

The Customs Journal

Vol. 34. No. 842.

January 30th, 1937.

FORTNIGHTLY.

CONTENTS.

	PAGE		PAGE
Current Comments	21	Civil Service National Whitley Council ...	26
Civil Service Confederation	22	Northport News by "Nod"	27
Reconstruction—and All That	23	Swansea Notes	27
Merseyside News	25	Correspondence	28
Changes in the Staff	25	Preventive Staff Chess Club	32
Civil Service Horticultural Federation ...	25	Burglars!	32
Cartoon	26	Approaching Competitions	32

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.

It is essential that all matter for insertion in the forthcoming issue should reach the Editor on or before the Monday preceding day of publication.



THE report of the January meeting of the Executive Committee has been circulated to all Districts. Whatever regrets one may have at the enforced delay, or opinion that the 'wave' of feeling on the Reorganisation Scheme is due to misconception, there can be no question as to the wisdom of the Executive Committee in deciding to get this cleared up once and for all.

One of the effects of the present developments on this question has been the hold-up in the Annual Election of Councillors. It would be foolish to attempt to "change horses whilst crossing the stream," so the election must wait a little longer.

* * *

The announcement that Mr. A. S. Lupton, C.B.E., is retiring from the Service as from the 6th February, 1937, will come as a surprise to many readers, and will be received with regret in many quarters. The latter will apply generally in Waterguard spheres by reason of his long and sympathetic contact with Waterguard matters, and will apply particularly in London, where his hospitality and kindly interest in Waterguard sport has forged an unbreakable bond of friendship.

Arrangements have been made whereby a small representative body of Waterguard members will entertain Mr. and Mrs. Lupton at a

little farewell dinner to be held at Pinoli's Restaurant, London, on February 5th.

* * *

Treasury Circular 3/37 brings into force the operation of the National Agreement on the granting of leave for Whitley and Association purposes. Hitherto members in this Department have been covered in this respect by an agreement reached in 1921 under which Special Leave (without pay) was granted up to a limit of 25 days, such absence being reckoned for increment but **not** for pension.

Under the new agreement "Special Leave" may be granted within a maximum amount in any one year to be fixed by the Head of the Department. The maximum amount so fixed may not exceed twenty days. The absent will receive his normal pay, less either a charge at the rate of the minimum of his scale or the actual cost of substitution, if this is greater. The absences so granted will reckon for increment **and** pension.

* * *

It is now some time since an award of a "C.J." pen was made, but at the last Executive Committee meeting the names of a number of contributors were considered and awards were made to Messrs. Bloomfield, Dinsdale, Shaw and Standing.

An attempt was made to include the name of the writer of "Current Comments" in the list of awards, but this embarrassment was fortunately avoided.

It was a happy thought, however, that prompted the suggestion that the name of the retiring "Editor" should be included in the list.

* * *

The result of the ballot of the Council for the election of the Editor is now available. The choice rested on Mr. D. T. Sutherland, A.P.O., of London, and in due course readers will be able to confirm the wisdom of the selection.

The original list of nominees included the name of Mr. J. T. Sutton, but before the actual election Mr. Sutton decided to withdraw his name, because he felt, if elected, that during his period of unattached service he would find difficulty in exercising control and would be unable to give the Journal the attention it deserved. The names of only three nominees, therefore, finally went to the vote of the Council.

Unfortunately, Mr. Sutherland is at present a victim of the 'flu germ, but every attempt will be made to effect the change-over as soon as possible and so relieve the President of the necessity of acting in a dual capacity.

Editors do not, as a rule, get many bouquets during their term of office. They get all the blame, naturally, and little praise. Indeed, it is only when one is vacating the Editorial chair that he appears to stand any chance of getting recognition for the amount of work, energy and worry that he puts into issue after issue in order to maintain a standard or to reach an ideal.

This is hardly the column in which to attempt to convey in full the readers' appreciation of Mr. Standring's services. In fact, the very man about whom the writer would like to eulogise has imposed the limitation of space and wields the "blue pencil." However, remembering he has occupied the post with all credit since 1923 (with a break 1931/4), I am chancing a very sincere "thank you."

* * *

Library subscriptions in connection with the Boots' Book-lovers' Scheme expire on February 1st, and it is necessary that those who are desirous of continuing on the advantageous terms available to members should secure renewal forms.

This is also a very convenient time for the enrolment of new members to the Library Scheme. Application forms should be obtained from District Organisers, to whom supplies have been sent.

The Annual General Meeting of the C. & E. Horticultural Society was held on the 26th January and the various reports gave every indication of healthy progress of this body; with a membership of nearly 1,800 and a trading business of over £2,000, the Society shows promise of breaking still more records.

The membership fee remains at one shilling per annum and the enrolment of this year's members is well under way.



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Civil Service Confederation.

EXECUTIVE COMMITTEE MEETING.

A meeting of the Executive Committee was held on Monday, 18th January, 1937, at the Central Hall, Westminster, when Mr. F. Cooper (President) presided over an attendance of 27 members.

Further correspondence was reported with the North British and Mercantile Insurance Company, Limited, on the subject of the claim for recognition put forward by the Guild of Insurance Officials, and report was also received of the proceedings at a conference convened by the Guild on the 4th January, at which decision was taken to arrange a meeting at the Albert Hall at an early convenient date.

Communications were received from the National Federation of Professional Workers on the subjects of—

- (1) Unemployment Insurance Salary Limit;
- (2) A regional Conference at Leeds on the 16th January, particulars of which had been notified to constituent organisations of Confederation.

With reference to item (1) a report was received from the Assistant Secretary of the proceedings at a conference held by the National Federation on the 12th December.

A deputation was received from the National Amalgamated Union of Shop Assistants, Warehousemen and Clerks, on the subject of the compensation to be paid to the Assistant Secretary in the event of reorganisation of Confederation resulting in the abolition of the post. The Executive Committee confirmed its previous decision.

The following notices of withdrawal from Confederation were reported:—

- Association of Admiralty Supply Staffs.
- Customs and Excise Preventive Staff Association.
- Customs and Excise Coast and Land Preventive Staff Association.

Notification having been received that the period of service of the present members of the employees' panel on the Civil Service Arbitration Tribunal will expire on the 7th April, 1937, constituent organisations of Confederation had been invited to submit nominations for consideration by the Executive Committee in order that the matter might be dealt with by the National Staff Side at its meeting in March.

The Assistant Secretary was appointed to represent Confederation at a Conference on "The shorter working week," to be held under the auspices of the League of Nations Union on February 16th, 17th and 18th. It was also arranged that other members of the Executive Committee should attend at their convenience.

On the Report of the General Purposes Committee it was decided, *inter alia*, that the following action be taken:—

- (1) That expert opinion be obtained relative to the cost involved in a proposal to allow Civil Servants to retire voluntarily at any time after reaching the age of 55 years with pension equivalent to that payable if retirement had been on grounds of ill-health.
- (2) That enquiries be made concerning the premiums that would be payable to secure pension of, say, £100 per annum to the widow of a Civil Servant who dies before reaching the age of 60 years.
- (3) That representations be made to the National Staff Side concerning the refusal of the Treasury to abandon the system of requiring tenders from railway companies in cases of official transfer, with a view to considering the matter afresh on the Subsistence Committee of the National Staff Side.

On the National Whitley Report the Secretary referred to the discussion on the National Council on the proposed organisation of duplicating, etc., staff in the Stationery Office on an unestablished basis, the informal discussions proceeding on the establishment of unestablished classes, the recent agreement on leave for Association purposes, and delays in dealing with Staff Side claims.

Reconstruction—and All That.

The recent reconstruction proposals have evidently created an unprecedented controversy, and expressions of opinion are invited. The position, however, is rather difficult and delicate. There have been some hard things said on both sides in the dispute, according to the columns of the "Customs Journal." This is, of course, to be deplored by anyone who has the progress of Waterguard development at heart; such tactics only tend to accentuate the situation.

The P.S.A. is an organisation which the Official Side generally expects to pursue some constructive policy in Waterguard progress, and any move on the part of the Association which would have a disruptive effect on the unity of the grades must be a decided handicap to the members and to the Administration.

It seems very doubtful, in view of what has transpired, whether the proposals have received the examination they deserved before their adoption, and in some respects they would appear yet to be in a nebulous state.

Amongst other things, they contain an idea for the creation of an intermediate grade between P.O. and A.P.O. The duties of such a grade are not, as far as is known, clearly defined, nor is it certain whether efficiency in the Branch might be affected, but perhaps these matters have been taken into account. If it means a higher or first-class of the A.P.O. grade it might be suggested that rummage and baggage examination be allotted to such a grade. These duties have hardly received the official attention they deserve to-day as two very important duties requiring specialised treatment. At one time, and under less urgent conditions, the rummage at least was performed by selected men in receipt of allowances.

It is said, on the other hand, that the intermediate grade is intended to take over some of the P.O.'s duties. Exactly what is meant by this is not clear. It is difficult to see how the P.O.'s responsibilities in Boarding, Rummage or Baggage supervision, or Bonded Stores, could be divided into particles. I would be afraid of such a scheme resulting ultimately in a down-

grading process. The P.O.s contend that their salary scale is at fault; that it should be higher. This contention goes by the board if they are performing some duties which could be performed by a lower grade. And it must have a depressing effect on other scales.

The fact seems to be that the nature and size of the Waterguard Branch is such as to preclude internal renovations, by increasing the upper stories, without endangering the foundation. In the existing Waterguard scheme there is a clear distinction between the duties of the Preventive Officer and the Assistant Preventive Officer, and the P.O. must be a man with Departmental qualifications. The number of men in the lowest grade must always be greater than the number in the higher grades.

It is very true that the type of man coming into the Service to-day will not be satisfied with the prospect of a lifetime of spade-work—and it is here the snag arises which prompts them to clutch at any straw when they look at to-day's seniority lists. There are always some, of course, in every type, who will remain content to carry on a job capably without striving for advancement, but it is not good for any organisation to stultify ambition.

The scope of the Branch within the Service has not been altered almost since its inception, and to bring about a more even flow of promotion or better remunerative prospects, the responsibilities of the Branch within the general Customs scheme must undergo an extension. Had the Waterguard, **as one example**, retained **full** responsibility for bulk goods the duties in connection therewith would have provided enhanced prospects for the junior grades. These duties alone have increased the units of work in some Landing Stations to a degree rendering necessary the employment of more Officers and D.C.O.s. It is argued that such work is proper to the Officer grade; a kind of vested right, one supposes. It would be interesting to know where **Preventive** work in the Customs ends!

It is a remarkable feature in the Preventive work of the Department that the Branch which by the nature of the duties and field of operation is best fitted for a sound training in smuggling methods should be so rigidly excluded from a wider participation in the general Customs scheme.

The utilisation of the training, experience and qualifications of the Waterguard Officers will, perforce, soon be bound up in the policy of administrative economy and efficiency of the Department. The question of extending Waterguard activities will, in my opinion, become an urgent one. It is no doubt a matter for the Administration—but **where is the demand?** It

is not evident to any degree in P.S.A. policy; there appears rather an inclination to continue building on sand.

A comparison has been attempted between the work of the Waterguard Surveyor's grade and that of the Chief Preventive Officer. Here again there is a clear distinction. The Waterguard Surveyor stands in a similar relation to the Superintendent as, say, an Assistant Collector to a Collector. He is really Assistant or Deputy Superintendent. His duty is to assist the Superintendent in the control of the Preventive machinery in his district and to do so effectively by personal contact with the stations and staff on the coastline in his district, and to be thoroughly conversant with the whole of that coastline. The C.P.O. in his branch is what the Landing Surveyor is in the sister branch. He is recognised as supervising officer over certain stations and units of work. He claims, however, that his salary scale as a supervising officer should be higher than that of executive grades in the Department. This grade came out rather badly from a remunerative point of view after the 1931 stocktaking turnover.

Any form of reconstruction which offers a temporary palliative by the formation of grades or the splitting up of grades within the very limited framework of the Waterguard as at present constituted, with a tendency to cheapen the work performed by any particular grade, would only make for future difficulties—even if it could be achieved. The immediate question is perhaps rather one as to whether the salary scales for the work being performed are adequate, with consideration for extended responsibilities for the branch.

By the way. The Special Enquiry Branch is, to some Waterguard officers, something very intangible. "A kind of a myth," one man explained it. No attempt ever appears to be made to stimulate interest amongst Waterguard officers in "C.I.D." work of the Department. Special Enquiry cases frequently dealt with involve persons whose business or methods take them to sea. Unless they are considered immaculate after being dealt with by that Branch I think the Waterguard Officers might at least be made more conversant with the 'shady' travelling public and their methods. At present they get the reporter's version.

The present system of circulating the ports with information regarding smuggling attempts touches only upon the fringe of the situation as far as suspect work or general smuggling is concerned.

Altogether there appears to be a lack of imagination or constructive ideas somewhere.

"AD REM."

Merseyside News.

Football.—Wednesday, January 13th, proved to be an unlucky day for the P.S.A. F.C., when the team visited Litherland to play the strong Norton side. Customs fielded no less than six reserves, owing to the prevailing epidemic, and it is to their credit that the score was only 3 goals to 2; the winning goal being scored by Norton only in the last few minutes of the game.

On the following Wednesday a slightly stronger side was raised against Runcorn Cop. F.C. in a cup-tie, but two of the players missed the train and did not appear until the interval, by which time Runcorn had a grip on the game which they held until the end, the score being 4 to 2 against us.

These reverses are very disappointing after such a fine run as we have had, but circumstances have really been against us, and we must hope for a recovery now that the players are returning from sick leave. One bright spot remains. Five of our players are regular members of the Custom House eleven which plays on Saturdays, and this side has not yet lost a match this season. They are at the top of the 3rd Division of the Liverpool Shipping League and are certain champions with 96 goals to their credit to date.

The Preventive Staff members of the side are regarded as the backbone of the team, and it is pleasing to note the harmony which prevails between the departments as a result of this fusion, wherefore we trust that this may lead to further association in the future.

J.W.D.

Changes in the Staff.

to January 25th, 1937.

APPOINTMENTS.

ASSISTANT PREVENTIVE OFFICERS:—

Chinnery, F.

Stewart, A. O.

TRANSFERS.

PREVENTIVE OFFICERS:—

Titherley, R. H., Leith to Liverpool.

ASSISTANT PREVENTIVE OFFICERS:—

Coaker, F., Dartmouth, Plymouth to Liverpool.

Kelly, R. H., Immingham, Grimsby to Grimsby.

Scorey, R. J., Bristol to Dartmouth, Plymouth.

PROMOTIONS.

ASSISTANT PREVENTIVE OFFICER TO PREVENTIVE OFFICER:—

Mort, O., Liverpool.

OFFICERS LEAVING THE SERVICE.

PREVENTIVE OFFICER:—

Holland, W., Liverpool.

Civil Service Horticultural Federation.

This Federation, with affiliations now numbering twenty, has an individual membership of well over 10,000. During 1936 it organised two Shows, arranged visits for parties of its members to Hyde Park Frame Grounds, Suttons and Allgroves Nurseries, and to Sir Philip Sassoon's Gardens at Trent Park, in addition to a programme of lectures and discussions during the winter months.

In an effort to find the most popular arrangement and one by which its Shows will be complementary to and not competitive with its affiliated Societies' Shows, the dates of Shows are still experimental. While Spring and Autumn Shows were held in 1936, the programme for the coming year includes one Show to be held on 9th July. Full particulars are contained in the Federation Handbook. In addition to the money prizes there are silver trophies for award to Societies whose members are most successful in the flower, fruit and vegetable sections. At the 1936 Exhibitions, the Civil Service (Acton) H.S. captured two of the trophies by its members' fine efforts in the Roses and Hardy Plants Classes. The King Edward Building H.S. scored a couple of successes by annexing, in addition to a special prize gained for a group of spring flowers, the trophy for Fruit and Vegetables. Admiralty, with a superb collection of vegetables, won the Affiliated Societies' Challenge Trophy for vegetables, and the Customs and Excise retained for the second year the corresponding Trophy for flowers with a most attractive group containing an extraordinary number of blooms of prize-winning quality. These combined flower and vegetable groups, usually planned ahead by small sub-committees and staged by Societies' teams from material generously supplied by a wide circle of members, have proved a most encouraging feature of the Shows which they have decorated, and it is hoped that still more societies will find it possible to compete in these Classes in 1937.

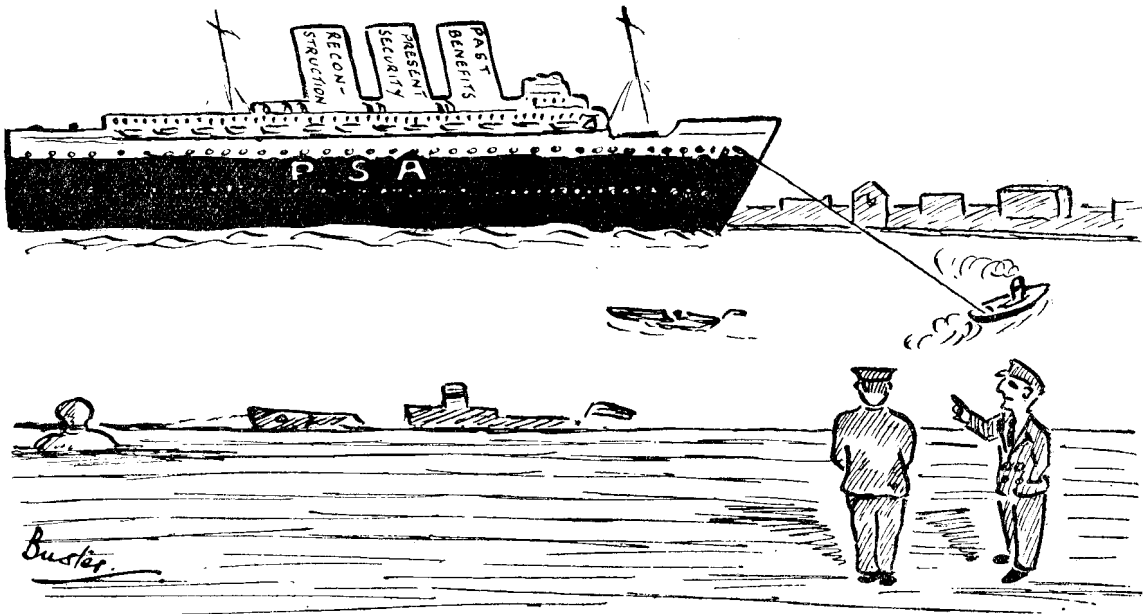
The most successful exhibitors in 1936 were Mr. Lawson, Customs and Excise H.S., and Mr. Wheeler, Inland Revenue H.S., who won the Banksian Medal and the Benham Trophy (with replica in miniature) respectively.

A programme of tea talks, consisting of informal discussions on gardening, matters, has been arranged for the winter months of 1936-1937, and has proved very popular; and visits for the summer months are being planned.

Details will be issued from time to time.

A.K.

SHIPBREAKERS, LIMITED.



1st Secessionist: That's a fine ship, but I don't like the after funnel.

2nd Ditto: Nor do I.

Both: O.K. Let's cut the ship in half!

Civil Service National Whitley Council.

LEAVE FOR ASSOCIATION PURPOSES.

1. The Official and Staff Sides of the National Whitley Council for the Administrative and Legal Departments of the Civil Service have had under consideration the conditions on which special leave may be granted to Civil Servants for meetings of Staff Sides and of Associations approved under the Civil Service (Approved Associations) Regulations, 1927, and for other absences in connection with the business of Staff Sides or approved Associations. It has been agreed that the following arrangements shall apply.

2. Where the Head of the Department is satisfied that it is desirable to make special arrangements for this purpose, special leave may be granted within a maximum amount in any one year to be fixed by the Head of the Department. The maximum amount so fixed may not exceed twenty days. In exceptional cases the grant of special leave in excess of the fixed

maximum amount will be considered on merits by the Head of the Department after consultation with the Treasury.

3. Where leave is authorised under the above arrangements, the absent officer will receive his normal pay less either a charge at the rate of the minimum of the scale of his class at the office concerned (in cases where there are age points in the scale, the rate appropriate to the age 18 will be applied) or the actual cost of substitution, if this is greater.

4. Absences granted within the authorised limits will reckon for increment and for pension.

5. The Head of the Department may require an officer applying for special leave under these arrangements to furnish satisfactory evidence of the purpose for which the absence is desired.

6. The arrangements set out above are in substitution of those contained in Section 3 of Treasury Circular No. 7/21 of the 8th March, 1921.

J. I. C. CROMBIE, ROSS WYLD,
Official Side Secretary. Staff Side Secretary.
1st January, 1937.

Northport News.

By "NOD."

A well-attended District meeting was held at the above port on 4th January, at "The Bug and Gluepot Arms." Amongst those present were twenty A.P.O.s and Mr. Codleigh, P.O., who was on 2 p.m. to 10 p.m. duty. The proceedings, as well as "The Bug and Gluepot," opened at 5.30 p.m., when Mr. Marjoribanks-Smith, A.P.O., was elected Chairman.

"Smithy" said that he was pleased to welcome Mr. Codleigh to the meeting as being the first P.O. to attend for the last eighteen months, and it was suggested that a subscription list should be drawn up to make Mr. Codleigh a presentation to commemorate the event.

Several letters were read from P.O.s who were unable to attend. One stated that as it was a Monday and washing day, he had to get on with the ironing. Another expressed his regret at his inability to attend by reason of his wife going to a Whist Drive, and it was necessary for him to look after the children; while a third had to take the dog to the Vet.

The minutes of the last meeting were read over and dismissed, while items of minor importance were adjourned. It was, however, decided that the executive of the A.P.O.s Federation should call a special meeting of the joint consultative committee formulated under the previous interim November muddlement to consider the further supply and increase of the number of writing pads accruing in various C.P.O.s offices in order that they may be issued to A.P.O.s in tutorage for the Officer's Examination.

Every Officer present, with one dissident, voted that a telegram should be sent to the Executive Sub-committee at London, urging them to call a special super-delegate conference at an early date, to consider what action should be taken in the dispute at this port over the question of the freedom of action by A.P.O.s in the choice of half-days.

The question of the supply of hot milk for P.O.s during refreshment hours was outvoted by 20 to 1 as being against public policy, as was the question of who should carry the Official bag; it being ruled that whoever used it should carry the same.

The meeting terminated at nine o'clock with a hearty vote of thanks to the Chairman, after which the whole of those present adjourned to the Dart Board Room. Unfortunately, Mr. Codleigh lost several games, and on his departure informed his crew, who were also present, that he had decided to turn out at midnight to 8 a.m., instead of 2 p.m. to 10 p.m. as previously arranged.

Swansea Notes.

Annual Dance.—Despite the influenza epidemic and inclement weather, approximately 150 people gathered at the Baltic Lounge on the night of the 21st inst., on the occasion of the C. & E. Staff's Annual Whist Drive and Supper Dance. Hopes of making this 'the dance of the season' and anticipations of a thoroughly enjoyable evening were all realised, the only regret to be heard at 2 a.m. being that the time had passed much too quickly.

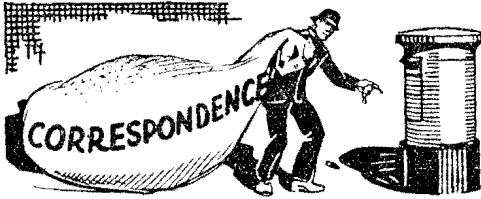
The occasion was graced by the presence of the Mayor and Mayoress, Councillor and Mrs. R. Henry. Among others who attended were Mr. P. T. Ward (Collector) and Mrs. Ward; Mr. J. Juniper (Asst. Collector, Cardiff); Mr. C. W. J. Morgan (Waterguard Surveyor) and Mrs. Morgan; Mr. W. A. Johnson (C.P.O.) and Mrs. Johnson; Mr. J. H. Atwill (C.P.O., Port Talbot), and Mr. G. W. Peet (C.P.O.) and Mrs. Peet.

The majority spent the earlier part of the evening at the whist tables, where some very keen competition was seen, whilst the remainder 'found their feet' on the dance floor.

After Supper the Mayoress kindly consented to present the prizes to the winners of the Whist Drive, these being:—Gents: 1st, Mr. H. D. Carter; 2nd, Mr. J. I. T. Dupree; and Ladies: 1st, Mrs. Christophersen; 2nd, Mrs. John. The Collector, in a very short address, took the opportunity to express his great pleasure at being able to welcome so many who had travelled so far (some as distant as Llandysul and Llandovery) in order to attend the function.

After this interlude, the Dance was carried on in full swing to the music of Eric Dare and his Broadcasting Band, who deserve special mention for their delightful selection of many popular tunes and old favourites. Hats off, too, to the very capable M.C., Mr. J. C. Curnow, who worked very hard to arrange a popular programme. His introduction of a Spot Foxtrot Competition proved popular, prizes in this event being carried off by Mr. J. Edwards and partner. And so the night passed until in the early hours a very happy crowd regretfully dispersed.

A word for the Dance Committee, to whom it must have afforded considerable satisfaction to see their efforts crowned by such a great success. For some weeks past not a moment had they wasted, and their undivided attention had been devoted to this one end. Any fears which might have been entertained were very quickly dispelled. The Waterguard members of the Committee were Messrs. E. P. Chaplin, A. L. Martin and J. F. Brown.



Correspondents using a nom-de-plume are assured that names and addresses (which should be given), are strictly confidential.

Freedom of the printed word is frequently allowed to enable a clear and adequate expression of views. The opinions expressed, however, are not necessarily held by the Editor, who accepts no responsibility for them.

To the Editor, "Customs Journal."

Sir,

At last we have, from one of the critics in the Journal, not constructive criticism of the present reorganisation, but some entirely new proposals. May I, an A.P.O. who whole-heartedly supports the P.S.A. scheme, do in turn a little criticising. I do not intend to confine myself to sweeping condemnation, but will take each item in turn.

(1) That we press for the merging of the Surveyor and C.P.O. grades along present reorganisation lines as to salary and leave.

I have nothing to say on this, especially as Mr. Burke can find nothing better than the P.S.A. scheme.

(2) A straight salary and leave claim for P.O.s and A.P.O.s.

I want to hear a lot more from Mr. Burke on this subject. How is Mr. Burke going to convince me, and, incidentally, the Treasury, that the **present** job a probationer A.P.O. does is worth £4 a week.

(3) With regard to the suggestion that each member be cavassed for a scheme for failed P.O.s and A.P.O.s, may I point out that when Reorganisation (which affected everyone, as apart from failed P.O.s and A.P.O.s) was first suggested, every district was circularised for schemes or suggestions. The response was in the neighbourhood of three replies, which doesn't give much hope for a nation-wide response on the failed P.O.s and A.P.O.s question.

(4) A 44-hour week.

An admirable suggestion, but one which, affecting the whole of the Civil Service, and having nation-wide repercussions, would hold up the whole scheme.

(5) Retirement at 55.

The "hardy annual" that figures on every conference agenda of every Civil Service Association in the country. Not very original, Mr. Burke.

(6) A 1/- levy to brief a capable person to argue our case.

I should imagine that on the data supplied, a man who could argue this case successfully would require a fee that would turn the highest paid K.C. green with envy.

In conclusion, it is my opinion that this scheme is a hastily constructed and sketchy substitute for one that took years of hard and intricate thinking; but nevertheless I hope that Mr. Burke will not mind my destructive criticism in this case, as I find his scheme much easier to criticise than the P.S.A. scheme.

ANOTHER A.P.O.

To the Editor, "Customs Journal."

Sir,

In all the letters which have been published in the "C.J." not one of the correspondents has mentioned what we consider the vital point, viz.: that the list of successes in the Examination to be held this year will, at the normal rate of retirements, etc., be sufficient for the needs of the Department up to 1946. Surely this itself is enough grounds on which to stress the urgent needs of a reorganisation scheme—the vicious cycle of fortunate birth certificates will have to be broken somehow.

Surely the Preventive Officer grade are not afraid of the Association fighting for official recognition of the performance of their minor and less important duties by the Assistant Preventive Officer grade—do they not realise that if such is done their status would be raised automatically? This threat by a few of the Preventive Officer grade to form another Association is both childish and unfeasible, and, to my mind, the few who do support this idea are making themselves a laughing stock in the eyes of their colleagues.

It now behoves every member of the Association to attend their District meetings, which will be held before the 12th February, 1937, in order to prevent your Council being "bullied" into dropping the scheme in its entirety.

Don't forget the first scheme formulated was a Service Scale of Pay!!!

"PONY."

Dear Old Editor,

I crave your indulgence for a little space in the "Customs Journal" (that is, if you think it worthy of publication).

My reason for breaking a very long silence is that the present situation of unrest in the Association is bordering on the dangerous. It is harrowing to read of "P.O.s working as a grade and forming their own association," also remarks such as, "Let them," "Local Boycott," and "We will win."

Whatever are we thinking of, Mr. Editor?

FACTS OF LIFE.

It was my privilege, during the course of unattached duties, to travel the land; I found

good company. Being a soft-tongued Southerner I found myself meeting the tough Northern lads, also the hardened Scot. Without exception they all received me well; did their best to ensure that I felt comfortable. Good fellowship at its best! Beyond all doubt, this proved to me that there is something worth while in this old Service of ours. I say, "For goodness sake stop all this breaking-up spirit and bad feeling." Let good companionship and sound reasoning prevail. Face the facts.

The hard facts of life can be faced; to do so one must be able to freely and frankly confess their thoughts, convictions and deeds. Allow me to try.

During the early days of discussion on the scheme of Reorganisation I expressed some views at a certain meeting. In reply I received the following:—"Mr. —, do you understand that we, that is to say, A.P.O.s like myself and others, are the 'victims of fate'? Following the Great War our hopes were dashed to the ground. All the fine jobs that should have been ours were gone. Others also shared the same fate. We were actually pitchforked into the Waterguard for the want of something better. The views you have expressed are those of the minority; ours represent the majority, and we are determined to support them in order to improve our outlook." Again, on a point of information (what would be considered a properly constituted Rummage crew under the new régime) the following was offered: "Well, you see, three junior P.O.s would be told to have a look around the vessel. Later, a senior P.O. would stroll round to see if there were any spots of bother, or seizures to fix up."

It is startling, isn't it? Akin to the old poster on the hoardings, "My Goodness, my Guinness."

At this juncture I would like to pause awhile in order to sincerely state that all of us sympathise, beyond words, with those who through the great upheaval of war missed their chance in life. Unquestionably it is a tragedy.

I would trouble you with my reason for entry into the Service, in order to illustrate that heaps of things we think should happen do not materialise. I entered the Waterguard prior to the War. The opportunity of something better was therefore mine. Although my school days were continued long after all my old school mates had passed on into various situations, I failed to rise to the occasion of the examination for Officership. It was evidently beyond my abilities. I came to the Waterguard. FACED FACTS. Probably I had reached my level.

To quite a number of Assistant Preventive Officers of to-day, I say, "I wonder if this is what has happened to you, that is, you have found your level, only, maybe, you do not realise it."

Once having settled down to the Service (after a bump or two, through being self-willed, and resentful of rather strong discipline) I became as happy as a sand-boy. Without hesitation, I can record the finest days of my service were spent as a Preventive Man (later A.P.O.). Are yours? I do not think so. You will not allow them to be.

There is in my opinion a similarity in your position, and what in my frankness I have told you happened to me. It is well within the bounds of possibility that you would not have found all those good jobs. You see, I work with you, know you, and like you—but, I must say, there are times when there are indications that you are not quite the brilliant fellows you would like us to believe.

Probably you are thinking, "What the hell has all this to do with Reorganisation Scheme. HEAPS. It is the CAUSE.

Unfortunately the scheme discloses that you are inclined to be dissatisfied with your job. This is indeed a pity. If possible, do not allow the germ of discontent to grow so strong within you. It destroys a great many of the pleasures of life, also persuades you to a wrong sense of values. Rather than face your task, it would appear that you desire to take a little of the other fellow's position. Honestly, don't you think this is the case?

When I entered the Service, dark clouds hovered over the promotion horizon. The junior candidate for Preventive Officership was an officer with eighteen years' service. My good (?) pals said, "You are doomed for 21 years, that's certain." Was it? Of course not. Who can say to-day that the Waterguard has come to a standstill? Don't become despondent, but really, I should not seek a way out of your difficulties through the medium of this Reorganisation Scheme. The scheme itself strikes so definite a blow at the effectiveness of the Preventive Service; it is fatal.

Come along, lads, I cannot think this is your true spirit. Those in authority desire to assist you through the rough years of your service. In past years there has been considerable improvement in the conditions appertaining to your grade, but the fact remains, that there is still a job of work to be done in the Waterguard.

Many, many moons ago there was trouble in the land of the plug-hunters. It was said, "Let there be **Peace** in the land of plenty." Funny thing, chaps, damned if dear lady Peace didn't arrive. Yes, all of a sudden like. Why not again?

My closing remarks concern those who are putting in hours and hours of labour on this scheme: the officials of the Association. They deserve everyone's consideration and thoughts

at this period. I feel sorry you have not set them a more hopeful task.

I have written, quite free from grade prejudice—an ordinary member of the Association whose one desire is to assist. Criticise my remarks by all means, rake them with a full broadside of your analytical powers, tear them to pieces if you wish, but I ask you to remember that I have written in all good faith and sincerity.

C.P.O.

“PASSING THE BUCK.”

Dear Mr. Editor,

Now that everybody appears to be keen to expose their views of the Association and its recent efforts in the “Customs Journal,” I think the time is opportune to expose a little of the real reason for so much discontent in the Waterguard Department at the present time.

Let us admit quite freely that when the present scheme of organisation under G.O.11/31 came into being we, that is the staff in a majority, felt quite honestly that the scheme had been brought into being for the sole purpose of crushing the lower grades and usurping the power of the C.P.O. We felt that we had been served a rather shabby trick, and in consequence the morale of the department went down to its lowest ebb. Grades felt that they had lost that individuality which is so important in any work where detection is paramount. Men were promoted without preparation and without ever a remote thought that they would ever reach the giddy heights of importance. Many were the cases of lack of thought and understanding by the new supervisors, who were, truth to say, operating their respective responsibilities, high and low, with an outlook of the positions they had so recently left. This cause and many others gave rise to serious differences in practice and often locally to the issue of instructions in the forenoon and a reversal of such instructions in the afternoon by one superior or another. What a state of affairs! Well, time has passed and things are in such a position that we can clearly see where we have travelled and where we are to-day.

What has emerged? I think, firstly, a better understanding of the true position. We see in the two junior grades serious discontent on two main issues:—

- (1) That promotion is lacking in both grades.
- (2) That increased responsibilities under the Tariff have not been recognised nor has adequate recompense been given.

The simple truth is that the P.O. and A.P.O. are responsible, in full, for their respective duties as before, but the knowledge necessary to perform those duties with the quality of output required has increased twofold.

With regard to (1), the Association have done their level best to let the Board know that with the introduction of a more intelligent personnel at the bottom something must be done about their prospects. The recent criticism only proves the unrest afoot. It is a minority call, but it shows which way the wind is blowing.

With regard to (2), it is obvious that the Board must realise that a Staff Side claim is justified, and it is certain that they will give serious consideration to our proposals and, perhaps, for once, they will produce the proverbial rabbit with a benevolent gesture. Who knows?

May I now venture to portray what I think is wrong with the supervisory side.

I said that the present organisation was designed to usurp the power of the C.P.O. Well, what has actually happened? With the exception of the fortnightly visit to Small Ports and to C.P.M.s, and, of course, the control of accommodation questions, the C.P.O. is the same as heretofore, save for a reduction in salary designed to keep the lower grades down. His work is more than double what it was and of far greater importance. Indeed, it is fortunate that a new type of C.P.O., namely, the Surveyor (with a salary sufficient to enable him to buy a motor car) was appointed. The work of the present C.P.O. is so extensive and important that he could not possibly do the coastal work which he previously did when he received £50 more for an easier job. In this respect the regulations frequently provide the term “or other Superior Officer.” Exactly who does this mean? For the Superintendent is bottled up with work in his office and the Surveyor is out chasing C.P.M.s at Somewhere-on-Sea. That leaves the C.P.O. to shoulder the burden, added to the criticism of a grade which cannot be in touch with the facts owing to their absence on duty.

It is odd that the C.P.O.'s boss should career around the country in luxury (without ever stopping a run) while he stays at home and performs very much more real and important Waterguard duties. Methinks the official typist made an error when copying the scheme and substituted the words C.P.O. for that of Waterguard Surveyor. Small wonder it is that when the Surveyor returns home brown and exhausted he should tremble with fear at the things the C.P.O. has dared to do on his own initiative because the job had to be done. Anyway, that's how we down below see it, and we are sure that the Industrial Court will see it that way also. Perhaps that much-maligned Scheme may bring realisation of the truth after all.

Sincerely yours,

“LOWER DECK.”

To the Editor, "Customs Journal."

Sir,

I object to the remarks by "C.F.S." which appeared in the last issue. We expect our Councillors to be possessed of good taste and common sense; but this one is remarkably provocative. "C.F.S." has very bitter tendencies toward those who do not fall in with his views. Quite recently I attended a local meeting and the proposed J.P.O. grade was under discussion; but when I ventured an opinion was told that as a P.O. it did not concern me. Therefore, in future, "C.F.S." should be careful with his statements regarding P.O.s getting a hearing.

It is a great pity that the present undesirable state now exists, and I must say that many of us are responsible for this situation, but we are waking up and will not take these matters lightly. Let those who are not in favour of the proposed Reorganisation in its present form rally together, and then perhaps the responsible Association officials will realise the discontent now existing, and remedy matters.

Yours, etc.,

"A.G.P."

To the Editor, "Customs Journal."

Sir,

All over the country there must be Association stalwarts (A.P.O. and P.O.) who are hoarse with expounding their "reorganisation views" and are dazed at the complexities which have arisen. Some, no doubt, mutter "reorganisation" in their sleep. Some consider the recent burst of interest as phenomenal, while some regret that this same interest was not previously manifest. Why, then, this sudden burst? Why the previous lethargy?

I am a mere junior. But one thing seems very obvious. Complications have arisen, because, while the Association worked out our salvation, most of us were content to wool-gather. Does not "C.F.S." write that, as a Councillor, he voted on instructions, so far as instructions were forthcoming? No, I think the 'vengeance is on our own heads.' As individuals we have asked for it. Why wrangle, then, among ourselves as to who is to blame? The primary cause (and there is always a primary cause) is lack of interest. Our Councillors have given us a hearty kick in the mental pants. We must wake up and keep awake!

At the moment the flame of enthusiasm is burning brightly. Let us join with the Bishops and stage a revival. The cure for our ills is simple enough: SUSTAINED INTEREST IN ASSOCIATION POLICY.

Yours, etc.,

"MON."

The Editor, "Customs Journal."

Sir,

In reply to J. Burke's letter in your last issue, on Re-organisation, I appreciate much his effort in bringing forward something constructive, but cannot agree with his proposals.

It has been pointed out to the Preventive Officers that the Executive and the Council have fully explored the question of a straight salary claim to its logical conclusion, and find that we have not the smallest vestige of a chance of being successful.

We as P.O.s must admit that our working conditions are the same now as in 1931, excepting that the volume of work has increased, and we have nothing new to put forward in order to stress our case. Therefore, it is up to us to abide by the decision of our colleagues whom we put on the Council to represent us, and proceed with the present adopted claim.

After all, **what does the P.O. stand to lose**, if the present claim is successful? He stands to lose nothing, and is bound to gain a little.

Whatever comes of the present claim, it must be properly discussed in Whitley, and should therefore be settled to everyone's satisfaction, whereas, with a straight salary claim, once turned down, the decision is final.

I would remind my brother P.O.s at Southampton, Hull, Plymouth, etc., to forget the idea of forming a separate Association. I saw the chaos that existed before the formation of the P.S.A., and it would be unthinkable to return to those conditions. Rather would I see all P.O.s taking a real live interest in the ways, workings, and constitution of the present Association. If this had been done since 1931, the present controversy would never have arisen.

"DYNAM."

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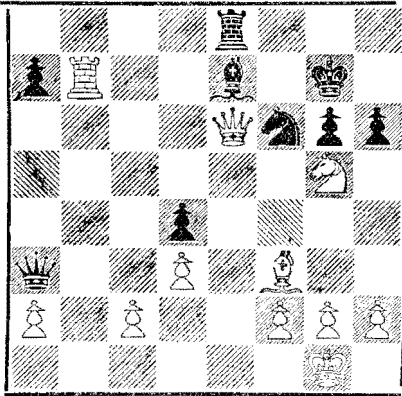
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Preventive Staff Chess Club.

Burglars!

PROBLEM NO. 146.

BLACK



WHITE

White to play and win.

Solution to No. 145.

- 1. Q×P ch K×Q
- 2. P—B6 dis ch P—K5
- 3. B×P ch K—Kt1
- 4. B—R7 ch K×B
- 5. R—R4 ch K—Kt1
- 6. R—R8 mate

The problem shewed two Q's for black, whereas the Q at KR6 should be white. W.W.B.

The following is a true account of my experience on returning home after the evening watch just a few days ago. It may be a lesson to some readers who are perhaps a little careless with their property. On the other hand, it may not.

Coming home that evening I felt uneasy. It was dark, misty and still. My agitation increased as I neared the house. What a night for burglars! What a fool I was to leave my money in the house—just after pay-day, too. I'm glad I decided to come straight home after all—my landlady will be out—bound to be, gossiping as usual. I wish I'd come back earlier. This mist and darkness . . .

Ah! here we are at last. I came in by the back gate, closing it softly behind me. There were no lights in the house. All was quiet. I wheeled my bicycle into the shed and locked the door. I approached the house. Heavens! the door was open. I dashed in—stopped suddenly. Did I hear sounds? My throat contracted. I listened intently. Silence.

I opened the dining-room door carefully, paused, and peeped in. I was astonished. The room was in perfect order. I crossed to the hall. They must have gone upstairs first; perhaps I disturbed them. I switched on the hall light. Nothing happened. I switched it off again. There was not a sound. I decided to creep upstairs. I had scarcely reached the fifth step when I heard a window open and there was a sudden scuffle of feet from the garden outside. I bounded up the rest of the stairs, flung open my bedroom door and burst into the room, only to become rooted to the spot in amazement as I switched on the light.

My curtains were drawn and my wallet lay where I had left it upon the dressing table. There were no burglars.

LEWIS.

Approaching Competitions.

The first column shows when the examination begins.

The third column shows the last day on which applications can be received. Application must be made on a special form which may be obtained from the Secretary, Civil Service Commission, London, W.I.

23 Mar., 1937	Male Assistant Preventive Officer, Customs and Excise Department ...	4 Feb., 1937
1 Apr., 1937	Female Clerical Assistant, Grade I, in the Civil Service generally, and Female Clerical Assistant (Inland Revenue), in London and certain Provincial towns	4 Feb., 1937
8 Apr., 1937	Executive Group	4 Feb., 1937
27 Apr., 1937	Post Office, Male Assistant Traffic Superintendent	4 Mar., 1937
July, 1937	{ Administrative Class of the Home Civil Service	10 Apr., 1937
	{ Indian Civil Service	10 Apr., 1937
	{ Burma Civil Service	10 Apr., 1937
20 July, 1937	Assistant Examiner in the Patent Office	3 June, 1937