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PREVENTIVE STAFF ASSOCIATION

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SHEERNESS PRESENTATION

MR. T. L. TITLEY, A.P.O.

On the evening of September 10th, at the Queen's Hotel, Sheerness, a presentation was made to Mr. T. L. Titley, A.P.O., to mark his retirement from the Service.

Mr. Millward, Preventive Officer, who presided, recalled that Mr. Titley was retiring owing to ill-health after 37 years in the Service, most of which had been spent at Sheerness, and that he was sure he was voicing the opinion of all those present when he said how sorry he was to lose a colleague under such circumstances.

Continuing, Mr. Millward said he was sure Mr. Titley would be glad to know many of his colleagues outside of Sheerness had asked to be associated in a tangible form with any testimonial that might be suggested to mark the occasion of his retirement.

Messrs. B. N. Hutley, P. Heaver, P.O.s, J. Earl, A.P.O., and J. Butler, E.M.I., in turn spoke of their happy associations with Mr. Titley during his Service career, and wished him better health to enjoy many years of his pension.

Mr. Millward, in presenting Mr. Titley with an oak chiming clock, said he hoped it would remind the recipient of the many friends he had left behind and of happy days spent in the Service every time he had to refer to the clock.

Mr. Titley, in responding, said he was no speech maker, and that no words of his could express the deep gratitude he felt towards those of his colleagues who had remembered him.

Musical honours were then accorded Mr. Titley, so ending a pleasing function.

CHANGES IN THE STAFF

TO 13TH SEPTEMBER, 1943.

APPOINTMENT.

ASSISTANT PREVENTIVE OFFICER:—
Kent. L. H. F.

TRANSFERS.

CHIEF PREVENTIVE OFFICER:—
Murrey, R. M., unattached, to Grangemouth, Edinburgh.
PREVENTIVE OFFICER:—
Aynsley, J. R., London, to Whitehaven, Preston.

PROMOTION.

PREVENTIVE OFFICER TO CHIEF PREVENTIVE OFFICER
(ACTING AND UNATTACHED):—
Fenlon, M., Cardiff.

OFFICERS LEAVING THE SERVICE.

DEATHS.

PREVENTIVE OFFICER:—
Pearce, E., London.

ASSISTANT PREVENTIVE OFFICERS:—
Burke, P. G. R., London.
Saunders, S. J. P., Plymouth.

OBITUARY OF SUPERANNUATED OFFICER.

McKinnon, W., Preventive Officer.

OBITUARY

Mr. P. G. R. BURKE, A.P.O., London.

The staff at home and those on detached duty were grieved indeed to learn of the tragic death whilst on duty of Mr. P. G. R. Burke, A.P.O. "Paddy" collapsed and died on the evening of the 25th August. He was on duty at the Shadwell station at the time, and death took place soon after his admission to hospital. He had fought for a number of years against increasing ill-health, and it was as recently as last February that he had to re-enter hospital. We were glad to see him back among us, but alas! it was not to be for long.

Aged 49, he entered the service after serving with the Forces in 1919, and spent some part of his service life in the port of Rochester, coming to London in 1929. The funeral was attended by Mr. E. A. Hurr, C.P.O., and his colleagues sent a wreath in his memory. Our heartfelt sympathy is extended to his widow, son and daughter. R.J.L.

T. G. RODGERS, A.P.O., Bristol.

It is with our deepest sorrow that we heard of the death on 8th August of our colleague, Mr. T. G. Rodgers, Corpl.-Instructor, R.A.F., in action.

Paddy, as he was known to us, had been here about two years prior to the outbreak of war, joining up early in 1940.

Our sympathy goes out to his parents and family in Belfast. They have lost a dear son and we a pal and colleague.

B.J.B.

Mr. S. J. SAUNDERS, A.P.O., Plymouth.

Many people throughout the service will be grieved to hear of the death of Mr. S. J. Saunders, late A.P.O., Plymouth. "Solly" had suffered from ill-health for many years, but the end came suddenly from shock and internal hæmorrhage. The funeral took place on Thursday, 19th August, and the Water-guard, Landing and Watcher staffs of the Port combined to send a wreath to the grave. J.McA.

OUR BOYS

The only son of A. H. Stonestreet, P.O., Poole, Dorset, Sergeant-Navigator A. N. Stonestreet, aged 24, of the R.A.F., lost his life on operations over Germany, 27th May, 1943. He was educated at St. Brendan's College, Bristol, and was employed prior to the war at Bowmakers, Ltd., Bournemouth.

CURRENT COMMENTS

Trades Disputes Act.

SEVERAL of our members now serving with the Forces have written enquiring as to their position in this matter. Copies of O.W.O. 35/43 (Part 1) have been sent to them, and, quite naturally, they are concerned lest some action should be taken in their absence and without their cognisance.

We have replied to our correspondents, but for the information of all other members similarly placed we feel we should here repeat that Council has decided that any question of affiliation arising from the repeal of Section 5 shall be decided by the free vote of the members, and this must, of course, include those members serving with the Forces or on loan to other Departments.

Orkneys, Shetlands and Hebrides.

In previous reports on conditions at these remote places we have mentioned the claim for 14 days' "annual" leave every six months, and we indicated that the Treasury were not without sympathy in this matter.

We now learn that the Treasury are prepared to agree that officers serving in these areas may have their war-time ration of annual leave increased to 20 days, and, in addition, they may aggregate public and privilege holidays which would give them a total of 28 days' leave in the year, including travelling time.

This offer has been accepted by the National Staff Side, and the Departmental instruction is in the course of preparation.

Coupons for Uniforms.

At the time of writing we are without any official information in this matter, but we have very good grounds for expecting that directions will soon be issued reducing the number of coupons to be surrendered annually from twelve to eight.

The surrender period ends annually on 31st August. We assume, therefore, that any change would operate for the period just commenced and would not affect the surrender completed last month.

It will now be for the Executive Committee to decide what, if any, further action shall be taken.

Allowanced Small Ports.

In the continued negotiations in connection with the claim for temporary non-pensionable increases of allowances assigned to certain Small Ports, we are pleased to announce that interim settlement has been reached in another ten cases. As with the cases previously reported, a generous margin of retrospection has been conceded.

Twenty-two Small Ports in all have received increases under the terms of reference to the Waterguard Sectional Committee, and six had been settled previously, making a total of twenty-eight.

This completes the present Staff Side review, and in future claims for increases will be taken ad hoc.

Accidents on Duty.

The Blyth Port Health Authority recently decided that sanitary officers required to board vessels should not do so until safe means of boarding had been provided. Accidents involving two officers gave rise to an enquiry, during which the Authority failed to find any regulations under which adequate and safe means of access could be demanded for its officers.

We understand it has been stated that failure to comply with the instructions would result in an accident being regarded as having occurred outside the course of the officer's employment.

This does not seem to square up with the Workmen's Compensation Act, 1925, as we read it. Section 1, sub-para. (2) states:—

"(2) For the purpose of this Act, an accident resulting in the death or serious and permanent disablement of a workman shall be deemed to arise out of and in the course of his employment, notwithstanding that the workman was at the time when the accident happened acting in contravention of any statutory or other regulation applicable to

his employment, or of any orders given by or on behalf of his employer, or that he was acting without instructions from his employer, if such an act was done by the workman for the purpose of and in connection with the employer's trade or business."

Incidentally, the Association raised this question with the Board in 1938, and in the reply it was stated:—

"It will be appreciated that the Commissioners cannot, owing to the variety of circumstances in which an accident may occur, give an unqualified assurance on this matter. Provided, however, that all reasonable safeguards had been taken, the Commissioners would not normally take the view that boarding or leaving a vessel under way from or to a Departmental launch (or tender provided for official use) moving alongside, where such was the practice in the Port in question in relation to that particular duty, would of itself disqualify a claim under the Workmen's Compensation Act, 1925."

War Bonus.

A Special Committee of the National Staff Side has been examining this matter, and arising from the Report of the Committee the Staff Side Council decided that, having regard to developments subsequent to the War Bonus Settlement of June, 1943, an approach be made to the Treasury to re-open the joint discussions forthwith with a view to putting the Service Bonus arrangements into the right relation with the current position outside in respect of war-time increases of pay.

"Pay-As-You-Earn" Income Tax.

The fact that the Government has under examination a scheme for Income Tax deductions on the principle of "pay-as-you-earn" must be of considerable interest to Civil Servants whose total remuneration is subject to seasonal fluctuations. For this reason the matter has been considered in the National field, and we understand that the Treasury have been informed that any practical scheme of this type could and should be applied to Civil Servants.

A New Association.

Application for membership of the Joint Committee of C. and E. Associations was recently made by the newly formed C. and E. Special Inquiry Staff Association on behalf of the various grades of Inquiry Officer. The application was granted, and their representative attended at the meeting on 14th September.

Members will be interested to learn that the representative was Mr. C. Simison, who at one time was an Assistant Preventive Officer in London.

RETIREMENT OF

MR. P. W. HOWARD, C.P.O.

Many Waterguard Officers will learn with regret that Mr. P. W. Howard, C.P.O., after many years of yeoman service, has reached the retiring age and is severing his active connection with the Department.

Mr. Howard has been interested in Association work since his early days in the service, and his activities as a Councillor, both as a P.O. and a C.P.O., are well known throughout the Waterguard.

His good work in connection with the "Customs Journal" may only be known to a lesser degree, as it took place when that organ was published at Hull. In his younger days Mr. Howard was concerned in the printing and distribution of the "C.J.," whilst later he had the distinction of being the last Editor before the publication was taken under the auspices of the P.S.A. and removed to London.

Mr. Howard was an ardent worker in the Waterguard social and sporting world, where he served on numerous committees, and was President of the Hull Waterguard Sports Club.

It is felt that in addition to their colleagues on detached duty, there are many others who would like to associate themselves with the Hull staff in presenting to Mr. Howard some memento of his long and valued services. All contributions will be gratefully received by Mr. W. F. Bugler, P.O., Customs and Excise, Minerva Pier, Hull.

R.W.B.

Customs and Excise Departmental Whitley Council

REPORT OF ANNUAL CONFERENCE, 1943.

The opening speeches have been fully covered elsewhere, and the following is an account of the proceedings of the Council in regard to the major items on the agenda.

DUTY FREE CONCESSIONS.

The Council were pleased to note that the Board had agreed to increase the duty free allowances of tobacco goods to members of ships' crews to 1 oz. per day. The General Secretary stated that other suggestions put forward by the Association in connection with these allowances were still under consideration by the Board.

UNIFORM—MACKINTOSH COATS.

Two resolutions appertaining to mackintosh coats were adopted. Firstly, that we should claim that, in view of the extremely hard wear on these garments during the normal course of Waterguard duties, the present type of mackintosh coats should be used for a period of two years instead of three, and, secondly, that at an appropriate stage we should enter into negotiations with the Official Side for the replacement of the existing mackintosh by a Naval Officer type gabardine coat (with detachable belt).

RANK DISTINCTIONS.

Representatives from the Tyne Area, supported by many others, stressed the urgent need for some form of rank distinction for A.P.O.s for the efficient performance of the work of the Department, particularly under war-time conditions. Advertisements in local newspapers showed that there was plenty of gold braid available, and the claim could not reasonably be refused by the Official Side on this account. It was agreed to re-open the question, which stands adjourned in the Departmental Whitley Council, at the earliest opportunity.

COUPONS FOR UNIFORM CLOTHING.

The General Secretary stated that he was fully aware of the general dissatisfaction on this matter. The original agreement allowed for the surrender of 12 coupons out of 66; the same 12 coupons had still to be given up from an annual quota of 48 (or less), leaving a margin of 36 for personal clothing, much of which, underclothes, boots, ties, collars, etc., were subjected to abnormal wear, particularly for those engaged on rummage duties or employed at coal ports and the like. A further point was that C.P.O.s, who wore their uniform only part of the time spent on duty, had also to surrender the full 12 coupons.

These matters had been discussed with the Official Side and no headway had been made, presumably because under the existing Board of Trade regulations additional "occupational" clothing coupons could not be granted to any person officially supplied with uniform. The Executive Committee had not been satisfied with this refusal and had authorised him to make direct approach to the Board of Trade.

The action of the Executive Committee was confirmed.

UNIFORM—C.P.O.s.

A resolution—that uniform for C.P.O.s be abolished—was referred to Districts for consideration.

DETACHED DUTY.

The General Secretary said that he was not in a position to give a review of the working of the new arrangements as they had been in operation such a short while. So far as he was aware, the number of applications for return home were rather less than might have been expected; those which had been made had received very sympathetic treatment from the Board.

The resolutions adopted at the 1942 Conference were still Association policy, under which the Executive Committee could take appropriate action at any time should it be deemed necessary.

He regretted that despite every effort by all available means it had not been possible to secure any relaxation of the Liverpool billeting arrangements, and this remained a major and justifiable grievance for Detached Duty officers in that area. The case put up was unanswerable, but clearly the Treasury were scared by the bogey of "repercussions."

C.P.O.—SALARY MAXIMUM.

C.P.O. Councillors took the opportunity to express their thanks for the able manner in which the recent negotiations in regard to the C.P.O. salary scale had been conducted, and for the very satisfactory settlement reached.

SEIZURE REWARDS.

Though negotiations for the abolition of seizure rewards for the P.O. grade have reached an advanced stage, in order to remove any doubts which may still remain in the minds of the Official Side as to whether this proposal has the full backing of the membership, the Council took the unusual step of reaffirming their previous policy. The resolution to this effect was carried by an overwhelming majority—only three voting against.

VOCATIONAL EDUCATION SECTION.

Mr. W. G. Burgess, at the invitation of the Executive Committee, undertook the onerous task of examining the past working of the V.E.S., inviting criticisms and suggestions from interested members, and formulating proposals for post-war operation. He tackled the job very thoroughly indeed and was warmly thanked for the painstaking effort which he submitted.

He found little fault with the pre-war method of working and his suggestions, in the main, were confined to the structure of the Courses, allocation of fees, etc. He was emphatic that there should be an obligation by each student to take the whole of the Courses available and not be permitted to study piecemeal, as heretofore.

The Report was adopted without amendment, the Executive Committee being instructed to set up machinery to implement its findings.

LEAVE.

Several resolutions in regard to leave were considered by the Council. The Executive Committee was instructed to examine the operation of O.W.O. 17/43, para. 7, to ensure that unfair hardships on Waterguard Officers be removed, and to approach the Official Side to see whether the regulation that leave in lieu of privilege days must be taken on a Saturday could be relaxed in view of the peculiar conditions of most Waterguard attendance schemes.

Proposals that (a) leave in the Waterguard should revert to the pre-war scales, and (b) that compensation should be claimed for the restriction of leave during war-time, were defeated.

AERODROMES.

The General Secretary stated that out of a total of 55 aerodromes at which the attendance of staff from this Department was given, Waterguard Officers were working at 34. This was a big advance, but it was not enough. He was satisfied that the Aerodrome Staffing Sub-Committee Report of 1937 was now out of date and not in keeping with present-day requirements, particularly in regard to the majority of R.A.F. aerodromes, where 99 per cent. of the work was Waterguard work needing the attendance of an experienced baggage officer. Negotiations for the amendment of this Report were proceeding in the Joint Committee, and a lively battle was to be expected.

In the meantime he must stress how important it is for local officials to keep a very close watch on Airports to ensure that the proper staff was employed there.

TRADES DISPUTES ACT—CLAUSE V.

The General Secretary stated that everyone was aware of the recent developments in the struggle to secure the repeal of the notorious "Clause V." and that this Association had given its full support to the effort. Many members had expressed concern as to what might happen should the Government agree to permit Civil Service Associations to affiliate with outside bodies; his reply had been that at the moment we are fighting for a principle, the right to choose our own destiny, but that does not bind us to affiliate with the Trades Union Congress or any similar organisation. In order to clarify the position he formally moved: "This this Conference reaffirms its policy of support for the repeal of Clause V of the Trades Disputes Act, and in the event of this being conceded, no action to be taken in regard to affiliation without a plebiscite of the membership to enable the Council to arrive at a decision."

The resolution was unanimously agreed.

(To be continued.)

The Trades Disputes Act

(I appealed to old Journal writers to return, and though "Seagull" has not flown in yet, nor "Pepys" got up betimes, already "Nod" has blinked (to good effect, as an item on a Headquarters Library to appear later in the year will show), and now "Ploughman" has homeward plodded. Noms de plume must be respected, but it can be said that "Ploughman" speaks with authority. "Policy" articles such as this are going to be features of future Journals.—PUB. SEC.)

The recent action taken by the Union of Post Office Workers in seeking affiliation to Trades Union Congress has been the subject of much debate and controversy in recent months, and, although the application has now been withdrawn, it has succeeded in raising a first-class political issue for the near future.

The origin of the trouble is deep-seated, for the passing of the notorious Clause V of the Trades Disputes Act followed on the general strike of 1926, at which time the majority of Civil Service Associations were affiliated to T.U.C. and supported the action then taken by the general body of trade unionists.

It is of interest to study the official wording of the Clause V, which reads as follows:—

"Amongst the regulations as to the conditions of service in His Majesty's Civil Establishments there shall be included regulations prohibiting established Civil Servants from being members, delegates or representatives of any organisation of which the primary object is to influence or affect the remuneration or conditions of employment of its members, unless the organisation is an organisation of which the membership is confined to persons employed by or under the Crown and is an organisation which complies with usual provisions as may be contained in the regulations for securing that it is in all respects independent of, and not affiliated to, any such organisations as aforesaid, the membership of which is not confined to persons employed by or under the Crown or any federation comprising such organisations, that its objects do not include political objects, and that it is not associated directly or indirectly with any political party or organisation. . . . Subject as hereinafter provided, any established Civil Servant who contravenes the regulations made under this section shall be disqualified from being a member of the Civil Service: provided that, in the case of a first offence, a Civil Servant shall forthwith be warned by the Head of his Department, and the said disqualification shall not take effect if within one month after such warning the Civil Servant ceases to contravene the said regulations."

Without delving too deeply into the pros and cons of the section, one fact emerges very clearly, and that is the denial to Civil Servants of the right to affiliate with other trade unionists, or, indeed, to belong to any organisation which has political objects. However opinions may differ on the question of affiliation itself there can be no difference of opinion that it is our bounden duty to maintain the right of the individual to freedom of action in a democratic country, and, regardless of other issues that may later be involved, we must demand the restoration of the rights of the individual in the community. That has been and continues to be the policy of the Association in common with other Service organisations, and there should be no apprehension as to what we are seeking at the present juncture: it is simply the repeal of Clause V, so that we as Civil Servants have the right to determine our own course of action.

Beyond this point, however, the matter is one for careful consideration, not by Association Executives or Councils, but by each member of the organisation, as the question then arises whether or not we should affiliate to T.U.C. or any other body outside the Service field. Clearly, it is the intention of some of the larger Service Associations to go right out for affiliation to T.U.C. immediately Clause V is repealed, on the grounds that the interests of their members are bound up with those of the general body of trade unionists, and, indeed, this is borne out by Treasury statements made from

time to time that Civil Service conditions must accord with the general trend in outside industry.

Further, it must be remembered that a large proportion of Government employees are lowly paid, and they feel, quite naturally, that they would be wise to throw in their lot with industrial workers at the earliest opportunity. Thus, they would gain the full support of the T.U.C. with its powerful influence in Parliament and the benefits that flow from any action taken on behalf of the general body of trade unionists.

On the other hand, the Government, or perhaps a large section of it, is of opinion that in no circumstances should the Civil Service be directly involved in such disputes as that of 1926, and that whatever upheavals occur in the national life the civil administration should continue to function without interruption. It is only fair to add that the Government recognise the value of trade unionism in the life of the country, and similarly, Civil Service organisations as representing the administrative services.

This point must be stressed to emphasise that the issue is "industrial," not "political," in spite of the very definite flavour of the present controversy. All trade unionists are not members of the Labour Party, and do not become such by being members of a Union affiliated to T.U.C. It is true that in prosecuting its policy T.U.C. must enter the political field, and it is perhaps natural that the leaning should be towards the Labour Party, but members of other political parties are, if they so desire, affiliated for industrial purposes only.

Moreover, it would be wrong to say that there has been any attempt to smash trade unions, either Industrial or Service, but the policy of the Government has been to restrict their activities in such a way as to (a) prevent a repetition of the general strike of 1926, and (b) to ensure the continued functioning of the civil administration in all circumstances.

These are some of the points we shall be called upon to consider in the event of the repeal or modification of Clause V, and, so important is that consideration, that no decision will be taken without a plebiscite of the whole of our membership.

"PLOUGHMAN."

Merseyside News

There is no news since last issue of several serving members, and in most cases we are pleased to say that it is their first report since joining up.

Lieut. Brian Mitchell (Immingham, late Liverpool) reports from the Middle East, describing himself as a "Desert Rat." He is well and sends regards to all, particularly to old friends in Rummage Crews, for whom his slogan is "may every bunker produce a seizure." Perhaps he hasn't heard that with the new Liberty Ships that's out—"what's your fuel oil, chief?"

Lieut. Bert Johns (Runcorn), also a former Liverpool lad, is likewise in far-off lands. His air letter tells that he is now with the Persia and Iraq Force, and liking it.

News from Canada is of two of the boys, L.A.C.s Ted Walker and Dan Caldwell, both training to be Pilots. Ted is in Manitoba and Dan is in New Brunswick. Both report good progress in their training, and look forward to returning in the near future, fully trained and qualified.

Sub-Lieut. John Young, R.N.V.R., was on leave in Liverpool recently. He looked fit and well, and has gone down to Brighton on another course.

Able Seaman Bill Foot also paid a recent visit prior to proceeding on draft as an R.D.F. operator. Bill has done this job for a long period, and he's a real "big ship" man. Says he is looking forward to the change.

That's all for the present, chaps—everything going smoothly this end—to coin a phrase "nice and quiet."

BILL HUGHES.

Association Finance

BY THE ORGANISING SECRETARY.

With the publication of the accounts in this issue I am provided with an opportunity to review Association finance and at the same time to meet the wish of the Council that I should make such a review in order more fully to acquaint members with the financial side of activities. That this request came from the Council is evidence of a growing interest in a subject of supreme importance, and I welcome this chance to enlighten the general body of members, for, in my view, every member should understand the accounts to the degree that he is capable of analysing and discussing them intelligently.

Although I am aware that many members will require little or no guidance from me in this connection I make no apology for dealing in some detail with the annual statement.

First, I should say that the statement of accounts is simply a straightforward record of income and expenditure—the “ins and outs” in our financial year which ends on March 31st. So far we have not indulged in such luxuries as balance sheets or profit and loss accounts, nor do I think it would be of advantage to do so, for simplicity in accounting is a desirable thing from the point of view of the average man.

Proceeding to the statement of income, the amount recorded against each District is the actual net sum received from that District after all local expenses have been met, and it should be noted that the amount is in respect of four quarters, including the quarter which ends on March 31st. Obviously, the subscriptions in respect of that quarter cannot be remitted to me by the District Organiser until some time subsequent to March 31st, for the simple reason that they are not in his hands before that date, and quite likely he receives the bulk some time later. So that the subscriptions for the last quarter of the financial year are reaching me right up to the end of June, but as they are proper to the financial year just ended at March 31st they are included in the financial statement as receipts up to that date. If this point is borne in mind then I shall have little difficulty in explaining a later item.

On the expenditure statement comment is necessary only on a few of the items, as generally items such as stationery, telephone, postages and the like show little variation from year to year. One of the heavier items is that for affiliation fees, which comprise payments on a *per capita* basis to the Joint Committee of Customs and Excise Associations and a proportionate share of the costs of the Customs and Excise Group of Associations. It is through the latter body that we secure representation to the National Whitley Council, and I may mention that since the Group came into being following on the demise of the Civil Service Confederation, our expenditure in this direction has fallen considerably.

The cost of the Annual Council Meeting and of the Executive Committee, together with other subsistence payments, would, in a full normal year of working, be the highest item of expenditure, but in the accounts published here the figure for the Executive Committee expenses covers only six months of operation with provincial representation.

Some explanation is necessary in respect of the item of expenditure shown for the “Customs Journal.” In normal years it is shown as Publications, etc., and the amount shown is the debit balance of several accounts, including that of the “Customs Journal.” We may, for example, publish a Green Book or an Association Diary, and either of these publications may result in profit or loss—usually profit—whilst the “Customs Journal” is invariably a loss, in that we cannot balance its cost by receipts from advertisements and outside subscribers. The balances from all these separate accounts are carried into the Publications account, and the debit balance remaining in that account is the final figure shown under expenditure. But as at the present time there are no publi-

cations other than the “Customs Journal” it stands under its own heading. Prior to the outbreak of war the Association held a contract with a London advertising agency through which the cost of the Journal had been brought down to the region of £100, apart from improvements which it had enabled us to effect in printing and layout, but with the cessation of this contract the cost of the publication has now risen to around the £250 mark.

Now to deal with an item which has been the subject of much speculation and argument throughout the years—the Organising Secretary’s Balance. In an earlier paragraph I pointed out that the income statement shows the total subscriptions due during the year ended March 31st, although at least one quarter’s subscriptions could not possibly be received until a later date. The Bank Certificate can show only the money in the Association account as on March 31st, but in order to balance the income and expenditure statements these “late” moneys have to be shown somewhere; hence the item “in the hands of the Organising Secretary.” Actually this money is banked immediately on receipt in the usual manner.

I sincerely hope I have explained this item clearly, as I am aware that members have difficulty in understanding why it should be necessary for the Organising Secretary to retain such a large sum of money “in hand.” The short answer is that he doesn’t.

In recent years the V.E.S. has not been operative, but we regard this section as completely self-supporting, and when the account appears it is a straightforward statement of receipts and expenditure and is dealt with quite separately from the main Association statement.

The foregoing should give a fair idea to members of the build-up of the accounts, and, at this stage, it is convenient to look at Association finance as a whole. Through circumstances which may be regarded as favourable or unfavourable, according to your particular slant on them, i.e., the absence of Council Meetings, no provincial representation on the Executive, and no overhead expenses in respect of a Headquarters office, we have been able in the last few years to offset the loss of income from staff in the Forces. Further, we have created a reserve fund in the form of a £500 Defence Bond, and there is a sum of £200 due to us from the War Damage Commission, whilst our current bank account is fairly substantial.

In my opinion, such reserves are necessary to the Association, so that at all times we are in the position to meet any contingency that may arise without having recourse to special levies, and I would suggest that reserves of double the present amount would not be too high. But if these reserves are to be maintained intact or increased it is essential that income shall not be allowed to fall below expenditure, and now normal Association working has been resumed, expenditure must greatly increase, and on a reduced income. At the 1942 Conference I laid stress on this factor and said that unless we received better support from the staff we should quickly exhaust reserves and be forced to re-consider the concession to men in the Forces.

Thanks to the excellent co-operation between the members who conducted the membership drive, District organisers and all local officials we have in the year under review almost succeeded in balancing our budget. But “almost” is not enough, for with the full support and goodwill of the staff I have no hesitation in saying that we can achieve a favourable balance every year, even in war years, despite the fact that 307 of our boys are serving in the Forces.

To maintain the Association in a sound financial position is not the task of the few willing workers; it is the duty of every member of the staff to see that the organisation which works for all is supported by all, and to this end each one of us can do his share.

Southampton Notes

You will share our regret over the recent news we have received of 2nd Lieut. S. Bryant. He lies in a Military Hospital in the Home Counties, and is likely to be invalided out of the Army very soon. We are attempting to reach this young colleague by correspondence, as this is the first news of him which we have had since 1939, when he left us at 47 Berth by way of the "Aquitania" boat train one September evening.

Other news of our soldier pals is excellent. Staff Sergeant Bob Jenkinson writes at length upon recent experiences, and we congratulate him on his regular promotion; Bombardier Johnny Walker, now on the East Coast with the Ack-Ack, is full of spirit and ever keen to hear of you all. A spell in hospital with a "smashed" toe only served to whet his appetite to return to those guns he handles so well; he and his pals have several "notches" to their credit. Johnny plans to leave the ranks of our bachelor colleagues soon. Likewise Steve, who was in good form when we met during August in London. Still with the Army, but overseas and attached to the Central Mediterranean Forces, we have good news of the well-being of 2nd Lieut. John Sykes, who has, we presume, had some experience of the successful Sicilian campaign. The great news of Italy's surrender will be of full satisfaction to John, we know, and also to L/Tel. Jimmy James, who is permitted to tell us that his vessel, a destroyer, had an active part in the Tunisian and Sicilian fighting. He writes: "It's been rather good fun at times, rather sticky at others; and are we pasting the Italians? It's grand!"

From other R.N. vessels we have continued good mail from Petty Officer Ted Midlane, from Cliff Pearson, and ever-present Joe, whose last letter from Alexandria reached us five days after despatch. All are well, and, together with our other correspondents of August-September, they ask us to convey their very best wishes to you all, with especially "big smiles" from Joe. You will easily bring those to mind, we know! Bill Foot's pals will be pleased to know he was seen recently in Pompey, and that he is A1.

The R.A.F. mail is headed by a most interesting letter from Sergt. Charlie Cardall, with the Ceylon Command. He is A1, and gives the letter reader a vivid pen picture of life and conditions in that Far Eastern outpost. An accompanying photograph completes a very welcome effort, as we had not had news of this versatile boy for some time. The sacrifice of Charlie's tropical midday nap to write such a letter is indeed appreciated; we will burn the midnight oil as a reciprocatory gesture (!) to one who campaigned in Java before and after the fall of Singapore. Meanwhile we are for ever asking "Kohomadha Sapa Sanepa?" until the next letter comes along. A little nearer home, but not much, we have good news of Sergt. Les Twentyman, M.E.F., and "browned off" literally by desert air operations before the march on Rome; and of Jack Welsh and Peter Ryan, making all haste with their Observer courses in Canada. And from home bases we hear at pleasing length from Flight-Sergt. Dudley Heal, D.F.M., who has had North African experience since his regular continental operations. Again operating over Germany, Dudley sends his regards to all of you. He knows of your constant thoughts throughout the hazardous missions he fulfils. Staff-Sergt. Jock Strachan is still going strong, flying by night and putting potential W/Operators and Air Gunners through their paces.

That's the lot this month, and now I must ask you to cancel my previous information regarding letters to Davy Youdell, as the P.O.W. mail instructions are drastically revised for Far East P.O.W. Only letters from the next-of-kin are permitted (see P.O. leaflet No. P.2327 B). I'm sorry we cannot keep Davy posted, but maybe his captor will be calling a different tune before long.

Cheerio, Forces!

J.B.

The Lads o' London

You will have heard by now of the tragic deaths of Ted Pearce and "Paddy" Burke. Each was well known in London, and both will be missed.

There have been several returns home and departures for other spheres of service lately. Ira Hill, Percy North, Bert Massam and Bert Sandford have returned home once more, whilst Alec Charles and Jack Flaxman have gone to Liverpool, Charlie Speed to Glasgow, Bill Elwood to Kyle of Lochalsh, and Freddy Brooks to Holyhead. We hope that their stay will not be of too long a duration, but that it will at least afford them some new experience. One is glad to be able to report the return to duty of Jack Lindsay after a very long spell of sickness.

We have heard the good news of the increase in trade at home and are hoping that this will enable some of us to return to "give a hand." That the "Super" will endeavour to recall us at the first available opportunity we have no doubt.

Ted Waters and Ken Buttenshaw, who were together in the same P.O.W. Camp in Germany, have now been separated. 'Tis a pity, but we know it is not for long. Perhaps they can be minuted to the same rummage crews immediately they re-join the department. Jim Sutton and Les Walker returned home from overseas via this port a short time ago and were seen by several colleagues. Les has completed his training, which he did in South Africa, and Jim has been on "ops." Dennis Maguire was at K.G. V Dk. last month, and was greatly interested in the discussion there upon reorganisation and even participated in same. The R.A.F. have been kind to him and sent him home to complete his training.

Jack Stiles has been promoted to Leading Coder and has taken unto himself a wife. Best of luck for the future, Jack. An old friend, Arthur Burnham, is now in command of his own craft and has extended an invitation to join him in a "sherbet" at the first opportunity. Yet another former colleague, Tom Hill (Chatham), is also a naval officer and is attached to the Fleet Air Arm. He has no regrets concerning the uniform he has chosen to wear, but is longing to return to our department and fervently hopes that it will be worth returning to. A letter from Harry Newlyn, accompanied by his photograph (in a cowboy hat), told of his well-being in India. He said that he had heard that Room 11 was no more, but I hastily reassured him on that point. A visit there will completely convince him that it is very much alive!

It would be much appreciated if some of you other chaps would write now and again. I have endeavoured for two years now to enlighten you all as to the activities of your colleagues either at home or in the Forces, but it is left to the few to do this. Please, then, let me hear from you. Many will have read the appeal of the new publicity secretary for ideas. Have you any, Forces? Let me have them; I will pass them on.

Let's hear from you then,
Till the lights o' London shine again.

R. J. L.

ON PUBLICITY

Publicity Secretary—that's the name,
A clarion call to play the game.
United membership—that's the goal,
Away with apathy and re-enrol.

Reconstruction's in the air, P.S.A. and everywhere.
Thus all must take an active share.
Little can be done without finance,
If success to our cause we would enhance.

The lead is given by C. F. Shaw
With no attempt to lay down the law,
All that is asked is plain to see,
Keep interest, and pay subs. regularly.

PROFILE OF A SUPERMAN

In the course of helping the Censorship department you may have come across "Yankee comics" containing a "strip" which has caught the fancy of all Americans. It concerns a young man named Kent, a shy, bespectacled figure who works in an office in New York. Despite his mild exterior this young man can, at will, become a colourful, mighty figure in a cloak, and, in this shape, can perform amazing feats, such as pushing back electric rays shining forth from a tower to burn to death the heroine (a nice little number herself, in a green sweater), or flying through the air to Munich itself, dragging the Pest through the air to Italy to bang his head against his one-time Brother Pest. He well deserves the name of Superman and the plaudits of our ever-childlike Transatlantic cousins.

We in England do not so strongly show our appreciation of our great men.

There is in England a shy figure who works in an office, whose hobbies appear to be pipe-smoking and duck-shooting. But without any cloak or other theatrical appurtenance he is able to perform feats which make Superman, and the chap who dived off the Monument into a wet flannel, seem pikers.

Perhaps a wide study of American literature, extending beyond the comics, even to that Blandish book, in every paragraph of which words like "piker" and "two timer" occur, giving the whole maybe a false vigour, fits me for this job of Publicity Sec. For, possessing little modesty myself, I have little time for it in others, a truly American trait. It has its values. Americans are hero-worshippers as well as talkers about themselves. And it is almost treason to the United Nations for a man to be so modest as the P.S.A.'s own Superman.

At any rate, Bill Powell's retiring nature, his persistent tendency to make little of his own achievements, or to give others the credit for them, his modesty, does harm the P.S.A. Were he as big-mouthed about himself as other union leaders, both in and outside the Civil Service, we would have more members and more virile members. Had they been able to do what Powell has been able to do the resulting "puffs" would have seemed a little overdone to George Bernard Shaw.

It is not only his modesty which prevents Powell cashing in on his personality, but, I should imagine, two other ideas. One is, that no Association should be so tied to one man as to make him appear indispensable. And with that I agree, to a large extent, though he does come as near to being indispensable as any man can be, and will, I'm sure, when the time comes for us to give him a rest or for him to go into higher ranks, be called on frequently by those who succeed him at the head of our Association.

His other idea is that democracy should be vigorous as a result of its own good health and not be given electric shocks to make it active. The fact is, however, that in our Association, though membership is now good, democracy is by no means operating. District meetings are poorly attended, and when representatives, feeling that there are reasons why many cannot attend regularly, owing to distance to travel or other duties (garden, Home Guard, Civil Defence, the wife's night for the pictures, study, evening watch, etc.), try to ascertain the views of the staff on important matters by other means, such as the post, they seldom succeed. Policy and the carrying out of it are left to one or two interested persons, and this is not good—either for those interested persons (what of their gardens, defence duties, wives, etc.?) or for the disinterested members.

It is because we feel that that lack of interest may have been

due to lack of directed publicity in the P.S.A. that publicity is now getting special attention. But we cannot drive you into meetings and we cannot coerce you into thinking about and deciding on the problems that concern your present living and your future; and if we could we would not. It is up to yourself to realise the necessity.

The comic thing is that if Bill Powell or the other Association officers were falling down on the job, if the series of increases in pay for A.P.O.s, P.O.s and C.P.O.s had not been obtained, if we still had the uniforms of twenty years ago, if a dozen unspectacular little successes (possibly of greater long-range benefit than increased salaries) had been failures—*there would be more interest in the Association.*

If members will not come in to correct things which are going wrong, because nothing is going wrong, they should come in as a sign of their gratitude for things having gone right for so long and—to make sure they will continue to go right.

That is why I deprecate Powell's shyness. It is his faith in the rank-and-file member as much as shyness which, for instance, allows this JOURNAL to be, instead of being a song of praise for the Fuhrer, like many another staff journal, apart from the impersonalities of CURRENT COMMENTS, a series of solos by members singing any old song they like from O.S.'s "I'll walk beside you" to the Detached Officer's "Show me the way to go home," from the Serving Officer's "Dreaming of thee" to the Seizure-reward lover's "I want some money"; songs, indeed, which, at times, may mar the harmony of discussions with the Official Side. Censorship in the JOURNAL for reason of policy is most rare. The Editor, of course, has the right to withhold any contribution. But I should like to see the open forum of staff opinion balanced by occasional official P.S.A. pronouncements. In the monthly articles I shall write herein, as far as the Editor can give me space, I hope, in a degree, to provide that balance, but even these articles will be unofficial, as far as the consent of the officers of the Association and the Executive go. I suggested that each article be passed by them, but who was it who said "No"? Bill Powell. He will stand for free expression of views in this JOURNAL, though it hurts.

You can jolly well bet, though, if he had to pass these articles that he wouldn't pass this one. I can only assure him that I am doing this because it is honestly thought by me to be good and necessary that the apathetic member should know what he gets for his sixpence a week.

Bill Powell is a Cockney, and so quick-witted. He is a student of men rather than of books. He is no great orator, but he is able to get the essential parts over with a minimum of words and is even apt to give his audience too much credit for following complicated arguments which are quite clear to him by a slurring of the last few words of a sentence or a wave of his hand. Speaking for speaking's sake makes no appeal to him, and he is quite calm in the face of attack. A slightly tighter grip on his pipe is his only outward sign of disagreement. He makes no attempt to use rhetorical devices to gain success with his listeners. He has studied every part of a case before he deals with it; he reduces to a minimum the arguments to use (usually, however, retaining an "ace in the hole"), and he presents those with the afore-said minimum of words. These words may have the positive value of putting the case in its simplest and final form, or they may have the destructive quality of destroying a well-built-up argument against his views. He is thus lucid and simple, and these virtues, with sincerity which cannot be questioned, are I am certain, the secret of his success with the Official Side. They know all the tricks, but they will listen to a simple, forthright honest presentation. They know Bill will not put a shilling on the price and be ready to knock sixpence off.

They know he will give concrete examples, not abstract hypotheses. And they know he is genuine. What he asks for is not only for the benefit of the members, but, in greater or less measure, for the benefit of the job. The books written for and by American salesmen and books like HOW TO WIN FRIENDS AND INFLUENCE PEOPLE could teach Powell nothing. (This is the man, by the way, that a self-advertising leader of another C.S. union, who believes in cracking the whip, offered, in all impudence, to teach trade union principles to!) Powell makes the person whom he is asking for something, want to give him that something! And yet he kissed no blarneystone. A glib speaker would, possibly, be looked upon with suspicion by the people he has to deal with. At any rate, they respect Powell, they give him what threats and verbal fireworks would not produce, and he is likewise respected by other Civil Service leaders, almost without exception. (For one often has a much harder row to hoe convincing fellow-members on joint staff bodies than one has convincing "the bosses"!) But besides respecting him, many of them, and many of his closest colleagues, are puzzled by him. They go about scratching their heads, saying, "How does he do it?" I know he affects me that way.

Now Powell does these things, firstly, because we all like those things we can do well, and Powell, who received excellent training from our old leader Merron in his early days, by adding experience to natural gifts (he's very good "on paper," too, you know) can do this job of representing you in the national field—ably helped, let me add—because he likes doing it. He is also doing it because he honestly wants to improve the job. We should all feel like that about the job—or else be decent and get out. He is doing it for you, his colleagues, because year after year, though he has asked more than once for a "relief spell," you have shown your faith in him. He is not doing it for money, be quite sure of that. (Such a leader could quite easily get £1,000 a year elsewhere.) He is doing it for the boys in the Services, who are fighting on a different field for us.

Can you do anything for him? As I've shown, you can't reward him financially. He wouldn't take it. But, surely, having read this "profile" (so called because it would be quite impossible to get space for the merited full-length portrait) you can at least decide to justify his faith in the democratic basis of the Association. Don't let Bill Powell have the burden and all the praise and all the blame of running the Association on his own. In every District there are officers doing in their areas what Powell and a few helpers are doing in the national field. Resolve now to give those District Officers the fullest backing, in local and national matters, by helping them collect subs., by giving them your views on Association affairs, by regularly attending meetings, by speaking there and encouraging others to speak, by taking office if it is offered to you, by studying the JOURNAL and contacting Headquarters where it seems necessary. Do not speak, or think, of the Association in future as something outside you. When you speak of the Association you are speaking of yourself and Bill Smith. There are dozens of things that the Association has failed to do, dozens of things which must be got down to, if we are not to be caught napping after the war. Are you going to refuse to get down to them and stand on the touch-line sneering, or are you coming on to the field and taking a part? You don't need to be a genius or a great speaker or a writer. There's a job for every keen man to do in this Association if he'll do it. You will then not only deserve to have a Bill Powell, but knowing he has an enthusiastic membership behind him he can, most surely, attain to greater heights on your behalf than he has already reached.

Only if you do that will he ever forgive me for writing all this.
C. F. S.

CIVIL SERVICE LIFEBOAT FUND

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A. V. WEST,

Principal, Surveyors' Branch.

23rd September, 1943.

CORRESPONDENCE

The Editor, "The Customs Journal."

Dear Mr. Editor,

"Democracy is wonderful, but, gee, it makes you think!" So ends Mr. Wales, and so I begin. But before we do any thinking let us see what democracy really means. Democracy is defined as the government of a country directly or indirectly by the people. There can be several forms, depending upon how you interpret the word "people," and your interpretation will depend upon your breadth of mind. The much-vaunted Classical Greek democracy was based upon a sub-stratum of slavery, and the Anglo-American people cannot quite overcome the colour bar. Aristotle thought slavery to be right and natural, whilst we have only recently had Mr. Constantine, a distinguished West Indian, refused admittance to a London hotel. Then we have the Plutocratic type, of which the U.S.A. and, to a lesser degree, England, are examples. Here to a great extent money rules simply because the bulk of the people are economically insecure and cannot obtain the education, the training and the environment which are necessary in order to take an interest in government. This is generally admitted by all parties, but especially by the Labour party. Under this form of democracy conscious planning can only be patchy and piecemeal, because, after all, personal wealth is still unlimited and untouchable. The power of a statesman under plutocracy to plan is strictly limited to the amount of taxation he can impose upon those who have the wealth. Then we have the real or social type of Democracy. It is real because it complies with the definition without any provisos. Being government by the people, it asserts the rights of individuality and is averse to power-politics, whether that of riches, physical force or of trade unions. It is because this form of self-government promises stability without sterility and sounds the death-knell of privilege of any kind that we must, each in his own little way, consciously seek this true form of democracy.

This discussion on democracy is necessary in order to view the dissension arising from the Clause V of the Trades Disputes Act in its proper light. Whatever may be our opinion of this somewhat futile Act, the question immediately arising is this: Should non-political bodies such as the Civil Service or the Medical Profession be allowed to purchase by annual subscription special representation in Parliament over and above that which every man gets in the constituencies? Admitting that we are a long way from true democracy, would such a step be towards or away from our target? Plutocratic democracy will unhesitatingly say Yes. If you have the money it would be foolish not to buy anything which has a price. Idealistic democracy will uncompromisingly deny the right of any social body to obtain political privileges unshared by other individuals in the community. The response of members of such a democracy would be to paraphrase "Eliza" in Shaw's "Pygmalion," "Not bloody likely. I'd sooner take you for a ride."

To conclude, the members of a true democracy must consciously aim at the cultivation of intelligent, virile and highly principled individuals, regardless of race, colour, religion, sex or economic position, and the welding of such individuals into a harmonious social whole. That we have failed so far, two wars in one short lifetime go to prove. Unless we desire that the air-raid shelter should form a permanent structure in our domestic arrangements; unless bloodshed, lies, arson and rape are to periodically destroy our civilisation, then we must consciously control our destiny and not, as we have done in the past, allow events to put us in such a position that we can only murder, lie and burn in order that we exist. And we must remember that true democracy, like charity, begins at home. The Atlantic Charter and the Beveridge Report are but scraps of paper unless the individual in his own small but important way brings true democracy into the orbits of his own soul.—Yours faithfully,
S. W. DUTTON.

The Editor, "The Customs Journal."

Sir,

Mr. Wales seems to have missed the main point of my letter. Perhaps I did not make it sufficiently clear. What I wished to say was that in a country with a Government elected by the free votes of its citizens, no group of persons can, or ought to be, allowed to act in defiance of an Act passed by that Government.

The near future will probably see the Labour Party in office. One can well imagine the indignant outcries of the people if, after the manner of the U.P.W., some Tory group deliberately decides to act in defiance of that party's legislation.

The U.P.W. took a very grave step when it decided to defy the Trades Disputes Act. That it now realises this is shown by the fact that it has since reversed its decision and withdrawn its application to the T.U.C.

My object in writing was to warn the Preventive Staff Association against following the lead of the U.P.W.

Those members of the staff who remember me—and there must still be a goodly number—will be able to inform Mr. Wales that there are no grounds for his assumption that I know nothing of past agitation and am not in sympathy with Civil Service Ideals.

To me the issue is clear. If the Civil Service wants to affiliate with the T.U.C. (I don't see the necessity for it myself), it must first secure the erasure from the Statute Book of the Trades Disputes Act. No Government worthy of the name will allow its decrees to be flouted in the manner threatened by the Union of Postal Workers.

I entirely disagree with Mr. Wales' statement that M.P.s who sympathise with Civil Servants' grievances can be numbered on the fingers of one hand. I imagine that if Civil Servants had been affiliated with that body at the time of the General Strike, they would have been called upon to do so.

(But that is a long time ago, you will say, Mr. Editor. Dear me! I'm afraid it is.)—Yours faithfully,

A. C. BOOTH

—o—

The Editor, "The Customs Journal."

Sir,

I read in your July issue of the "Customs Journal" a letter written by Mr. A. C. Booth. It struck me as being a sincere expression of his own opinions, to which he is entitled, and, as such, worthy of publication.

It was not until I read a reply by Mr. G. H. Wales that I found it necessary to re-read Mr. Booth's letter to find out what really had been said. Mr. Booth wrote: "I take it that such affiliation (with the T.U.C.) would involve the obligation to strike if called upon by the T.U.C."

I would like to receive an authoritative answer to this suggestion. Mr. Wales does not satisfy me that he is in a position to give it. He states, "Mr. Booth may find consolation in the astounding fact that never in the history of Britain have her Civil Servants struck, and, what is more, T.U.C. or no T.U.C., are never likely to."

So far as I am concerned I would be no more astounded to find that no Civil Servant of Britain has struck than to discover that, at some time or other, one or more have. If we have never before affiliated with the T.U.C., affiliation with the T.U.C. would add a new fact, and past history might no longer be a criterion. Both decay and change are known to exist.

Mr. Wales wishes to be allowed to correct Mr. Booth's "erroneous assumption." No correction can be made to an

assumption unless it is erroneous. If the assumption is not erroneous, then an attempt only can be made to correct that assumption.

Mr. Wales combines with Mr. Booth's "ideas" "the fearsome implication that affiliation may lead to such hectic scenes as hordes of Civil Servants and Trade Unionists rampaging around slitting the throats and scattering the brains of the governing classes," and tells us when those ideas and a fearsome implication died. They "died an ignominious death on 3rd September, 1939." He cannot successfully imply that Mr. Booth has those ideas, to which has been added a fearsome implication, and state that they are also non-existent.

The method of attaching inferences and implications to ideas expressed by another person is dangerous and unfair. There is always a possibility of causing confusion of thought and for the reader to assume responsibility to the wrong person for the additions made.

To my mind, pertinent questions are:—

1. Do we wish to obtain the right to affiliate with the T.U.C.?
2. Would we wish to affiliate with the T.U.C. if we obtained that right?

All implications, fearsome or otherwise, which may be associated with these questions should be borne in mind and weighed.—Yours faithfully, EDWARD W. MERA, P.O.

[We commend our correspondent to the article "The Trades Disputes Act" on page 77.—ED.]

—o—

The Editor, "The Customs Journal."

Dear Mr. Editor,

The Civil Service, like H.M. The King, serves the State without partiality to any political party—they are both expected to be above mere party politics.

In his privileged position, the Civil Servant occupies a vital part in the machinery of administration, so vital that a prudent government took steps to see that he should be secure from "party" intrigue. The public servant, as his name implies, serves the country as a whole, not a political faction, be it Labour, Liberal or Conservative. He serves with the same zeal whatever the "party label" of the Administration; but it is open to doubt whether or not the public would take this disinterestedness so much for granted were the Service affiliated to the T.U.C., a predominantly political organisation.

Section 5 obviously has in mind a Civil Service demoralised to the extent of taking strike action, and affiliation to the T.U.C. MUST involve the obligation to strike; the alternative would surely be the treacherous role of "blackleg." The fact that the Service has never before been guilty of strike action is no argument, for, after all, it has never been affiliated to the T.U.C. before. Once the Service is swallowed in the gigantic T.U.C., the T.U.C. will be the sole arbiter of our destiny.

Personally, I do not regard the action of the U.P.W. as a "firm stand" against "sordid facts." I view it as a pitiable attempt to bluff a Government who called Hitler's bluff. (What temerity!) The only sordid fact is that an attempt has been made to make capital out of the present grave national emergency to serve the ends of a section of Service extremists.

"The political views of a Civil Servant are his personal affair, providing they do not interfere with his official duties or endanger the State." So runs the official reply in the Commons in January, 1937. What more political freedom could a State servant, with any sense of responsibility, reasonably expect? Or do we want to follow in the wretched path of the French Civil Service, and—Vichy?

My respects to the perspicacious Mr. Booth.

J. L. COULTHARD, A.P.O.

EVERY MAN HIS OWN REORGANISER

"Get organised" is, I suppose, the motto of that excellent two-headed monster, Battshaw. "Get reorganised" seems to be the slogan of C.F.S., A. E. Aylen and others. Both objectives are connected, no doubt. Certainly the service will deserve improvement once every individual member knows his duty to his union, and a hundred per cent. *interested* membership will inevitably obtain a large measure of reform in the long run. Too much haste, though, will confuse, and all schemes need careful thought. Besides the few trail-blazers, individual members in the districts should now be considering this subject. Each large district might very well take a particular heading—say Recruitment or Decentralisation—and give it a Beveridge-like once-over. The membership must not leave everything to an Executive, however good it is. And the delay and disputes which castrated our previous reorganisation scheme must be avoided this time. But no haste. Consider each point well.

Brendan Bracken said: "Wherever you find a Pole, you'll find a newspaper." It is getting so now that wherever you find a Customs Officer you'll find a Reorganisation Scheme. This is all to the good. But let us consider the bases first.

We all agree, I take it, that an improved system of recruitment is essential for us and for the benefit of the Service, which cannot expect gratuitously to get the talent, to recruit such boys as those who are winning the department honours as officers of the Army, Navy and Air Force in so many parts of the world by the pre-war examination. (Our interest and that of the service are identical in a surprising number of instances.) But do we agree that a purely academic test, such as the English school-leaving certificate, is sufficient for recruitment? I think the viva voce should precede the written test and should concern itself with ascertaining the suitability of the candidate's character, demeanour, intelligence (something quite different from book-learning), etc., and that if he can't pass that he shouldn't come in. And I think that on that examining board should be a psychologist and a staff representative. This latter I cannot regard as vital, but the precedence of the oral test does so seem to me. Do you agree? These points are vital.

Should there be any other method than the examination of entry? Most members say no. But surely if we can get the *right* type of ex-Servicemen, and for recruitment into non-basic grades, e.g., the launch crew, the examination is superfluous or too much to ask. However, it is a matter of opinion. But it must be settled before we go further.

All agree to a reduction in the number of grades, which usually means merging the A.P.O.s with the P.O.s and merging the C.P.O.s with the Surveyors. But the Board will not abolish or merge grades just because we think it desirable. Have we thought fully why and how in this matter? Have we decided if the entrant to the basic grade is to do all "lowly" jobs, or is there to be a watcher class, temporary or otherwise? The word "temporary" causes a shudder, I know, but we must not be superstitious. If the junior entrant is to do all lowly jobs, well and good; but let us be quite clear at the beginning. Ask ourselves: "What will we do with the failed A.P.O.s?" Reorganisation schemes are not election addresses with something to please everybody in them. If vestiges are out of place in a reformed service, we must say so, with no cant or flattery. Ask ourselves: "Can the Board, simply on the strength of an improved examination, with, I suppose, a better system of training the new entrant (we should have had that years ago; I showed in the Journal before the war just how it could operate), be expected to guarantee rummagers a P.O.'s maximum?" I say it can be justified. But then, Bernard Shaw has justified, beyond argument, an equal income for everyone. But the scheme *must contain the justification*. Don't forget it is for rummage that there is recruitment. If there were no rummage and related preventive work, the duties of a Waterguard Officer could very well be done by someone else.

(To be continued.)

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