to proceed with the matter. The point has now been decided and from the reading of the Act it is obvious that under it there would be no obligation upon officers to retire at 55 years of age. Provision is merely made possible for the payment of superannuation as though 60 years had been reached, for those who desire to retire earlier, through ill-health, or otherwise.

We have kept constant touch with the National Staff Side with a view to expedite the hearing of our claim, and we are able to report that it has now reached the Agenda of the Joint Superannuation Committee, and will come up in its turn for discussion with the Official Side of this Committee.

Owing to the congested state of the agenda of the Committee, it is unlikely that our case will be dealt with for some time. Another delaying factor is the plain refusal of the Treasury to consider proposals which would add substantially to the non-effective vote, or that would involve legislative changes. In the circumstances, we are entirely in the hands of the Superannuation Committee and must be satisfied with their assurances that everything possible is being done.

\* \* \* \*

#### WATERGUARD ASPIRATIONS.

This has been the most eventful year regarding this question since the Council first adopted the policy of creating an atmosphere with a view to subsequent definite action. All the methods for forwarding Waterguard interests cannot be detailed here, but it is sufficient to say that definite results are now observable. Much will have to be overcome, however, before we can say that victory is in sight.

On the report of the Waterguard representatives who attended the meeting of the Special Committee appointed by the Board to investigate the claims of various grades to promotion to the Officer Grade, the Executive felt justified in placing the Waterguard views concerning Landing and Shipping before the Board formally, in writing. This was done, but no reply has yet been received. The relative documents to all action taken on this subject are attached to this Annual Report. (Appendix "A. VI.")

\* \* \* \*

#### TRAINING OF A.P.O.s.

The scheme approved at the last Conference has been discussed at the W.S.C., and was strongly

opposed by the Official Side, who contended that an necessary training could be obtained by attaching a probationer to a Rummage Crew. They were strongly of opinion that a P.O. in charge of a Rummage Crew should be in the position of expert director of the work, and that training the inexperienced officer was normally part of his work.

In the light of what took place at the discussion, the Staff Side thought it advisable to adjourn the question. Disagreement was otherwise inevitable, and before pressing the case that far, it was considered better to get Conference opinion as to whether this course would be desirable.

#### VOCATIONAL EDUCATION SECTION.

The Executive at each of their meetings have received reports and financial statements from the Central Committee. Regarding finance, it has been decided that all funds should be directly controlled by the P.S.A. Treasurer, in order to simplify accounts. This has now been made operative, and is working satisfactorily.

The launching of the scheme for tuition of prospective C.P.O.s was undertaken with the approval of the Executive, both as to method and finance. The scheme is working smoothly, and is well patronised.

Mr. Pursar was compelled, through exigencies of the Service, to give up his post of Secretary to the Committee, and the Executive have approved the appointment of Mr. R. Steele to take his place temporarily. Mr. Pursar has retained his connection with the Committee by co-option.

It will be necessary for the Council to deal with the re-election of the Central Committee, and it might be noted here that Mr. Steele is prepared to continue as Secretary.

A full report from the Committee attached hereto gives details of the year's activity.

#### AREA REPRESENTATION.

The Secretariat, acting as sub-committee of the Executive, explored this question very thoroughly. Every opportunity for personal discussion with District representatives was taken, and correspondence with affected Districts also took place. The information thus gleaned was considered, together with the claims from Districts dealt with at the last Conference.

The scheme which has been evolved is contained in the Organising Secretary's Report and is unanimously recommended by the Executive (see Appendices "E" and "F").

#### SEIZURE AWARDS.

Since our last report, the situation on this question has altered little, though the position is somewhat clarified by the statements of the Official Side at the last W.S.C. meeting to the effect that it really was the intention of the Board to reduce *ad valorem* awards because, in their opinion, too much was being paid in *ad valorem* seizure awards generally. Previous to this statement, the Staff Side had been told that the main difficulty was excessive individual awards, and consequently they submitted counter proposals accepting the Board's principle that awards should relate to duty alone, but extending it to all seizures, *ad valorem* or specific, on such

a basis as to maintain the average aggregate awards paid, but providing for more equal distribution. The counter proposal being that all awards should be based on three times the duty involved.

The Official Side refused to consider the proposal, but gave no clear reason for not accepting the extension of the principle of the duty basis to all seizures.

The question was adjourned at the Staff Side request after much vigorous argument.

#### CONFIDENTIAL CIRCULARS.

The Staff Side raised this matter on the W.S.C., and succeeded in obtaining satisfactory results. In future all circulars dealing with the performance of Waterguard work will be issued generally instead of to Superintendents or Chief Preventive Officers, as has been the case previously on several occasions.

#### EXTRA MEN EMPLOYED AT BRIXHAM.

It came to the notice of the Executive during the year that two extra men were employed at Brixham to replace an A.P.O. Action was taken on the Departmental Council, when the Official Side explained that these men were employed only because of the shortage of A.P.O.s, and that as soon as the new entrants were available the vacancy at Brixham would be filled. The Waterguard representatives obtained an assurance that no more extra men would be so employed in any circumstances, once normal conditions of recruitment returned. The vacancy has since been filled.

#### EARMARKED CASES.

Claimants for arrears of pay under this heading were required to prove that had they not joined the fighting forces, they would normally have been promoted on a certain date, and would have received higher pay for the new post. The number of those who could produce proof of an exact nature was very small, and out of the many claims submitted to the P.S.A., only two were finally decided upon as having any chance of success. Of these two, one was satisfactorily settled without recourse to the Joint Committee of the National Staff Side dealing with these cases. The remaining claim was eventually sent to the Joint Committee, but was rejected by them as unsound. Very careful and detailed consideration had to be given to each claim sent to Headquarters, in order to ensure that essential evidence was not overlooked.

#### WAR BONUS CLAIMS (SUTTON AWARD).

The claims dealt with under this heading were both numerous and complicated. The working-out process was extremely difficult, and caused much correspondence in the effort to collate accurate facts of the various cases. After all the claims with any ground at all had been gathered together, they were submitted for solicitor's opinion through the Civil Service Confederation. When this opinion was obtained, it was supplied to the claimants, together with advice as to what action to take.

Even when this stage was completed, there were still outstanding cases not settled, and as this pertained also in other departments, the National

Staff Side raised the matter with the Treasury, with the result that an agreement was effected between the Treasury and the Civil Service Committee negotiating for the Staff, concerning machinery to be set up to finally dispose of all outstanding claims. This was in July, 1927, but it is understood that the Arbitrator appointed for adjudicating claims (Mr. H. Claughton Scott, K.C.) did not actually commence to hear any cases until after Easter this year.

A number of Waterguard claims have been submitted, but so far there is no result to report.

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#### INITIAL PAY OF 1923 ENTRANTS.

It is considered necessary to make special reference to this matter in the Annual Report, because so much mis-understanding appears to exist as to the truth regarding the activity of the Association on behalf of this class of officers.

The Association, in 1923, took definite and successful action to increase the initial pay of the 1923 entrants. The gaining of this concession was clearly established as a remarkably good piece of work. The Association gained actually more than the officers concerned expected.

In order to ensure full consideration by the Association of any claims put forward by 1923 entrants, the Executive took the opportunity of a resolution from Swansea to examine the situation fully. They are unable to recommend any action to increase the pay of this class, other than that embodied in our general claims.

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#### APPLICATIONS FOR TRANSFER.

Official Side proposals for governing transfers in the Waterguard were tabled at the W.S.C. meeting on 26th April, 1928. They were considered satisfactory by the Staff Side, who, however, deferred any decision until a full examination of the proposals could be made. It is probable that agreement will be reached at the next meeting.

The proposals contain no radical alteration of the existing procedure, except the provision of a time-limit, during which application for transfer will remain valid. The proposed period is two years.  
(Appendix "A II.")

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#### SHIPMENT OF BONDED STORES.

Following Association policy, as laid down by the Council regarding the acquisition of all Waterguard work for the Waterguard, an extensive campaign in London has taken place to transfer from the Officer Grade the duty of Shipment of Bonded Stores. Much sound work was done on the local Whitley Committee, and this was instrumental in bringing the whole question before the Departmental Council in such a way as to force matters to a final issue.

The result is the setting-up of a Sub-Committee of the Departmental Council to discuss the whole question with the Official Side. The Staff Side of this Sub-Committee consists of three Waterguard representatives, Messrs. Merron, Sutton and Powell, together with three representatives from the C. & E. Federation.

#### "MACKNEY" FUND.

This Fund has been in existence since about 1919, when it was originated for the purpose of alleviating the distress of a Waterguard Officer whose prolonged illness had placed him in difficult financial circumstances. Unfortunately, he died before all the monies could be expended, and the trustees, Messrs. A. E. Howell, T. O. Hughes and J. W. Arnott, decided, in the circumstances, that the Fund should be reserved for necessitous Waterguard cases.

During the year, Mr. Howell intimated to the Executive Committee that the trustees would be glad to divest themselves of the responsibility of administering the Fund, and were desirous that the P.S.A. should take it over.

After careful consideration, the Executive decided to accept this responsibility on behalf of the Association, and the question of the manner in which the Fund shall be administered is left for Conference discussion.

\* \* \* \*

#### CONCLUSION.

In conclusion, it might be stated that this Report covers the scope of the year's activity merely in outline. It would, of course, be impossible in so brief a document, to give full details. An intelligent study of the Report will, however, indicate that the Association is not only very much alive on domestic matters, but, as an integral part of Civil Service organisation, embracing as it does some 300,000 Government servants, plays a very important part. There are few Associations which, with so small a membership, have developed so vital a striking power as the P.S.A. It is sufficient to say that we are well respected by contemporary Associations, and that no general service movement could take place without the P.S.A. being concerned. This is a triumph of organisation upon which we might well congratulate ourselves.

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### Middlesbrough Prosecution.

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At the Middlesbrough Police Court on July 31st the Butler of the Steamer "Masula," from Antwerp, was convicted and fined the double duty-paid value and costs, amounting to £13 18s. 2d., for having concealed 9 bottles of whiskey under a quantity of mineral waters in the store room, and 1 bottle of whiskey, 50 cigars and 150 cigarettes in bundles of dirty linen in the linen store room. The fine was paid. The goods were discovered by Mr. F. Whitfield, A.P.O. of No. 1 Rummage Crew. The prosecution was conducted by Mr. J. Imrie, C.P.O.

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### OBITUARY.

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The many friends of Mr. H. C. Matthews (P.O., Hull) will learn with regret of the demise of Mrs. A. G. Matthews on July 31st, after a long and trying illness.

The condolences of Mr. Matthews' colleagues are extended to him in his sad bereavement.

## Customs and Excise Departmental Council.

The ninety-seventh meeting of the Council was held in London on July 25th, 1928, the Chair being taken by Sir Francis Floud, K.C.B., Chairman of the Board of Customs and Excise. Professor L. D. White, of Chicago University, was present during the proceedings.

### CONTRIBUTORY PENSIONS.

It was announced that negotiations were in progress for the complete transfer to the Ministry of Pensions of the whole of the work in connection with the Contributory Old Age Pensions in England and Wales, and that the process would probably be completed after the delivery of books in November next.

### DEPARTMENTAL CLERICAL CLASS.

It was agreed that although it might be necessary to depart from the rule in certain cases of extra-departmental use, the following titles should be used within the Department for the various grades of the Class:—(a) Departmental Clerical Officer, (b) Departmental Higher Clerical Officer, (c) Chief Clerk, (d) Senior Chief Clerk.

The Staff Side gave notice that at a future meeting they might raise certain matters arising from the decisions, previously reported, on the duties of members of the Class.

### CLERICAL VACANCIES.

It was agreed that Clerical Officer vacancies arising in Headquarters Offices should be notified in the appendices to weekly General Orders. A supplementary proposal on applications for transfer was withdrawn by the Staff Side on the understanding that these would be considered on their merits, regard being paid to the need to maintain a proper proportion of experienced officials and new entrants in the different offices.

### "ACTING" APPOINTMENTS.

The Staff Side moved that the appointments of Higher Clerical Officers who have held "Acting" rank in the Statistical Office in reorganisation complements, and who have been subsequently confirmed without a break, should for the purposes of pension be ante-dated to the date of the commencement of "Acting" service. The Official Side indicated their view that the matter was a general service one, and that the point was involved in a major proposition now under National Whitley treatment. Consideration of the motion was adjourned after discussion.

### "P" CLASS PROMOTIONS.

The Official Side stated that the Department was in communication with the Treasury as to the number of "P" Class Clerks to be promoted, and that when this information was available the names of the promotees would be communicated to the Associations concerned.

### LONDON RATES OF PAY.

It was agreed that, on the understanding that it would not be regarded as a precedent, and that the grant would be personal to the present holders of the post, the London scale of payment would be made to the Established Housekeeper Messenger at the West India Dock. The case of a post at another Dock was adjourned.

### LONDON WATERGUARD.

In reply to Staff Side enquiries, the Official Side stated that the application of the agreement on the re-scheming of this service involved a considerable amount of preparatory work, but that the processes would be pressed on with all possible speed.

### INJURIES ON DUTY.

With reference to the adjourned discussions on the use on official business of public conveyances owned by persons of financial instability, the Official Side stated that a Government Bill now in draft covered the point made by the Staff Side, and that in the meantime they could not agree to special departmental action being taken. The subject was adjourned *sine die*.

### OFFICE ACCOMMODATION.

A debate arising from the consideration of a Local Committee disagreement led to various general aspects of this question being discussed, and the special case was adjourned for further examination by the Official Side.

### OPERATION OF AGREEMENTS.

Arising out of the consideration of two special instances, it was agreed that the Staff Side of the Council should be notified of all cases in which for any reason the Board were unable to give operative effect to an agreement reached by the Council.

### OTHER MATTERS.

A number of other decisions advised by Local, Office and Sectional Committees were dealt with, with results that have been communicated to the Committees concerned.

The next meeting of the Council will be held on September 26th, 1928.

## CHANGES IN THE STAFF

TO AUGUST 7th, 1928.

### TRANSFERS.

#### CHIEF PREVENTIVE OFFICERS, LOWER SECTION:—

Fox, S. T. Holyhead, Chester to Newhaven, Brighton.

Hargreaves, T. E. Unattached, Office of I.G.W. to Holyhead, Chester.

#### PREVENTIVE OFFICERS:—

Manley, W. P. Belfast to London.

Robbins, E. Irvine, Dumfries to London.

Self, W. G. Glasgow to Grimsby.

Walter, V. H. Fishguard, Swansea to Erith, London.

Watson, F. Grimsby to Immingham, Grimsby.

Williams, C. Plymouth to Weymouth.

#### OFFICERS LEAVING THE SERVICE.

#### RETIREMENTS:—

Preventive Officer. Beck, W. Hull.

Assistant Preventive Officer. Grimmett, J. Hull.

#### VACANCY.

#### PREVENTIVE OFFICER:—

\*Irvine, Dumfries.

\*(An allowance of £30 per annum for performing Long Room work, etc., is assigned.)

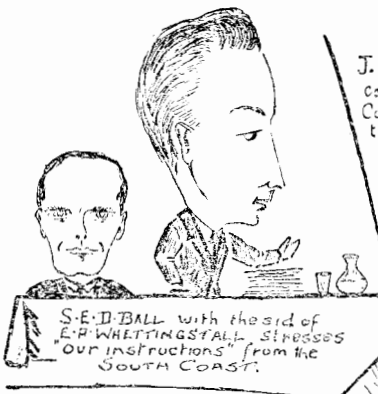
## OUR SHORT STORY.

By "GEN."

Junior A.P.O. (to elderly P.O.): "Yes, I think your idea is a sound one, and I'll submit it myself to the Suggestions Committee."

# A PEEP AT THE ANNUAL CONFERENCE (1928)

## "AMONG THOSE PRESENT"



S.E.D. BALL with the aid of E.P. WHETTINGSTALL, stresses "OUR INSTRUCTIONS" from the SOUTH COAST.

J.T. SUTTON conducts the Councilors thro' FINANCE



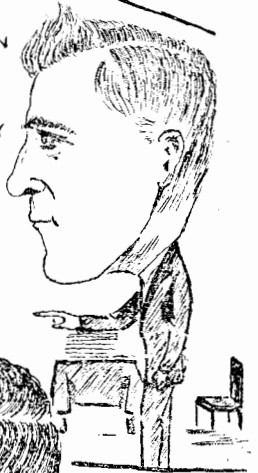
J. O'CONNOR speaks on "behalf of GRANESEND" and E. SHARROCK



CHAIRMAN "BIG BILL" THOMSON



J. MERRON seriously points out the value of UNITY



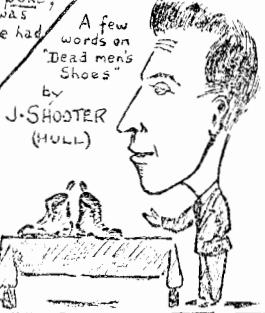
GEN. GRIFFITHS indeed to goodness" supported by A.W. PENSLEY "look you".

Whose geniality could not be mistaken for simplicity

The Secy. was peculiar to her sex, she never spoke, but perhaps it was because she had no time



BILL POWELL renders a little assistance by "clarifying the issue"



A few words on "Dead men's Shoes" by J. SHOSTER (HULL)



OUR EDITOR takes a few "jottings"

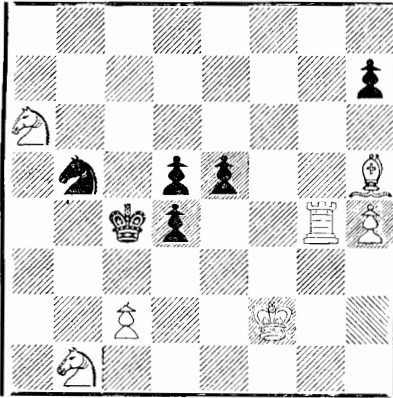


Space prevents the inclusion of the other Councilors but needless to say they were "All There"

## SPORT AND SOCIAL.

## Customs Waterguard Chess Club

## PROBLEM No. 21.



White to mate in two.

By P. H. WILLIAMS.

## Solution to No. 20.

1. Kt.—K7+      2. Q×P+      3. R—KR1.  
 K—R1.      K×Q.      3 points.

**County Contest.**—It is not often that players in these contests receive compliments and we are pleased to record that the Kent County Match Conductor, who has held the County Championship on two occasions, has sent a letter of congratulation to Mr. F. G. Boodle, Dover, on his victory in the County Correspondence Match against Miss Eveling at the 28th move. This good lady attends most of the Chess Congresses as a player of repute. She played in the Cheltenham Chess Festival in Class II, Section B, and is a Vice-President of Kent County Chess Association; therefore we extend our congratulations to him on his fine performance.

**Inter-Port Contest.**—A suggestion has been put forward from Dover, that the Club holds an inter-port contest for a shield, and the views of members are solicited by the Secretary. The matter is being placed before the Committee, and in order that our "small port" Officers may participate, teams are confined to (1) one Port, or (2) a District under the supervision of one C.P.O.

It is presumed that this contest would give a good social feeling throughout the ports and bring us more together. It is well known that inter-port contests in our Department are difficult of achievement, but where the games can be carried on by post, the difficulties are removed, and there is every reason to believe that each port would be interested in its Chess team and become keen.

Round 2. Sections III, IV and V commenced 1.8.28.

**Cup Contest.**—All unfinished games in this contest will be submitted without names to Mr. W. C. Smith, Hon. Sec., Dover Chess Club, who has kindly undertaken to adjudicate them for us.

## The Councillors Off Duty.

During the past few years it has become the custom to entertain the Councillors on the first evening of the Conference, and, indeed, it has proved so successful that the institution is fast becoming a tradition. Each successive Conference finds new faces among the Councillors, and invariably there is that subtle something in the air—a strangeness that breeds a sort of restraint. It is inherent in the British race to exhibit a tremendous amount of caution when meeting for the first time, and although P.S.A. Councillors meet with a common object, and are in reality colleagues doing the same work for the same Department, it seems almost impossible to live this trait down at the opening of the Conference. True, there is no lack of the voicing of views and opinions—the Councillors are there for that specific object—but there always seems to be a certain amount of freedom missing, which is, perhaps, a very essential asset to an Association Conference.

It is thus, as I say, becoming a tradition that the members of the Council, at the close of the first day's proceedings, form themselves into a party and keep together for the evening, generally for an excursion to some place or other; and it is surprising what the effect of this is upon the remainder of the session. This year the Councillors repeated the procedure of last year. A motor coach was in readiness when the Conference rose, and after partaking of tea, the members repaired by this means to Richmond, where a roomy motor launch was in readiness to convey the party to Hampton Court. For those who desired music, there was a serviceable gramophone at one end of the boat. Others separated in twos and threes at the other end and engaged in exchange of views, and either agreed or disagreed with one another in a friendly spirit. The river was at its best, and afforded to the visitors an impression of the Thames; where pleasure is the main theme and foreign arrivals seldom penetrate. Two vessels were, it was observed, lying at Kingston with foreign cargo on board. A busman's holiday, you say? Well, it might have been, to a certain extent to the London officers, but the river was in holiday mood, and even round the Dutch boats bathing and boating were in full swing.

Mr. Griffiths, of South Wales, was unanimously voted to the Chair when we adjourned for refreshments (as he was last year). Vocal talent was plentiful, and with the aid of Mr. Shooter at the piano, an impromptu concert was given that earned the unstinted praise of Mine Host and the unbounded satisfaction of all concerned.

The return journey, by the same means of conveyance, revealed old friendships thoroughly renewed, and new friendships cemented, and the Council met the following morning in a spirit of far greater understanding, ready to debate, agree or disagree, in a manner that would prove of the greatest benefit to the Association.

The organisation, which was carried out without a single hitch, was due to that indefatigable official, Mr. W. H. Powell, who is a great stickler for detail, and to whom our grateful thanks are due; and our acknowledgments are also due to those London officers who so kindly took part in the outing and acted as hosts.