The Customs Journal

No. 681 | November 29th, 1930 | Fortnightly

CONTENTS

	PAGE		PAGE
Ourselves and Others	205	Presentation at Weymouth	209
Current Comments	206	Vocational Education Section	211
Attack on the Civil Service	207	Changes in the Staff	211
The Coming Promotion Crisis	208	Sport and Social	212

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

Ourselves and Others.

IT is natural that recent events in the industrial world have caused certain of our members to take a rather pessimistic view of the Association's prospect of success in the claim about to be made to the Industrial Court for an increase in the salary scales of the Preventive Officer and Assistant Preventive Officer grades. There is some logic in the opinion held by some that circumstances—not the least of which has been the inordinate delay on the part of the Official Side in reaching a decision—have forced us to present our claim at what may be considered an inopportune moment.

We have every respect for the views of all those who have anxiously considered the position that confronts the Association. The responsibility upon its leaders is so heavy that they are more than ever grateful to those members who are prepared to give them the benefit of their consideration. We must remember, however, that the Executive have also considered this important question, and we feel it incumbent upon us to explain to the membership the reasons that have influenced their decision to proceed with the claim.

In the first place, it must not be overlooked that it is a Treasury axiom that whilst Civil Service salaries should bear some relation to the salaries paid in comparable employment outside the Service, Service remuneration should in no circumstances be dependent upon industrial conditions. The reasonable argument being that the Service Staff Associations can no more take advantage of industrial prosperity than the Treasury can of an industrial slump. The Service as a whole has been called upon to sacrifice a good deal as a result of the general depression in industry. The latter has, undoubtedly, been the paramount factor in the reduction of living costs, and in consequence we have seen the bonus dwindle away to an extent that is out of proportion to the reduction in living costs. Apart entirely from this, the basis upon which the bonus system operated at the very beginning of the scheme gave upon that amount of salary in excess of £91 5s. per annum only a proportionate increase, even presuming the index figure to be accurate.

But our present claim bears no relation to these matters. It has been made because we know that compared with other Service classes and grades, our work has never been properly valued. There are in existence definite standards whereby the duties of grades can be adequately represented in terms of salary. The Reorganisation Report of 1920, is a concrete example, and it is certain that if we had been, as other Departmental grades were, reorganised in accordance with this report, the present claim would never have been made. We propose to ask the Industrial Court to examine the work we do and compare it with that performed by grades as defined in the report, and by comparable grades in other Departments not covered by the report. Stress will be laid on the fact that our duties are not—and never can be—subject to the same supervision as the work of the grades we refer to. In addition, we will point out that our conditions of service are not so advantageous, a cogent argument in support of a claim for at least the same remuneration, other things being equal.

It is the Association's view that if our case is granted an unprejudiced hearing, and irrelevant matters are not allowed to enter into consideration, the end can be confidently awaited. There is no evidence that would justify our thinking that the court will not arbitrate fairly, and for that reason alone we shall not hestitate to carry on.

CURRENT COMMENTS.

THERE is no apparent change in the position as regards arbitration proceedings, but it is probable that before the next issue of the Journal definite news will be available. District Secretaries will be immediately notified of any development. No notice should be taken of any rumours—there are many wild tales going the rounds. The only authentic information is that received by the District Secretaries from Headquarters.

* * * *

The period of waiting is irksome for everyone, and there are signs of restlessness amongst our members. There is a tendency to lose interest in the comparatively minor matters affecting the staff. The Association officials must, however, keep pegging away at the smaller jobs, despite the temptation of the moment to regard them as insignificant. There are several of these items which in normal times would be readily recognised as being of first-class importance.

For instance, there is the question of obtaining another opportunity to sit for the Chief Preventive Officer Examination for those who have had only a single chance prior to the 1930 examination. Quite a large number of Preventive Officers are affected, and these officers will no doubt be greatly interested in the Circular that has been issued to District Secretaries reporting the latest developments. The situation is very hopeful, and it is anticipated that a satisfactory agreement will be reached at an early date. This is one of the smaller jobs that the Association has faithfully carried out. It is another instance which makes it rather difficult for those who say that the bottom dog is not looked after. It has taken many months to achieve the result.

* * * *

Another Circular to the Districts has recently been sent out requesting Secretaries to forward detailed information of any cases where complaints regarding unsatisfactory office accommodation have not received adequate attention. It is hoped that members will give their Secretaries full assistance in gathering this information. There seems to be a genuine desire on the part of the authorities to rectify any grievances under this head where it is possible, but this cannot be done if members of the staff fail to make known the existence of defective accommodation.

In a recent local agreement on Waterguard office accommodation, provision was made for linoleum covering for the floor of the Assistant Preventive Officers' room. This is a step in the right direction, and is further evidence that efforts are being made to meet reasonable requirements.

New offices, well equipped and up to date, have just lately been provided for one of the stations in the London area. The fact that the old accommodation was very bad did not come to light until discovered by a member of the Official Side who visited the place, and it was on the initiative of the Official Side that the improvements were undertaken. This is all very nice, of course, but it must be remembered that those who occupy official accommodation have a responsibility, and if they do not act up to it they are handicapping both their own representatives and the Official Side in their efforts to improve things.

The object of the Circular sent to the Districts is to obtain a true picture of the situation as regards defective accommodation occupied by the Preventive Staff. It is up to the members to make full use of this opportunity.

* * * *

The recent Award of the Arbitration Court regarding "increases on promotion" contained the pronouncement that "an immediate advance of pay on promotion is a general principle which commends itself to the Court, especially in the case of promotion to a higher class." The Joint Committee of Customs and Excise Associations have had a discussion on the possible effects of this Award on other grades not specifically covered. Investigations are now taking place, and the P.S.A. is represented on the sub-committee appointed for this purpose.

* * * *

"Gen," writing in the last issue of the Journal, tackles "Marcus" vigorously. This is all to the good, because now we have two sides of the problem clearly expressed. It will be interesting to see which camp attracts the greater number of adherents. "Gen" agrees that stagnation is not far off, but thinks that even the faintest hope of promotion at a remote date keeps an officer zealous, and that to inform him too early that he is not fit for advancement would result in a lack of zeal. Here is first-class meat for argument. Now, what about it, you youngsters? The columns of the Journal are open to you. Also, it would be interesting to hear from the older members as to whether it is true that a loss of efficiency takes place when an officer fails to secure promotion.

On the 1st December the London Customs and Excise Branches of the Civil Service Clerical Association hold their Second Annual Dinner and Concert. Sir Francis and Lady Floud will be present, and also Mr. and Mrs. P. J. Grigg.

Members of the P.S.A. who desire to attend this function may obtain tickets at 6/- each from Mr. C. Holock, 2, Upper Belgrave Street, S.W.1.

* * * *

Members of the Preventive Staff who desire to attend the Annual Dinner and Dance of the Customs and Excise Staffs, London, should make early application for tickets. This event takes place on Saturday, 10th January, 1931. The accommodation is limited to 400. Evening dress is optional. The price of the tickets is 10/6, and this includes gratuities.

Invitations have been accepted by the Chancellor of the Exchequer and Mrs. Philip Snowden, and H.M. Commissioners of Customs and Excise.

Tickets may be obtained by applying to the Association Headquarters, or to Mr. W. H. Mitchell, Customs and Excise, Telegraph Street, E.C.2.

* * * *

The Customs and Excise ceremony in connection with the Armistice anniversary was carried through with the usual unostentatious dignity and sincerity. The details of the procedure were, in the main, as in previous years.

At 10.55, in the presence of all the available staff, Sir Francis Floud placed a wreath of golden laurels at the base of the memorial in the Long Room, and was immediately followed by the Heads of the various branches, each placing a wreath on behalf of their respective staffs. Mr. C. M. Woodford, Inspector-General, performed the honours for the Waterguard.

At 11 the "two minutes" silence was observed and was closed by a perfect rendering of the "Last Post" and "Reveille."

At 11.15 the Waterguard bearers took up the Departmental Wreath and, accompanied by twelve of the C. & E. Special Constabulary and about twenty other representatives, proceeded via the Harpy by launches to Westminster. Here police escort was afforded, and the party passed through the crowds to the Cenotaph.

The press photographs ("Daily Herald," 12th November), showing four out of the five launches under way, came out very well. Incidentally prints of these on postcards at 6d. each can be obtained from Mr. W. H. Powell who, by the way, had charge of the proceedings from 11.15 a.m.

Attack on the Civil Service.

The Liberal Campaign Publication entitled "How to Tackle Unemployment," which will be published to-morrow (Tuesday), contains proposals of great importance to the Civil Service. In the section devoted to Economy occurs the following passage:—

"**We recommend,** therefore, that the Government should at once appoint a small committee of business men with the same terms of reference as the Geddes Committee, namely:—

'to make recommendations to the Chancellor of the Exchequer for effecting forthwith all possible reductions in the national expenditure on supply services, having regard especially to the present and prospective position of the revenue,'

and, we would add,

'to the effect of the present burden of taxation in restricting industry and employment.'

We would ask such Committee to report within six months."

The paragraph goes on to review the work of the old Geddes Committee, and then continues:—

"Civil staffs employed by Government Departments at the beginning of 1930 amounted to 304,000, as compared with 254,700 in 1914. Some large part of this increase, however, may be properly accounted for by increase in social services. The figures in the case of the Fighting Services are, on the face of them, more open to criticism. With a decrease in personnel of the Navy from 146,000 in 1914 to 96,000 in 1930, the Admiralty staff has been increased from 5,800 to 7,900. With a decrease in the Army, the War Office staff has increased from 2,800 to over 3,800. Moreover, whilst the War Office from April 1st, 1922, to April 1st, 1930, has reduced its staff by nearly 33 per cent., the Admiralty have only reduced theirs by some 18 per cent."

There is no question that these proposals mean a reduction in the remuneration of the Civil Service, as under the heading of Economy there occurs the following passage:—

"The Government is asking industry to secure an end which, in some cases at any rate, may involve temporary reductions in the remuneration of the different grades. It is only reasonable that at the same time Government servants should be set the task of reducing costs, and should realise that in their case, as in that of industry, the alternative to successful action is an inevitable reduction in remuneration. No class can be immune."

The signatories of this document, Mr. D. Lloyd George, the Marquess of Lothian, and Mr. B. Seebohm Rowntree, state that "these proposals have been submitted to the Government."

The Coming Promotion Crisis.

By "MARCUS."

I am sorry to note that "Gen" attributes the inspiration of my first article to a desire to gain at the expense of others. That is not true. It is a pity we cannot discuss Association policy in the columns of the Journal without the introduction of such silly nonsense. I could, with equal facility, say that "Gen" . . ., but we all know the story of the dog in the manger. No doubt, when a controversial subject of this nature is discussed, the forum is often occupied by a person having ulterior motives, but please let us rise above that sort of thing and, in the face of this common danger to the Waterguard, band together to try and forge a promotion scheme which will avert the coming crisis. Let every man freely express his opinions, and please leave personalities out of it. Let us all work for the common good through our own Association. Sink selfishness —and help.

Now, in my last article I stated that the present qualifying system, with its wholesale promotions without regard to the proportionate normal requirements of the grades, was precipitating the great promotion crisis. We have since had a further illustration of my point in the result of the recent C.P.O.s' examination, when 21 were declared successful out of about 50—**about one-third of the whole of the existing C.P.O. grade promoted in one examination.** Whoopie! this is a new type of Aunt Sally Show —3 balls a try—hit down one in three, and you get a C.P.O.-ship. There are about fifty left standing—two more shows like this, and "bust goes the show." Then we have bankruptcy of promotion, and many weary years of waiting before we become solvent again. How are we going to avoid the crash this qualifying system is heading us for?

We must, in the first place, frankly acknowledge that every entrant to the Waterguard cannot surmount the two steps of promotion. Some of us must stay down. We cannot all be P.O.s or C.P.O.s In taking the first step from A.P.O. to P.O., the number to be successful is dictated by the proportion of P.O.s to A.P.O.s on the establishment. It is one to two. If this proportion is altered in any one examination, as in the last, or in any number of examinations, then this balance is upset, and to regain it there must follow examinations in which less than one in two are successful. That is perfect logic. We all know that one A.P.O. out of every two must remain an A.P.O., and we all feel sorry for those who do not step up; but still, there is the inexorable condition fixed by grade ratio, and, **if we are just, we cannot tamper with it.** The same just law applies to the second promotion step. The ratio of C.P.O.s to P.O.s is about one to eight. Only one P.O. in every eight can be a C.P.O. All the sentiment of "sinking fourteen of them"; "wholesale system of slaughter"; "jumping over the heads of seniors"; "relegated to the good-for-nothings"; and any other passages of sentiment which may colour the writings of contemporaries, cannot shake that hard fact. If we are just, seven out of every eight must fail. To tamper with the ratio of one in eight is to adversely affect the proportional chance in future examinations. If the grocer favours some of his customers with a little extra weight, he must later "pinch" from others to keep his stock right. No honest man can deny the simple truth of this argument.

Knowing these facts, it is obvious that the present qualifying system is unjust. We all know that the examiners are strictly fair. I only condemn the system they mark under. The staff themselves are largely responsible for this system. The injustice of the qualifying system lies in the fact that it disregards the one in two or one in eight proportion set by the relative basic establishments of the respective grades.

The only just system is to allow strict competition in the ratio of two for each vacancy in the P.O. examination, and eight for each vacancy in the C.P.O. examination. Allow each candidate as many tries as he likes, and he himself, after two or three tries, will probably realize the futility of any further attempts. You may call this slaughter—call it what you like—but you cannot say it is unjust. There are certain hard facts of life we must all bow down to; the survival of the fittest is one of them. If any man wants easier odds than one in two or one in eight, then he gets them at the expense of some other poor devil who is to come later.

To those bathing in the sunshine of an early chance of promotion I would say "be just, and share a little of the warmth with those whose cold and hopeless ranks stretch down to the junior entrant"; to those faced with the present hopeless outlook I would say "be patient, and make due allowance for the selfishness which we meet in all walks of life"; and to all I would say "Get together at your Association meetings in an honest endeavour to forge a promotion system which is equitable and just to all." This is the only way in which the Association can meet and survive the coming promotion crisis.

Presentation to Mr. L. Pezzack, Chief Preventive Officer, Weymouth.

The Staff of H.M. Customs and Excise of Portland and Weymouth met at the Crown Hotel, Weymouth, on Saturday, the 25th October, to pay tribute to Mr. L. Pezzack, who has retired after 40 years' service. He has been for 25 years at Weymouth as Preventive Officer and Chief Preventive Officer, and has made a large circle of friends.

Mr. B. C. Brambleby (Assistant Collector) presided, and was supported by the Mayor, Mr. P. Boyle, M.B.E., J.P., Mr. C. G. Gordon Coombs, Mr. W. J. Score, Mr. A. M. Gill, Capt. Cook, Mr. B. Williams, Mr. G. H. Smith, Mr. E. C. Hooper, and Mr. E. A. Dove, Chief Preventive Officer.

Mr. Brambleby remarked that the large number attending the ceremony was evidence of the esteem in which Mr. Pezzack was held. As an officer of the Crown he had done his duties thoroughly and zealously, and had always given of his best. Speaking personally, he said the occasion for him was tinged with regret, for he was losing an old colleague. His relations with Mr. Pezzack had always been most cordial. Mr. Pezzack had now completed 40 years' service, and he hoped he could look back on this period with every happiness and feel that his aspirations when he entered the Service in 1890 had been fully realised.

Letters expressing good wishes were received from the Poole Staff, Mr. W. A. Stone, Preventive Officer, Plymouth, Mr. G. E. John, Preventive Officer, Penarth, Mr. A. Boughton, Preventive Officer, Milford Haven, Mr. H. E. Gilbert, Preventive Officer, North Shields, Mr. E. R. Norman, Chief Preventive Officer, Hull, Mr. A. J. Norton, A.P.O./C., West Bay, Mr. Campbell, C.P.M., Burton Bradstock, and Mr. W. H. Clarke, C.P.M., Mudeford.

The Collector then presented to Mr. Pezzack a gold watch, engraved with the recipient's initials and a suitable inscription, an umbrella, and a case of pipes. He wished Mr. Pezzack every happiness in his retirement.

Speaking for the Preventive Officers, Mr. W. H. Johnson said Mr. Pezzack thoroughly deserved the tributes paid to him. His genial manner had always endeared him to the staff. Mr. Jenvey added the good wishes of the A.P.O.s, and testimonies to Mr. Pezzack's good service and popularity were also paid by Mr. Sussems (Launch Service), Mr. Allen, and Mr. Thompson, Officers (Long Room).

The Mayor paid tribute to Mr. Pezzack, and said he had never been associated with an officer who had been more helpful. During the difficult days of the war no one could have assisted to a greater extent than he did. He had very great respect for the way in which Mr. Pezzack had carried out his duties, and wished him every happiness in his retirement.

Responding, Mr. Pezzack spoke in feeling terms of what his severance from associates with whom he had been in daily contact would mean. During the whole time his relationship with his staff had been one long enjoyment. He thanked the Collector, Mr. Brambleby, for his ready assistance and advice. He paid tribute to the efficient work of all the Customs officials, and thanked the Mayor and Mr. Gordon Coombs for all the help they had given him and his staff. He also thanked all those with whom he had been associated on the quayside. Mr. Pezzack hoped the same loyal support would be given to his successor, Mr. E. A. Dove. In thanking everyone for the presents and the kind thoughts which they carry, he said the watch would remind him of happy times; the umbrella "could not possibly keep out the kindnesses you have showered on me, and the pipes would be pipes of peace."

During the evening an enjoyable programme was given by Mr. A. Dickinson (pianoforte), Mrs. P. J. Deane (violin), Mr. Thompson (monologue), and Capt. G. Wheeler (sword swinging).

A toast to Mr. Pezzack was rendered with musical honours, followed by "Auld Lang Syne."

The artistes were thanked by Mr. C. Williams, Capt. Wheeler suitably responding.

Hartlepool Prosecution.

A fine of £21 was inflicted by the Hartlepool magistrates recently on a young fireman belonging to the steamer "Bolsta." Mr. L. G. Staniland (A.P.O.), described how he found 22 bottles of geneva concealed in the donkeyman's room on board the vessel. He removed the white wood lining which panelled the berth, and took away the cover of the steam heater. He then removed the steam heater itself, and the protective tin sheeting, and then the asbestos lining which shielded the woodwork behind. In the woodwork he found a small hole just large enough for the hand, and within the space he found the 22 bottles. The donkeyman was afterwards questioned by Mr. R. Connor (C.P.O.), but denied all knowledge of the bottles, although he was aware of the existence of the space. The firemen were questioned, and the defendant admitted that the bottles were his property.

The defendant pleaded guilty and was ordered to pay £21 18s. 6d., double duty on the spirit.

The Coming Promotion Crisis.

By W.M.S.

The contemplation of a great block in promotion appears to be worrying some of our members just now, and revives the old argument—seniority versus merit. In the first place, a serious controversy on this point at the moment, and a weighing up of means to prevent it other than by an extension of Departmental duties and responsibilities leads to nowhere. And the insistence on a system of seniority promotion, instead of promotion by merit, is to advocate a retrograde step.

During the past decade alone one has witnessed an increase in superior appointments in the Waterguard, and in a period of twenty years the improvement in this direction has been appreciable. Provided the officers themselves, from the time they join the Service, lay themselves out to become thoroughly acquainted with Departmental law and regulations, that is, to know their profession as they should know it, the future will look after itself.

The raking round in Departmental history for crises and blocks in promotion and gauging the future by the past is futile. The conditions and composition of the Department during the last quarter of a century bears no comparison with previous times. To-day, the Waterguard stands out as the most important branch of the Customs Service; it is being forced upon the authorities, and upon other branches in the Service, that as the first line of defence it holds the key to Customs Revenue protection. The past merely shewed the Waterguard as the Cinderella of the Service. We are hoping that those days are dead, and the possibility of keeping an intelligent, active and conscientious body of officers in an impecunious rut should not be contemplated. Whatever happens as a result of the forthcoming reconstruction, it will be up to the officers in the Service themselves, and particularly the junior grades, to see that the contemplated changes in the Department will not constitute the last word in Waterguard reorganisation, if aspirations and reasonable expectations are left unfulfilled.

The introduction of promotion by merit calls out the best in a man, makes him take a serious stock of his position, and results in a study of regulations and requirements which makes him more fitted for a superior position than the man who would slide along confident of his progress by seniority alone. The present standard for promotion is a qualifying standard. The results during recent years have shewn that the percentage of those amongst the A.P.O. grade fit for promotion is increasing. This is due to the fact that the present day Assistant is keen on acquiring the necessary knowledge of the regulations and practice. There is, however, still much to be desired in this direction. The aim of the grade should be to shew 100 per cent. passes at each exam. If that figure were nearly approached, it would be the strongest indication to the authorities, and the greatest argument the Department could advance, that the scope of the Department must be extended. It is in this way that stagnation in promotion may be avoided—not by penalising the man who is ambitious enough, through merit, to advance himself.

Presentation at Bristol.

It is given to few to retire with greater good will than was the experience of Mr. F. Longbottom (A.P.O.), after forty years of service in the Department. A smoking concert at the Montpelier Hotel, Bristol, on October 31st, proved an agreeable gathering for a presentation. Mr. W. H. Brimelow (the Collector) presided, and was supported not only by members of all grades in the C. and E., but also by a number of retired officials, who had been associated with Mr. Longbottom in his work.

A number of enthusiastic speeches gave evidence of keen appreciation of Mr. Longbottom, and several messages were received from colleagues who, through distance, were unable to be present.

Mr. Evernden (C.P.O.), in making the presentation of an Oak Westminster Chime Clock and a wallet of Treasury notes, said that his acquaintance with Mr. Longbottom was of the shortest, but he had, nevertheless, found him to be a very conscientious and reliable officer, and that, beyond all doubt, his congenial and obliging manner would be missed by many with whom he daily came into contact, especially at the intermediate rendezvous between the Waterguard Office and the Custom House, where his business took him. In proposing the health of the guest, Mr. Evernden wished him and Mrs. Longbottom longevity and happiness in retirement.

Mr. Longbottom, in reply, expressed his surprise at seeing so many old colleagues present, and at the representative nature of the gathering. Thanking all for the gift and for the kind words that had been said of him that evening, he said that the chimes of the clock would often remind him of the many happy days and the friendships made during his long but pleasant forty years of service in Bristol.

A splendid musical programme was arranged, vocal, instrumental and humorous items being rendered by Messrs. Watts, Daw, Rust, Harris and Ainsworth, with Mr. A. S. Picton at the piano, who, in no small measure, contributed largely to the success of the evening.

Bristol Prosecution.

At the Bristol Police Court, an apprentice of the s.s. Pakipaki, from Port Piric to Avonmouth, was charged with illegally importing one automatic pistol and 4516 rounds of ammunition. The Crown sued for a penalty of treble the value of the goods. The offender pleaded guilty, and was fined £7 11s. 3d. (single value).

The goods were discovered by Mr. F. S. Worner, concealed under the false bottom of a cupboard in a messroom.

Vocational Education Section.

THE C.P.O. EXAMINATION.

The Central Committee of the V.E.S. is pleased to report that 19 of the 21 successful candidates at the recent C.P.O.s examination had taken advantage of the tuition for that examination arranged by the V.E. Section of the Association. This result illustrates the value of the facilities afforded to members within the V.E.S.

Preventive Officers likely to be interested in the next call-up have already received details of the two courses that are available, and many applications have been received. In accordance with a decision of the Executive Committee, the number of students taking the courses at one time has been limited, priority being given to senior officers. Arrangements have been made to complete the term just commenced as soon as possible in order that every candidate at the next examination may have the opportunity of receiving the tuition before the next examination.

Members interested in the matter who have not received the circular referred to above, may apply for enrolment as vacancies occur. Further details may be obtained from the Secretary, V.E.S., C. & E., P.S.A., 13, Beer Lane, London, E.C.3.

The late Mrs. Songhurst.

Colleagues and friends of Mr. A. W. Songhurst (A.P.O., London) will be grieved to learn of his recent bereavement in the death of his wife. Mrs. Songhurst was well known to many members of the Preventive Staff in London, and was a familiar figure at the various social functions held in that port, taking a keen interest in the dancing, and often taking part in the musical programmes.

Mr. Songhurst wishes to express his deep gratitude for the many expressions of sympathy that he has received from his Service friends.

C.S.C.A. Dinner

On the 1st December, the London Customs and Excise Branches of the C.S.C.A. will forgather at the Corner House, Coventry Street, for their Second Annual Dinner and Concert. The previous event was very successful, but it is hoped that this affair will prove to be even more successful. Subject to no out-of-London engagement, Messrs. Clapham and Dwyer will add to the gaiety of the evening, and Geo. Jeffreys, the well-known entertainer, has also been engaged. The lay-out of the room enables diners to sit at small tables accommodating eight persons, and by this method groups of friends can sit together. A full orchestra will play during dinner.

Both Sir Francis and Lady Floud, and Mr. and Mrs. P. J. Grigg, will be present, so that an opportunity will be afforded publicly to bid farewell to the old Chairman of the Board, and at the same time to welcome the new.

It is hoped that as many members of the C. & E. P.S.A. as possible will attend. Ladies are specially invited. Tickets, price 6/- each, can be obtained either from C.S.C.A. representatives in the several London Offices, or direct from Mr. C. Holock, 2, Upper Belgrave Street, S.W.1.

CHANGES IN THE STAFF

TO NOVEMBER 24th, 1930.

TRANSFERS.

PREVENTIVE OFFICERS :—

Grieve, W., Leith to Granton, Leith.
Griffiths, G. E. N., Newport, Mon., to Folkestone, Dover.
Groat, J. A., Middlesbrough to West Hartlepool, Sunderland.

PROMOTIONS.

PREVENTIVE OFFICERS TO CHIEF PREVENTIVE OFFICERS, LOWER SECTION (UNATTACHED).

Herrington, B. J., Folkestone, Dover, to Office of I.G.W.
Kerr, J., Granton, Leith, to Office of I.G.W.
Titherley, C. P., Liverpool to Office of I.G.W.

ASSISTANT PREVENTIVE OFFICERS TO PREVENTIVE OFFICERS :—

Lovell, G. A., Cardiff to Newport, Mon.
Richardson, A. J., Gravesend, London, to London.

OFFICERS LEAVING THE SERVICE.

RETIREMENT :—

PREVENTIVE OFFICERS :—

Hughes, C., London.
Jones, T. W., West Hartlepool.

VACANCIES.

CHIEF PREVENTIVE OFFICER, LOWER SECTION :—

Blyth, Newcastle, 7.1.31.

PREVENTIVE OFFICER :—

London, 28.1.31.

Royal Humane Society.

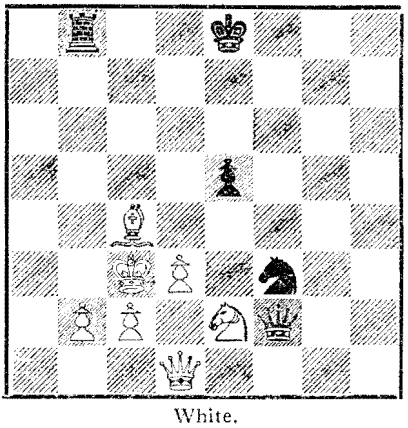
In recognition of his gallant conduct in saving the life of a boy from drowning at Walton-on-the-Naze, the Royal Humane Society's Certificate on parchment has been awarded to Major Joseph Coulthard, confidential clerk to the Inspector-General. On the occasion for which the certificate has been awarded, Mr. Coulthard dived fully dressed into the sea and brought the boy safely ashore. The presentation was made at the annual prize distribution of the Romford Swimming Club, of which the recipient is the Hon. Secretary.

We congratulate Major Coulthard on his pluck and on the Society's recognition of his action, and we assure him that we are proud of his intimate association with the Waterguard.

Customs Preventive Staff Chess Club.

PROBLEM NO. 65.

Black.



White.

Black mate in two.

Solution to No. 64a.

1. K—Q6; 2. K—B5; 3. K—B6.
4. Kt—B8+; 5. P—R7 mate.

INTER-PORT CONTEST, 1931.

Entries for this Contest (the trophy for which is the Inspector-General's Silver Rook) should be sent to Mr. F. G. Boodle, "Hill View," Alfred Road, Dover, Kent, as early as possible. Teams should be of four players, arranged in order of playing strength, and may be drawn from one port, or a district under the jurisdiction of one Superintendent. The Contest commences 1st January, 1931. London is entering three or four teams.

CHESS TERMS EXPLAINED.

Drawn Game.—This is the term used when a game is given up by agreement; or when neither player can win or lose the game; or when the same moves are repeated three times; or when an opponent's King is subjected to continuous checks but cannot be checkmated; or when one of the players is stalemated, a position that has been fully explained previously. When both sides are left with a King only, or with a King and a Bishop, or a King and a Knight against a King only, there can be no win for either side, a draw only resulting.

Exchange.—To take one piece at the cost of another of the same value is an exchange. You win (or lose) "the exchange" if you win (or lose), say, a Rook in exchange for a Bishop or a Knight.

Exposed.—A position of danger, when a piece is open to capture or a King open to check.

CIVIL SERVICE LEAGUE RESULT.

Versus Somerset House II., lost 9—1. Mr. Bishop secured our point by default.

Preventive Staff Sports Club.

FOOTBALL.

On Tuesday, November 13th, our team progressed another step in the C. and E. Departmental Competition for the Customs Fund Trophy. After a hard and delightful game, our boys beat the Statistical Office team by 2—1, and qualified for the final round.

The first half was very evenly contested and the defences prevailed.

On the resumption, the Preventive Staff had the advantage of a slight wind, and our Captain decided to rearrange his team by bringing E. G. Browne to inside right in place of H. Lee, who took the left back position. Apparently this change had the decired effect, for immediately the Preventive Staff pressed strongly, and scored through George Clague; but this put new life into the Stat., for they equalised soon after. The gamd then became exciting and by dint of sheer determination, our team scored their winning goal, Clague again putting the final touch to some pretty combination.

The whole team shewed good form, and certainly had to go all out to win.

It is interesting to hear that young Browne's play in this game has led to his being selected to play in the left back position for the C. and E. team.

Imperial Service Medal.

MR. C. MACFARLANE.

A familiar and well respected figure recently retired from the Launch Service in the person of Mr. Colin Macfarlane, whose last eight years were spent as Mate-in-charge in London. His previous 28 years out of a total of 36 were spent in Greenock. His transfer to London was keenly felt by many close friends over the border, a regret now equalled by the many whose good fortune it was to come in contact with him on the Blackwall station in London. It did not need the eight years in the premier port to endear him to a large number of the Preventive Staff, for it was early seen that his whole heart and soul were in the satisfactory performance of his duties, and he was always anxious to do his bit to assist in the execution of the duties falling to the officers under whom he worked. It would be a miserable wight indeed who could not get along with Mac, for he was always an open-hearted, cheery soul, whatever the weather or the difficulties might be. He is proud of the fact that he has never had an accident, either to person or to property.

Colin's many friends will be gratified to hear that his service has been recognised by the award of the Imperial Service Medal, and this was presented to him on behalf of His Majesty by Mr. E. W. Jones, Waterguard Superintendent, at the Custom House, London.