

# The Customs Journal

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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.4.*

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

## SO FAR, SO GOOD.

THE Departmental Council at the meeting held on the 25th June, confirmed the disagreement registered on the Waterguard Sectional Committee upon the reorganisation proposals. It is now permissible, therefore, for us to discuss the matter without fear of transgressing the rules dealing with the discussion and publication of matter, subject to Whitley consideration.

In the first place it is with a double sense of relief that we approach our subject. Relief in so far as the "muzzle" is definitely off, and relief that the lengthy period during which our claims have been under consideration in Whitley has come to an end. It will be well, therefore, for us to take stock of the situation and assess, if such is possible, the effect upon our case of the discussions that have terminated in the disagreement. At the outset it should be noted that most experienced Association officials have long realised that Whitley negotiation would probably constitute only part of the campaign that we were faced with, and that its importance would possibly be limited to the extent to which our claim in regard to the work and conditions of the P.O. grade (and we use that term in its inclusive sense) was discounted by the criticism of the Official Side. Let us therefore examine what has taken place.

The Staff Side statement made in support of the proposals depended almost entirely upon the comparative responsibilities of the grades. It was a considered exposition of those responsibilities compiled with the express intention of leaving no misconception as to the work and responsibilities undertaken by the grades. The reasons for this method of approach were twofold. Firstly, the comparison with other grades in regard to the value of the work and its re-

muneration—a comparison that must inevitably result in enhanced salary scales for the Preventive grades, and secondly, the feeling held by most of us that our work and responsibility had never been properly appreciated in high quarters in our own Department. The "remedial" proposal of the Official Side put forward at the last meeting of the Committee lends colour to this feeling.

The Official Side were not slow to see the ready-made means whereby our case could be attacked, and no opportunity has been neglected on their part to attack the basis upon which it was built. It is in this fact that we can secure consolation. On not a single point of the claim have they succeeded in discounting or disproving the case that we have made out. Twelve months have passed since the reference was first tabled, and at the end of that time the Official Side produced a conditional proposal that by inference accepts the position that the subordinate grades are regularly carrying out duties of a higher range than was previously believed. There should be no misunderstanding on this point. Those duties are the inherent duties of the grades. There has been no devaluation or "silent revolution." No "exigencies" or "abnormal circumstances." The regular and proper duties of the grades are plain and unmistakable, and it is these duties that must be considered. It is the comparative value of these duties, combined with the shabby manner in which the grades concerned have been treated over many years, that constitutes our claim. There is another place where we can make it, and where the atmosphere is clear of prejudice. The Industrial Court is now our objective, and we shall proceed there with an increased confidence in the justice of our claim.

## CURRENT COMMENTS.

AT the Departmental Council meeting on the 23rd June, the Waterguard Sectional Committee disagreement on the Salary Claim, including the various subsidiary issues, was confirmed. No further discussion of the case was entered into.

The Board have now been informed that the Preventive Staff Association intends proceeding to Arbitration. At the moment it is not known whether the Superintendents' Association and the Chief Preventive Officers' Association are taking similar action. A meeting of the Staff Side of the Sectional Committee will shortly take place, when the whole situation will be discussed and the necessary arrangements made, according to the decisions of the other Associations concerned.

It seems unlikely that the case will get to the Court before the Autumn. July and August being holiday months, things are apt to move more slowly at this period than at any other time of the year.

Preparation of the Staff Side case for arbitration has already commenced, but will take some time to complete, especially in view of the great amount of business to be transacted in connection with the forthcoming Annual Conference. It is probable, however, that the case will be ready in draft form by the time Conference takes place, and the final document will be ready shortly afterwards.

\* \* \* \*

The Annual Report and the Conference Agenda have now been sent out to all District Officers and Councillors. This gives ample time for the holding of District meetings for the purpose of giving instruction to Councillors before the Annual Meeting in August.

The Report is again a lengthy document, and indicates that the Association has, in spite of occupation with the Salary Claim, managed to perform a large amount of work in connection with other important matters.

\* \* \* \*

The Executive meeting on the 9th July will be the final meeting before the Conference. This is normally the busiest meeting of the year. On this occasion there are one or two problems likely to give the Committee a bigger task than usual.

One of these is the question of Officerships of the Association. Conference will expect some guidance from the Executive in this matter. There is a solution to the problem, but it will

need a great deal of close examination and consideration.

\* \* \* \*

In the last issue of the Journal reference was made to the question of employing members of the Preventive Staff at Croydon Aerodrome. It is interesting to note that the Departmental Council has now decided to have the whole matter thrashed out by a joint committee of the London local Whitley bodies concerned. The Preventive Staff will, of course, be represented on this committee. Early meetings are being arranged, and it is hoped that very soon useful discussion of this vexed question will have taken place. The outcome of this new line of action will be reported to the membership in due course.

\* \* \* \*

The Customs and Excise Joint Committee is giving a good deal of consideration to the position which arises owing to the cessation of "Ham's Year Book." A small sub-committee has been set up to inquire into all Joint Committee publications, and it is expected that this sub-committee will recommend some means of supplying the Staff with a publication containing useful information on Service matters. Many of our members are acquainted with the "Staff Annual" published a few years ago, and, since the P.S.A. is represented on the sub-committee, any suggestions based on the publication referred to are assured of full consideration. Such suggestions should be sent direct to Association Headquarters.

\* \* \* \*

It is some time since there was a meeting of the Special Committee set up by the Departmental Council to deal with the application of the National Council Agreement on Subsistence Allowances. At the last meeting certain proposals were placed before the Staff Side, but the discussions were confined to ascertaining Staff Side opinion regarding them. Since then the Official Side have been considering the views expressed, and have now come forward with new proposals. These will be considered at a meeting to be held on 14th July.

There is no reason to believe that the National Council agreement is likely to do any good for the Preventive Staff. The whole subject is extremely complicated, and it will require very careful handling by our representatives to avoid the net result of the negotiations meaning a loss to the Staff. So far as can be seen, too much attention was paid during the National discussions to problematical social distinctions between

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other competitions. The London Central Collection Cup presented to the Club in 1929 will be awarded to the winning team of the Inter-Office Relay Race. The Tug-of-War Championship team will be awarded the Silver Challenge Cup presented by the Chief Preventive Officers' Association.

At the conclusion of the Sports, which are being held under the patronage of the Honourable Board of Customs and Excise, the medals and prizes will be presented by Lady Floud.

In the evening a dance will be held in the pavilion.

It is hoped to make this year's meeting an even greater success than its predecessors, both from the sports and social points of view. Will you therefore kindly assist first, by advertising the meeting as much as possible; second, by entering for the events; third, by assisting in the team events; and finally, by subscribing a small amount to the funds. Your attention is also called to the article which will appear in the July issue Sports Magazine.

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### Cliff Tragedy at Exmouth.

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The body of Mr. Richard Reed (A.P.O., Exmouth) was found in a terribly mutilated condition on June 23rd on rocks at the foot of the cliffs about a mile beyond Orcombe Point, below the point known as the high land of Orcombe. The discovery was made by a visitor when walking along the beach from Littleham Cove. Mr. Reed is believed to have been seen walking along the cliffs in the direction of Straight Point a little earlier in the day. The manner in which he met his death seems to remain a mystery, but it was stated at the inquest that there is no doubt that deceased came over the cliff, as there were two distinct marks, one about 6 ft. from the top of the cliff. The height of the cliff was about 250 feet, and the witness could trace the fall. On the top of the cliff was a path used by the public, and it was about 25 ft. to 30 ft. from the edge of the cliff. Witness had frequently seen people looking over the cliff, and even sitting on the edge and hanging their feet over.

The Coroner said there was no doubt whatever that deceased fell over the cliff, but there was some difficulty in coming to a conclusion as to how the fall occurred, as no one actually saw him fall over. An open verdict was returned.

The high esteem in which the late Mr. Reed was held found expression on June 27th, when the funeral took place at Littleham parish

churchyard. Prior to the interment there was a special assembly of the "Sun" Lodge of Freemasons. The Worshipful Master paid feeling tribute to the late Bro. Reed, and the brethren then proceeded to the churchyard, and lined the path from the lych gate.

Among those present at the graveside were the following members of the Department: Messrs. B. Hurford (Cardiff), H. E. Green, A. Tait, F. Z. Avons, and W. J. Field (Exmouth), F. Otter (Budleigh Salterton, representing the Coast Preventive Men), and F. Crimmins (representing Plymouth Customs Staff).

The Madeira Bowls Club was represented by the officers and several of the members.

With a large number of floral tributes were seen wreaths from old colleagues at Cardiff, the Waterguard Staff of Plymouth, and the Exmouth Staff.

We offer to his mother and relatives our very sincere sympathy.

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The following letter to the Editor needs no comment.

Sharpness,

June 27th, 1930.

Sir,—I am just completing my seventh year in the Service, and my memory goes back to my first days on duty, when I was assigned to the rummage crew at Cardiff, with A. W. P. Densley and R. Reed completing the crew.

Tragedy has overtaken both these officers.

I should just like to testify to their kindness and thoughtfulness to me, then a rank probationer, how they both assisted and helped me all they could, and made my work lighter and happier.

First impressions are lasting, and my first impressions, thanks to these two colleagues, left nothing to be desired, and gave me that start and outlook on my new career then so necessary.

To all connected with these two officers I extend my sympathy. The memory of their kindness to me will never be forgotten.

Yours faithfully,

L. KNIGHT.

## The Staff and the Offer

By "PREVENTIVE OFFICER."

The unanimous verdict of the Staff in connection with the offer submitted for reconstruction of the Waterguard must surely be a rude awakening for those who framed the offer. The offer itself is an illustration of the distance which apparently still divides the Preventive Department from administrative knowledge and sympathy, and, consequently, the verdict is the only one which could be expected by those who know the Department and are fully conversant with its duties and responsibilities.

It appears from accounts of the conversations held during the progress of the Staff Side claim that the Board were rather out of touch with the actual responsibilities of the Preventive Officer grade. This detachment from Waterguard interest may possibly be explained by the fact that each progressive movement in the C. & E. has tended to centre around the "Officer" grade, whose champions are legion, and who can generally demand sympathy and support. The Preventive Staff, although vested with the duties of the first line of defence, is not only a preventive body, but a detective and collecting staff, and are shouldering the burdens of other Departments. The members have suffered because, numerically and influentially, they could never be heard, and have cried out in vain. The old saying, "he that serves everybody is paid by nobody," is well illustrated in the Waterguard, e.g., when the Home Office formed its own staff it was discovered that the duties which had hitherto been performed by the P.O. for £200 p.a., were found to be worth £350! Surely it is not seriously contended that the Revenue and other responsibilities of the Preventive Staff are of less value to the State than the checking of alien lists and passports, a duty still performed, in fact, by some Preventive Officers with their other duties!

The outcome of the proposals submitted by the Staff Side recently, however, show that an interest had at last been stimulated in regard to Waterguard responsibilities, and the necessity for reconstruction. It is clear, nevertheless, that

the situation has not yet been thoroughly grasped by the Official Side. The creation of the superior posts suggested does not relieve the lower grades of their particular responsibilities. Such a scheme merely adds to the

supervision of those responsibilities, however necessary that may be from an administrative point of view. But it does not remedy the grievances and injustices from which the Staff, from Superintendent to A.P.O., consider the Waterguard suffers, viz., that the lower grades are not paid adequately, nor are other conditions in keeping with the responsible duties they immediately perform.

The maximum of a Preventive Officer was fixed nearly forty years ago at £200 p.a. It would be puerile to suggest that that amount was fixed for a P.O. in charge of a rummage crew, i.e., a special appointment. It was considered the value at that time for a duty which a P.O. now on promotion is expected to perform on any station. But values have completely changed since then, and responsibilities and abilities have necessarily increased a hundred-fold. The Preventive Staff, notwithstanding the progress of events and Departmental extensions of responsibilities, have continued side by side with other branches performing duties no more responsible, but where salaries have been increased almost 100 per cent. within that period, and where general conditions have been considerably enhanced. The total increase in maximum over a period of nearly 40 years to the Preventive Officer grade to cope with the ever-growing importance of the Department and its greatly enhanced value to the Revenue and to other branches of the State, has been a mere £50 per annum, with conditions not very much better. To anyone with a knowledge of the C. & E., it must be manifest that the lower grades in the Preventive Department have not had fair play, and that the Department, although, of necessity, having received a big share in the burdens entailed by progressive Revenue changes and administration, has not received proper recognition in the progress of the Customs and Excise Service.

At a time when the Staff were beginning to feel that at last a strong barrier of Departmental prejudice had been broken down, and that they had gained the sympathy of the Official Side in their struggles for better conditions, their acute disappointment on being informed that the main work of the Department, i.e., the work of the P.O. and A.P.O. grades, was adequately paid for, may be well imagined. Mr. Podsnap settled that whatever he put behind him he put out of existence. In the same way the position of the lower grade responsibilities has been dealt with.

It has been well known for a long time, by those competent to judge, that unless the Preventive Staff carries salaries and conditions  
*concluded on page 127*

**Answers to Examination Questions.**

(Published by arrangement with the V.E.C.)

SECOND PAPER.

Questions 1, 2 and 3.

**Question 1.**

A passenger from Marseilles declares and produces as his private effects the following goods on which he requests to pay the duty:—

- 2 bottles of Liqueurs, each .22 gall.
- 3 packs of Playing Cards.
- 6 new Silk Shirts weighing 4 oz. each and valued at 30s. each.
- 3 tins Negrohead Tobacco, each 7 oz. net.
- 16 tins Cavendish Tobacco, each 4 oz. net.

Concealed in his baggage you find:—

- 3 new Silk Shirts weighing 4 oz. each and of a total value of £3.

On being offered the option he elects to deposit treble the duty paid value.

State the total amount the passenger would be required to pay.

<b>Answer.</b>	£	s.	d.
.44 gall. Liqueurs at £3/18/5 per gall.	=	1	14 6
3 packs Playing Cards at 3/9 per doz. packs	... ..	=	0 0 11
6 Silk Articles = 1 8/16 lbs. at 15/6 per lb.	... ..	=	1 3 3
1½ lb. Negrohead Tobacco at 12/10 per lb.	... ..	=	0 16 10
4 lbs. Cavendish Tobacco at 12/10 per lb.	... ..	=	2 11 4
Fine on 3 lb. Tobacco	... ..	=	0 3 0
3 Silk Articles, value and duty = £4	... ..	=	12 0 0
.....	.....		
Total amount required	=	£18	9 10

**Question 2.**

Calculate the single, double, and treble duty paid values of the two following seizures:—

- (a) 3 boxes of Havana Cigars each 15 oz. net.
- 3 bottles of Whiskey, each .16 gall. at 25<sup>s</sup> u.p.
- 1 doz. pairs Silk Stockings valued at 5/10 a pair.
- 2 lb. Tobacco, unmanufactured, unstripped.
- (b) 1 doz. Safety Razors, valued at 4/2 each.
- 1 pair Opera Glasses, valued at 30/-.
- 1½ galls. Burgundy, in bottle.

**Answer.**

(a) 2½ lb. at 16/10 per lb. duty. 40/-	£	s.	d.
per lb. value	... ..	=	7 19 10
.36 gall. u.u. Spirits at £3/16/11 duty, and .48 gall. u.u. Spirits at 10/- value	... ..	=	1 12 5
1 doz. pairs Silk Stockings at 5/10 per pair value	... ..	=	4 13 4

2 lb. Unmanufactured Tobacco at 9/9½ per lb., duty 1/- lb.	value	... ..	=	1 1 7
Single Duty Paid Value	=	15 7 2		
Double Duty Paid Value	=	30 14 4		
Treble Duty Paid Value	=	46 1 6		
(b) 1 doz. Safety Razors, valued 4/2 each	... ..	=	3 6 8	
1 pair Opera Glasses, valued 30/-	... ..	=	2 5 0	
1½ gall. Still Wine, I.L.B. n.c. 25	... ..	=	0 16 6	
Single Duty Paid Value	=	6 8 2		
Double Duty Paid Value	=	12 16 4		
Treble Duty Paid Value	=	19 4 6		

**Question 3.**

(a) Define the term "Light Wood Goods," as used in reference to deck cargo.

(b) A British vessel arrives from Australia with the following deck cargo:—

- 28 Horses; 119 Sheep; 74 Mules; and a quantity of timber measuring—

	Mean Length.	Mean Breadth.	Mean Height.
Sec. 1	... 84ft.	18.3ft.	6.6ft.
Sec. 2	... 84ft.	19.5ft.	6.6ft.
Sec. 3	... 46ft.	9.4ft.	3.5ft.
Sec. 4	... 66ft.	19ft.	9.8ft.

Under Sec. 1 there is a hatch measuring 18ft. by 15ft. by 3.6 ft.

Calculate the total tonnage of the deck cargo and state what forms would be prepared and to whom they would be delivered, and where the tonnage would be recorded.

**Answer.**

(a) "Light Wood Goods" means any Deals, Battens, or other light wood goods of any description.

(b) 28 Horses at 80 cu. ft. each	=	2,240
119 Sheep at 10 cu. ft. each	=	1,190
74 Mules at 65 cu. ft. each	... ..	4,810
Timber.		
Section I—84ft.×18.3ft.×6.6ft.	=	10,145
Section II—84ft.×19.5ft.×6.6ft.	=	10,810
Section III—46ft.×9.4ft.×3.5ft.	=	1,513
Section IV—66ft.×19ft.×9.8ft.	=	12,289

Deduction = 18ft.×15ft.×3.6ft.	=	42,997
		972

Total cu. ft. = 42,025

Total Deck Cargo Tonnage = 420.25

Forms Surveys 104 and 105 would be prepared and delivered to the Master and Collector respectively. A record of the total deck cargo tonnage would be shown in the ship's official log, after the last entry, and also in the Blue Book.

## Civil Service Confederation.

### EXECUTIVE COMMITTEE MEETING.

A meeting of the Executive Committee of the Civil Service Confederation was held on Monday, 23rd June, 1930, at Church House, Westminster, when Mr. George Chase presided over an attendance of twenty-three.

With reference to the subject of Association salary claims which had been met with a refusal of consideration by the Treasury or Departments on the ground that the Royal Commission on the Civil Service is considering questions of a similar character to those desired to be made the subject of discussion, it was reported that the Association of Officers of the Ministry of Labour had asked that further consideration should be given by the Confederation to the case put forward by the Association, and this matter would come before the General Purposes Committee at its meeting on the 30th June. It was decided that, with a view to obtaining information as to possible fresh developments, a further circular on the general question should be issued to constituent organisations.

On the subject of age of retirement, in respect of which notice of motion had been given at the last meeting on behalf of the Inland Revenue Stamping Department Association, a letter was received stating that the Association was now dealing departmentally with this question, and that the Confederation might therefore regard the matter as having been disposed of.

A letter was read from Mr. H. J. Hammond, a member of the Executive Committee during the past year, stating that for personal reasons he was retiring from active work in connection with Association and Confederation affairs. It was agreed that a letter be sent to Mr. Hammond expressing appreciation of his past services.

Mr. A. J. Cowherd, of the Customs and Excise Federation, was nominated for membership of the Superannuation Committee of the National Whitley Council to fill the vacancy occasioned by the retirement of Mr. G. A. Finch, also of the Customs and Excise Federation.

A communication was received from the Ordnance Survey Civil Staff Association, seeking advice and assistance on a question which had arisen concerning the date of establishment of employees of the Ordnance Survey, and this matter was referred to the General Purposes Committee for attention.

On the subject of the wage claim put forward by the Stores and Clothing Inspection Department Viewers' Association, in which assistance is being rendered by the Confederation, a further interview had taken place with the War Office on the 20th June, 1930.

In connection with the claim of the Customs and Excise Stores Branch Association for increased increments to Warehousemen, it was reported that this case had been fixed for hearing by the Industrial Court on the 1st July, 1930, and would be conducted by the President and the Honorary General Secretary of the Confederation, in conjunction with representatives of the Stores Branch Association.

It was reported that assistance had been rendered to the Customs and Excise Coast and Land Preventive Staff Association in the preparation of the case proposed to be presented by the Association to the Royal Commission.

A report was presented by the Special Committee on Sick Pay for Unestablished Classes, summarising correspondence which had taken place with the Financial Secretary to the Treasury during the past few months. The Committee recommended that, in view of the fact that the last communication received from the Financial Secretary had stated that Treasury sanction is required for the grant of sick leave privileges to any individual civil servant, or class of civil servants, whether general or departmental, or for the increase of privileges already enjoyed, a renewed request should be sent in to the Financial Secretary for the reception of a deputation from the Confederation on this subject. The recommendation was endorsed by the Executive Committee.

It was reported that over 36,000 copies had been sold of the pamphlet issued at 2d. per copy by the National Staff Side containing the Staff Side evidence on Cost of Living, in addition to 800 copies of a more comprehensive document containing the National Staff Side evidence on Cost of Living, Super-cut; General principles upon which remuneration should be based; and National Minimum Wage, issued at 1s. 6d. It was decided to urge that the National Staff Side evidence on Superannuation should be issued for general circulation in similar fashion to the evidence on Cost of Living.

A report was given by the President on the position which had arisen in connection with the practice of holding regular meetings of the Confederation Representatives on the National Whitley Council prior to National Staff Side and National Council meetings. The report given by the President was followed by a general discussion on the subject, after which a decision was reached to the effect that the regular meetings of Confederation Whitley Representatives

prior to National Staff Side and National Whitley Council meetings be discontinued, but that there should be power to call special meetings of the Representatives when occasion required, the decision as to whether such meetings should be called to rest with the President and the Honorary General Secretary.

Standing Sub-Committees of the Confederation for the year 1930-31 were appointed as follows:

General Purposes Committee: Mr. R. McC. Beamish, Mr. R. D. Crook, Mr. A. J. T. Day, Mr. W. E. Llewellyn, Mr. G. McDouall, Mr. T. W. Rogers, Mr. W. T. Seddon, Mr. S. Slocombe.

Finance and Organisation Committee: Mr. G. H. Barson, Mr. F. C. Cooper, Mr. J. Merron, Mr. E. F. J. Payne, Mr. E. P. Rundle, Miss Rose Smith-Rose, Mr. G. R. Speed, Mr. W. E. Thomas.

Publicity Committee: Mr. F. C. Cooper, Mr. A. J. Ellis, Mr. D. N. Kneath, Mr. W. J. Palmer, Mr. E. P. Rundle, Mr. W. T. Seddon, Miss Rose Smith-Rose, Mr. G. R. Speed.

### Rescue from Drowning.

A young shop assistant named David Jeffreys was bathing with four friends at the mouth of the river Ogmore during last week, at a spot notorious for a number of drowning accidents owing to the dangerous currents which abound at this point. He was not a strong swimmer, and got into difficulties. Mr. E. J. Morgan went to his assistance and managed to grasp him, but owing to the strength of the current was unable to retain his hold, and found himself in difficulties.

Ready help was forthcoming in the person of Mr. Frank Warren (A.P.O., Cardiff), who was in the act of dressing after a bathe. He plunged in and succeeded after great difficulty in bringing Morgan to the shore, Jeffreys having apparently disappeared by this time. The latter's body was found on the shingle after the tide had receded.

We congratulate Mr. Warren on his plucky action in effecting a rescue at a spot where there was a notice warning bathers not to bathe there owing to the dangerous currents.

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#### FILL IN THIS FORM NOW.

The Secretary (V.E.C.),  
Preventive Staff Association,  
13, Beer Lane, London, E.C.3.

Please enrol me for Preliminary Course  
Intermediate Course (delete Courses not required) in Waterguard  
Advanced Course

Departmental Regulations. Postal Order payable to P.S.A., London, value.....(insert amount), enclosed.

Name .....

Address .....

Tutors:—Messrs. Angus, Gardiner, Sheehan, and Thomson.

Please indicate Tutor desired, and choice of Tutors will be given as far as possible.

Fees 10/0, 15/0, and 20 0 per term respectively.

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

The annual meeting of the members was held in the Custom House, London, on Monday, the 2nd June, when the Chair was taken by Sir F. C. Floud, K.C.B., President.

In presenting the annual report and statement of accounts for the year ended 31st March, the Secretary said the progress of the fund in every direction had been as satisfactory as in any year of its history. The total number of applications for membership had been 248, and after allowing for losses due to deaths and superannuation, there was a net increase of 180.

There were now 2,486 members, which represented about 50 per cent. of the established staff of the Department, but the Committee hoped to see a still larger proportion of the staff become members in the near future.

There had also been a satisfactory expansion of income from subscriptions and dividends. It might not be amiss in this connection to quote the figures for the last four years. These were as follows:

1927:	subscriptions	£1,936,	dividends	£443
1928:	do.	£1,981	do.	£482
1929:	do.	£2,089	do.	£507
1930:	do.	£2,208	do.	£524

In the same years there had been disbursed in grants: £1,361, £1,503, £1,908, and £2,311. During the past year applications had been received from eleven families for grants to maintain and educate children, and in each case the maximum assistance allowed by the rules had been granted. The fund was now helping in this way 53 families, with an aggregate of 94 children. They had also made grants to 42 widows in necessitous circumstances, and of these, not less than half were 70 years of age and upwards.

At the suggestion of one of the Vice-Presidents, the question of helping children who had exhausted their privileges under the rules of the fund was taken up by the Executive Committee. A sub-committee was appointed to examine and report. Their recommendations were adopted, and will be found incorporated in the annual report on page 8. Within 24 hours of the issue of the copies of the report to members, he had received an offer from a member to subscribe

£1 per year until further notice to help any case approved by the Committee. Attention is drawn to this section of the report, and any further offers of similar help will be welcomed.

In moving the adoption of the report, Mr. Barnard said the principles which guided the Committee in the administration of the fund's resources were primarily to relieve the needs of the dependants of deceased members as fully as the rules allowed, and then to gradually increase the amount of investments in order to create adequate reserves. The report and statement of accounts were adopted.

The following were elected to office:—

Sir F. L. C. Floud, K.C.B., President; R. Barnard, Esq., G. J. Fitzsimons, Esq., A. S. Lupton, Esq., and T. Morton, Esq., as Vice-Presidents; Messrs. S. Fennell, Sur., C. Brown, G. Dingley, S. J. Thorne, T. Morton, B. T. Wheller, W. A. Comber, G. Chase, Officers; F. J. Lundberg, C.P.O., A. N. Lake, P.O., N. L. Collins, H. S. Wheeler, A.P.O.s, G. F. Eperon, and W. T. Elliott were elected members of the Committee; Messrs. G. W. Putnam and W. Quimby were re-elected as Auditors.

On the motion of the Chairman, seconded by Mr. T. Morton, a cordial vote of thanks was passed to the Auditors for their services, and a similar compliment was paid to Mr. Medwin, the Treasurer.

A vote of thanks was also passed to the Chairman, and the proceedings terminated.

## Civil Service Nursing Aid Association

The First Annual General Meeting of the Civil Service Nursing Aid Association was held on the 28th March, 1930. Sir Malcolm G. Ramsay, K.C.B., in the Chair, and about 40 members were present.

The Honorary Secretary (Mr. W. H. James) presented the Report of the Committee of Management and the Accounts for the period ended 31st December, 1929. Commenting on the Report, the Chairman said it would be remembered that in December a Special General Meeting was held to consider whether or not the Association should continue. At that time

he was in favour of winding it up, as the Service at large did not seem to have appreciated the value of the benefits offered by the Association. The meeting had decided to continue, however, and as a result of an extensive publicity campaign and of other steps taken by the Committee of Management, the Service seemed now to be waking up to the advantages of the Association, and applications for membership were now being received in larger numbers than at any time during the previous six months.

He wished to pay tribute to the large amount of work which had been undertaken by the Secretary in connection with the flotation of the Association. The Report and Audited Statement of Accounts were adopted.

The meeting next proceeded to the election of the Officers and Committee of Management, and, in connection with the Chairmanship, Sir Malcolm Ramsay regretted that it was necessary for him to resign this post because his preoccupation in other affairs made it difficult for him to devote the necessary time to the work of the Association. In the circumstances he had, with the concurrence of the Committee, approached Sir Francis Floud, Chairman of the Board of Customs and Excise, and he had with great public spirit consented to serve if the Association extended to him their confidence. He moved that Sir Francis Floud be elected as Chairman, and the motion was cordially agreed to. Sir Francis Floud, in thanking the members present, dwelt shortly on the necessity for an organisation of this type in the Civil Service; its advantages would be realised in time, slowly at first—that was the Civil Service way—but eventually it would, he felt, be the exception for an eligible Civil Servant to be a non-member.

Mr. W. Ewart Llewellyn, O.B.E., was unanimously elected Vice-Chairman.

The Trustees were appointed as follows:—Sir Malcolm G. Ramsay, K.C.B. (Controller and Auditor-General), Hon. Dame Maude A. Lawrence, D.B.E. (Treasury), Dr. William Duncan, O.B.E., M.B. (Ministry of Health).

The other officers were elected as follows:—Hon. Actuary, Mr. P. N. Harvey, F.I.A. (Government Actuary's Department); Hon. Treasurer, Mr. D. B. Woodburn (Treasury); and Hon. Secretary, Mr. W. H. James (Customs and Excise).

The Committee of Management was completed by the election of the following:—Miss

D. Ibberson (Ministry of Labour), Messrs. L. G. Brock, C.B. (Board of Control), G. Chase, A.M.I.N.A. (Admiralty), W. H. Chubb (Customs and Excise), H. E. Fass, O.B.E. (Treasury), J. Milbanke Hamilton, M.B.E. (Ministry of Labour), J. Poyser, O.B.E. (Ministry of Health), A. C. Winyard (Post Office), J. H. E. Woods (Treasury).

Messrs. F. Davey, F.S.A.A., and S. J. Burford, A.C.A., were re-elected as Honorary Auditors of the Association, and a hearty vote of thanks was accorded to them for their services in respect of the period covered by the report.

A hearty expression of thanks was accorded to Sir Malcolm Ramsay, on the motion of Mr. Llewellyn, for the work he had done as the first Chairman of the Association, and a vote of thanks to the officers was also passed.

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which will attract the best men to the Service, there is necessarily a weakness which should not exist in so important a branch. The service of quality lasts long after the price has been forgotten. A weakness has been discovered by the authorities, for their offer to the Staff Side inferentially admits that the instrument for the protection of the Revenue could be made more effective. The Staff Side in their claim, which was very carefully drawn up in the light of Departmental knowledge and experience, has demonstrated how the Preventive branch may be strengthened—by raising the status and importance of the lower grades.

It would appear that, unfortunately, the Department has been obliged to seek redress at the Arbitration Court. It would be a graceful act if the Official Side, who now must be aware that something is wrong by reason of the intensity of Staff resentment of their present proposals, would modify their attitude, and refrain during arbitration proceedings from trotting out the old shibboleths regarding Preventive Staff work. Then there would be a chance for a claim which bears the hall-mark of justice to a body of officers who have striven so long and patiently for redress in connection with the important duties performed by the P.O. and A.P.O. grades.

