

The Customs Journal

Official Journal of the
**CUSTOMS & EXCISE
PREVENTIVE STAFF ASSOCIATION**

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APRIL, 1944

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CURRENT COMMENTS

Council Elections.

THE Organising Secretary informs us that nominations are merely trickling in and that at the time of writing nominations are still outstanding from several areas.

Some of this may be due to apathy, but in the majority of cases it arises from confidence in the retiring Councillor and a mistaken idea that if no one else is nominated he will just carry on. The plain truth is that whilst retiring councillors are eligible for re-election, they will **not** be re-elected unless they are duly nominated.

As each Annual Conference approaches we hear or read that "this particular Conference is the most important, etc.," and no doubt in the light of prevailing circumstances those words were in each case true. Just as it is equally true to say that the post-war problems which face the 1944 Conference make it unquestionably "the most important ever." For this reason, if for no other, it is up to the members to take this forthcoming elec-

tion seriously. Our future and the future of the boys in the Forces will rest in the hands of the elected councillors.

P.A.Y.E.

Under "Pay-as-you-earn," income tax is payable on all moneys received after 5th April, 1944, including money earned in 1943/4, e.g., Overtime, Seizure Rewards, retrospective payments of Small Port Allowance increases, etc.

We understand that it is the intention to adjust any over-payments of tax due to the inclusion of moneys earned in the previous tax year. But this will not be done just yet.

With brevity (if not with clarity) this is the position as explained to us. At the end of the first P.A.Y.E. Tax Year, 1944/5, income tax will be assessed (after payment) and in such assessment all moneys earned in 1943/4 will be excluded. Any overpayment of tax thus disclosed will be refunded either in cash or by re-allocation of "code number" for the following tax year, 1945/6.

It should be remembered, however, that towards the end of this present year money may be earned which will not be paid out until after 5th April, 1945—a repetition, in fact, of what has just happened. Obviously these moneys would reduce the margin of adjustment in April, 1945, and would pass the squaring-up on to April, 1946, and so on.

Vocational Education Section.

Not since the destruction of Beer Lane (where we lost everything, including all the V.E.S. courses) has there been any reference in these columns to the Association's system of tuition for promotion.

This should not be taken to mean that nothing has been done to repair the loss. On the contrary, V.E.S. stalwarts, led by the indefatigable W. G. Burgess, have spent long hours re-modelling the various courses. Indeed, we had cherished the hope that by the date of this issue we would have been in the position to announce the re-opening of the Section. This, however, is a pleasure deferred—we hope—only to the next issue.

In the meantime, the list of promotable A.P.O.s is running out fast (we are pleased to note) and the possibility of another examination is in the minds of numerous recent correspondents. To these we would say that, side by side with the preparation of the normal V.E.S. courses—Elementary, Intermediate and Advanced—we are arranging a special "blitz-krieg" course to meet eventualities. More of this later.

Steamship Travel.

The Official Side have indicated that they are unable to grant, as a general concession, that Assistant Preventive Officers proceeding on official business should be allowed First Class steamship travel. However, as a war-time concession and whilst lower class accommodation remains inferior, they are prepared to allow First Class steamship travel to A.P.O.s for journeys on official business to and from Northern Ireland.

Subsequently we were assured that individual applications relating to other official journeys involving sea-travel would be similarly considered.

The right of the Association to re-open the general question has been reserved.

Bonus for Pensioners.

The Pensions (Increase) Bill has not yet been passed and there may be improvements at the committee stage. As the Bill now stands, however, these

pointers may be welcomed by our retired colleagues.

Clause 1 of the Bill outlines the general scheme which provides for increases of 20 or 25 per cent. in pensions up to £250 (or £175 if pensioner is unmarried), within a limit of £250 (or £175) on pension and increase combined and subject to a means limit.

Clause 2 is a special scheme for civil servants, etc., and provides for increases of 10, 7½ or 5 per cent., according to the amount of pension, up to £630, within a limit of £630 on pension and increase combined but **without** a means limit.

A Civil Service pension awarded before February 21st, 1922, falls to be considered only under the general scheme and can only attract an increase, subject to the means limit and other conditions of that scheme, if it is less than £250 (or £175).

A Civil Service pension awarded after February 20th, 1922, and before February 1st, 1940, will, if less than £630, attract an increase under the special scheme, but if it is below £250 (or £175) it may be dealt with under the general scheme if, despite the means limit and other conditions of that scheme, this would be more favourable.

Civil Service pensions under £630 as calculated on basic pay already awarded since February 1st, 1940, or awarded hereafter up to December 31st, 1945 (the date proposed for the expiry of the Act), will be dealt with as indicated in the previous paragraph, but subject to the proviso that any increase due on either of the alternative bases will be abated by the amount of the increase resulting from the decision to include war bonus in the calculation of future pensions.

In the course of the debate in the House the Chancellor said that the increases were intended to be payable from the beginning of the year.

U.N.R.R.A.

Civil Servants' service with U.N.R.R.A. is to be treated as "approved service"—not counting towards pension. The Treasury have been approached by the National Staff Side with a proposal that by a payment to the Exchequer of a sum equal to a given percentage of the officer's Service pay his superannuation rights could be safeguarded. We understand that negotiations are proceeding towards a satisfactory settlement.

LIVERPOOL DISTRICT MEETING

A special meeting of the Liverpool Branch P.S.A. was held at the Landing Stage on Tuesday, April 4th, 1944, at 5 p.m., with Mr. W. S. Kemp, P.O., in the chair.

The meeting had been specially convened to reconsider the Official Side proposals on port staffing in the light of further details and information available since the previous meeting, which had rejected the proposals unanimously and voted in favour of constitutional action in Whitley.

The attendance was, in spite of baggage and other calls on staff at the time in question, the largest seen at a P.S.A. meeting for many years, and what was particularly pleasing was the representation from the North end; almost the whole staff who were off duty in this area being present.

Following the reading of the minutes of the previous meeting, the Chairman called upon the District Secretary, Mr. R. Davies, for a full report of what had transpired since the last meeting. Those present listened patiently and attentively throughout the long and detailed explanation which followed.

Mr. Davies said that the Official Side had expressed the view that the staff did not fully appreciate the difficulties which had to be met, in so far that personnel to staff both Bromborough and Speke had to be found, together with a reserve capable of coping with future emergencies, all from the present staffing strength of the port. It was stressed that no additional staff for the port could be obtained. Faced with this problem the Official Side had drawn up a scheme for withdrawing the 16 hours watch on three of the six North end stations, merging two stations into one during this period.

This would release 6 P.O.s and 6 A.P.O.s. It was proposed, however, that 1 P.O. and 1 A.P.O. should be returned to each reduced station on a floating basis between 9 a.m. and 9 p.m., doing their normal spell at a time most convenient to cover the heavy work of the station. Thus there would be a net saving of 3 P.O.s and 3 A.P.O.s. It was part of the Official Side argument that they had taken figures from October to December, 1943, which supported their contention that most of the work took place between 8 a.m. and 9 p.m.

The meeting proceeded to discussion upon the District Secretary's report, and many salient counters to the Official side contentions were soon forthcoming. It was pointed out that the choice of the period October-December was most unfair, as the statistics of night work during that period would obviously show less night work than, say, May-July, due to considerations of docking and sailing in daylight. The District Secretary here interposed to say that this fact had already been pointed out to the Official Side.

Many snags were foreseen in the working of the Official Side scheme, all of which were carefully noted, as were many facts and figures which tended to disprove the contention that work largely ceases at 9 p.m. Speakers argued that if this were true and that certain risks had to be taken now, why was it that as recently as last August the Official Side had re-introduced the night watch at Langton Station? Surely such a move was also based on facts and figures, and with the light nights coming these contingencies were likely to crop up again; in fact, in the event of the opening of the second front heavily increased night work seemed an obvious certainty, quite apart from any tendencies in that direction over the past two years.

It was finally proposed and carried unanimously "That this meeting reaffirms the resolutions passed at the last meeting." On the question of taking the matter to Whitley, the District Secretary indicated that the Waterguard Superintendent had asked to meet the Staff representatives on the following day in an effort to achieve a solution.

The meeting then proceeded to discuss ways and means of finding staff within the port by alternative methods, although several speakers contended that additional promotions from the present waiting list and the 12-hour day for A.P.O.s were necessary as a consequence were the real solution.

Previous suggestions to the Official Side were reiterated and some sound new proposals, made solely to cover proven emergency, were forthcoming. All were duly noted, and it was finally agreed that the staff representative be empowered to put forward these suggestions if it seemed likely that the interview with the Waterguard Superintendent could produce a solution retaining the night watch as at present. If a settlement on

these lines was not possible, it was agreed that the suggestions should form part of the Staff Side counter argument in Whitley.

It was pointed out that the present staff representatives were stationed in Birkenhead and the South district respectively, and the view was expressed that a North District Officer should be deputed to accompany them to meet the Waterguard Superintendent and also to assist in presenting our case should action in Whitley be necessary. The meeting agreed to this course, and upon Mr. W. C. Hughes' name being proposed, a resolution to that effect was carried unanimously.

The position of Officers in relation to Home Guard and Civil Defence duties consequent upon any proposed changes was mentioned and the representatives were instructed to raise this matter at the appropriate time.

Under other business, an item was raised regarding the working of the Equalisation of Overtime scheme. It seemed that a case could be made out for a slight modification of the present method of application, and the Staff representatives were instructed to raise this matter also.

The meeting ended at 8.20 p.m. with a vote of thanks to the Chairman for his able handling of a rousing meeting.

BILL HUGHES.

Cardiff District

With reference to the retirement of Mr. (Pop) Atwell, P.O. in our last issue, a very enjoyable "smoker" was arranged at the York Hotel, Cardiff, 8th March. The Collector, the Wgd. Superintendent, Mr. Griffin, and many other speakers testified to the sterling qualities of Mr. Atwell, both as an officer and a gentleman. Mr. Atwell had a most interesting reply to make concerning a lengthy and varied career, both before and during his Customs Service. He was the recipient of a wireless set.

Sub-Lieut. Tom Collins was present at the "Smoker," and we understand that he is still undergoing treatment for his (E. boat) broken jaw. As an old boxer, Tom should know what "taking it on the chin" means.

F. S. L.

SUNDERLAND MEETING

The annual P.S.A. meeting was held on the 10th March, 1944, at the Watch-house.

On the official side's proposal to dispense with one watch of the launch, leaving only a 9 a.m.-5 p.m. watch, the Whitley representative was instructed in no uncertain manner to voice the staff's objection to such scheme when same came up at Whitley.

Uniform.

Uniform was discussed at length, and at times the discussion became lively. The following resolution was carried:—

(1) "That the present method of issue of uniform be discontinued. That the material be supplied to the local contractor for making up to individual measurement and forwarded to the C.P.O. for inspection and issue."

(2) "That a full enquiry into present uniform issue, cut and material be made. With regard to issue, two incidents were quoted: (a) Issue of trousers: last issue May, 1943, next issue May, 1944. (b) Jacket and vest issued January, 1943, next issue May, 1944. The first is obviously due in March and the second in April, 1944. If an officer's issue is put back for one or two months each time he would soon lose an issue. The example shown of fit was a disgrace."

A.R.P. Equipment.

This item came up for some discussion, and the following resolution was carried: "That A.R.P. lamps, axes, first-aid kit, and shelters be overhauled, and that A.R.P. blankets be cleaned. This equipment may yet be needed in an emergency; as it is at present it is practically useless."

Election of Officers.

The following were elected to office for the ensuing year:—Chairman, Mr. R. Roy, P.O.; Local Secretary, Mr. T. B. Coffey, A.P.O.; Local Whitley, Mr. O. H. Lennon, P.O.; District Organiser, Mr. G. R. Miller, A.P.O.; Journal Correspondent, Mr. O. H. Lennon, P.O.

One fact worthy of note in the election of officers came to light. Mr. Miller has held his post for the past 24 years, this year making his quarter century. He has proved a very able and willing servant; we hope to celebrate in a worthy manner in due course.

A lively meeting, at which many grievances were aired, terminated at 6 p.m., with a hearty vote of thanks to the chair.

O. H. L.

CHANGES IN THE STAFF

To 17th April, 1944.

TRANSFERS

Chief Preventive Officers:

Dove, G. C., Newhaven, Brighton to Avonmouth, Bristol.
Sinnott, R., Avonmouth, Bristol to Plymouth.

Preventive Officers:

Murrey, G. F. R., Grangemouth, Edinburgh to Glasgow.
Simms, W. F., Harwich, Ipswich to Chatham, London.

Assistant Preventive Officer:

Bakewell, J. M., Liverpool to Eastham, Manchester.

PROMOTIONS

Assistant Preventive Officers to Preventive Officers (Acting) (on Detached Duty):

Atkinson, J. P., Folkstone, Dover.
Bray, S., Newhaven, Brighton.
Butterfield, E. J., Barrow, Preston.
Cormack, J. H., London.
Douglas, C. M., Granton, Edinburgh.
Hayward, S. S., Southampton.
Jaques, W. R. C., Gravesend, London.
Lane, H. J., London.
Leedham, E. T., Hull.
Manning, J. C., Liverpool.
Pigg, G. R., Liverpool.
Rogers, H., Eastham, Manchester.
Whittaker, L., Hull.

OFFICERS LEAVING THE SERVICE

Death:

Assistant Preventive Officer:

Bland, E. J., Newport, Mon.

OBITUARY OF SUPERANNUATED OFFICER

Arnott, H., Assistant Preventive Officer.

OBITUARY

Mr. E. J. BLAND, A.P.O., Newport

It is with the deepest regret that we have to record the death of Eddie Bland, A.P.O., Newport, Mon. Eddie had not enjoyed good health for several years, and whilst we knew that life held no old age for him, his passing came with tragic suddenness. He was on duty on the Tuesday and died on Friday, 31st March, 1944. He leaves a widow and baby son, to whom our heartfelt sympathies are extended.

Eddie was a staunch supporter of the P.S.A. and some weeks before his death had already paid the March quarter subs.

We who knew him well have pleasant memories of him during his entire Service career spent at Newport.

The interment took place at King's Lynn, and we are pleased to record that the King's Lynn staff attended the funeral. Mr. Morgan, A.P.O., from Newport, who was a close friend of Eddie, also travelled to King's Lynn to be present at the funeral.

F. S. I.

Sunderland Calling

Hello, Forces!

Once more news is to hand of Charlie Scarfe; he reports being fit and well. Reading between the lines and the fact that his regiment was mentioned as being one of those in action, he is enjoying himself. The blokes responded well to the appeal, Charles, and the order is despatched from this end. Good luck, good shooting!

Once again the Big Boy has reported. He states: "I've just returned from nine days of the best," and sends regards to you all at S/land and Seaham, and not forgetting the exiles. So keep smiling, Big Boy!

I had a very pleasant surprise at the office recently—a visit from two exiles at once, Jack Crosby and the Bo'sun reporting in person. Jack looked remarkably fit and well; evidently the Scotch air agrees with him.

The Bo'sun was looking far from well; in fact, he is on sick leave at present. He was able to give news of another old colleague, Cliff Rabbits.

Bill Sutton is still silent. I'm still trying to contact Brian Horn and Jack Gaston. If anyone can oblige with the address of Jimmy Rough I would be grateful.

I have just received word from Ron Greenhalgh; he sends regards to you all and is fit. He is still on the Instruction side of things and is close home. Keep smiling, Ron!

All's well, Forces and exiles. The main topic is of Post-War Reorganisation at present; you will be kept informed of any changes, etc. The old shack still stands, and our flag is mast high. Cheerio, keep smiling, and good luck to you all. Over to you—over.

O. H. I.

Southampton Notes

Since the middle of March we have had the rare pleasure of leave visits from four of our Forces boys: Lieut. John Sykes, Ldg. Tel. Jimmy James, Sergt. Navigator Jack Welsh, and Flight-Sergt. Jock Strachan. All are obviously very fit, and their experiences have been varied, the two former having seen much action overseas in the Mediterranean theatre. Jack has completed his course in Canada and will be posted to a squadron in the near future, while Jock, after eighteen months as an R.A.F. Instructor, expects a transfer to "Ops" at any time.

Pilot-Officer Peter Ryan is also home from his course in Canada, but we have not seen him down South yet. Dudley Heal, after eighteen months of "Ops," has been posted as a Navigation Instructor, while Les Twentyman is again overseas doing a further course of flight instruction. Ron Greenhalgh did not stay very long in S. Wales, and as we write he is instructing in navigation at a Lancashire coastal town.

A letter from British West Africa gave us the good news of Flight-Sergt. Phil Pettit's safe arrival there during February. He is quite well and does not expect to remain in West Africa very long.

From the R.N. we have brief and good mail from Tom Carnell, Joe, and from Ted Midlane, the latter now being stationed in Scotland for a short spell. From Plymouth we are pleased to learn of the recent return to home waters of Paymaster-Lieut. Maurice Freeman-Cosh, former Soton A.P.O., after service in the Mediterranean.

That completes our Forces report for April, but, although very satisfactory, it is made in the shadow of a loss we shall always remember in April, that of Sergt. Ernie Soane, Grenadier Guards, who was killed in Tunisia on St. George's Day, 1943.

Mail from the exiles continues, and all up North are well. Mr. L. Pead, P.O., returned from Greenock in March, and to Portsmouth returned Mr. G. Harvey, P.O., early in 1944, from Glasgow. From Trinidad we have good news of Pat Kiely, settling into his new post with gusto, complete with car and chauffeur, and nipping one or two clients right away.

Home news is headed by the good wishes of all Sotonians to Sidney Hay-

ward upon his promotion to P.O. and his detachment to Glasgow, where he will meet many old friends. Arthur Sweet may be packing the "promotion-on-detached duty" bag, hot on the heels of those who have already gone up to Clyde and Merseyside, while George Lindell coolly weighs up the prospects of the last man in and no reserves in the pavilion. The local study-for-promotion class receives 100 per cent. support and will have had ten sessions by the time you read this. March was notable for the appearance at 29 Berth, on 23.3.44, at very short notice, of Mr. G. T. Clarke, A.P.O. South-West Councillor, who not only gave a depleted staff a satisfactory account of his efforts as our representative since 1937, but also a good review of the war-time Annual Conferences and the latest information available upon the prospects of the P.S.A. and Waterguard post-war. A brief but much appreciated visit.

Cheerio, Forces!

L. B.

Hull News

During the past month two colleagues have been promoted from this port.

Mr. Leedham, P.O., who has taken up duties in Glasgow, has spent several years in Hull, during which time he has been actively concerned in the Sports Club and in Association matters.

Mr. Whittaker, P.O., now stationed at Greenock, was an A.P.O. Whitley representative and a keen supporter of the Sports Club. All his service has been spent at Hull.

We extend to both our congratulations on their belated appointments and wish them every success in their new spheres.

Returning to Hull from Detached Duty are Messrs. Head and Raymer, A.P.O.s, and, somewhat earlier, Mr. Russell, A.P.O.

Their return is a welcome addition to the Staff, and in particular will strengthen the dwindling circle of active Association members.

Many friends will be interested to learn of the investiture of Sgt. (now Flying Officer) K. Pudsey, R.A.F., which took place at Buckingham Palace on March 14th. He was awarded the D.F.M.

F/O. Pudsey is the son of Mr. W. Pudsey, P.O., of Hull.

N. S. M.

Bureaucrats and Proud of it

"Bureaucracy" joins Bolshevism and Poperly among the words used to frighten little children. Yet *laissez faire* capitalism has already died before this war, and whether the lesson of the war as to the efficacy of state control, even in the emasculated form in which we have had it, is learnt, or whether the advocates of private enterprise are successful, as in 1919, we are going to have bureaucracy. I do not mean merely that this ugly word for the complex process of organisation, direction, recording and administering describes the process which controls monopoly capitalism quite as much as state control (partial or otherwise), socialism or "common ownership." But that whether capitalism wins the coming struggle or socialism wins it, or we get what is most likely in this country, a synthesis of the two, the outstanding need—not something desirable, but absolutely necessary if international commitments such as those of the Hot Springs conference are to be carried out, if, indeed, we are to have Security at home (of the Beveridge brand or another), full employment and peace—will be (another boggy word) Planning. For this we may need a bigger, certainly a better, Civil Service.

The Civil Service of the rest of this century, in this country, will be no more like the Civil Service as we know it now than the aeroplane is like a stage-coach. We may like this or dislike it. It is merely an ineluctable fact.

It is impossible that such a Civil Service can operate effectively without the full realisation of Whitley's plan, which means not only a greater measure of staff participation in the actual administration of the public service, but that those forerunners, begetters and essential components of Whitleyism, the staff Associations, should tend towards a "professional" attitude to their task, in the manner of lawyers and doctors, who are concerned with the job they do, its traditions, ethics and scope quite as much as with individual betterment inside those jobs.

It is therefore most useful for us Civil Servants to have in a period of lull before these needs crowd on us a book such as the newly published *CIVIL SERVICE STAFF RELATIONSHIPS.

It is, of course, useful, too, to the non-Civil Servant, though without a prior knowledge of the Whitley set-up he might find it somewhat hard going, and, despite a "war-time preface," rather pre-war; but for us it is "required reading." All staff representatives particularly should study it, inciting their librarian to stock it if the price seems a little steep. The duty will prove a pleasant one. E. N. Gladden is a lucid, well-informed writer, and if, as his attacks (to a degree justified) on "professionalism" in the big Civil Service unions and his attitude to the penal clauses in the Trade Disputes Act suggest, he takes a rather "This is all rather deplorable" attitude towards the virility of the Associations in the past, he shows how much more ready they have been than the other side to work to its utmost point of usefulness the Whitley system.

He pays, too, a tribute to our early C.S. leaders, particularly Mr. W. J. Brown, and wonders if the staffs have fully faced the necessity of choosing leaders from the new generation to replace the old stalwarts? "Will these successors," he asks, "consolidate the advance already made, or will they let the system fall into a lifeless routine from which the administration will receive neither constructive criticism nor valuable co-operative assistance?" I have no fears. From the armed services alone I expect an influx of young Civil Servants who will clearly see the need for "a system of staff participation on the lines of Whitleyism" which is "inherent in the fundamental necessities of modern administration."

Our small Association might then, quite easily, take the lead. Such young men and women will, we hope, look to the past of our organisations as well as to the future. They will find in this book, which I hope will be frequently reprinted and brought up to date, the result of a close study over years of THE WHITLEY BULLETIN, volumes of which read rightly are much more thrilling than the latest detective yarns, and of the early records of Associations, particularly the Customs and Excise groups (who, so to speak, were operating Whitleyism before it started and in some ways have had results beyond any other C.S. body in the field, e.g., staff participation in the drafting of regulations and the co-operation with the Official Side in the Geddes "Axe" Campaign after the last war, which protected staff interests

while carrying out Government policy). We get an historical survey which is invaluable. This is especially true of the years between the wars, but we also see how Whitleyism was born, and of the gallant fights of the Associations in the days when the memorial and lobbying were the only weapons available, and those often frowned on by the "your Honours" of the day. His well-documented chapter on Arbitration is also most useful.

It is nevertheless in its mental stretching forward into the future of public service in this country that lies the most value. For that you must go to the book. I can do no more than give an extract or two which will give you there the quicker.

Speaking of something which all active representatives have experienced during the war, though he is actually referring to the "mileage allowance" dispute of 1933, he says: "Although the overruling powers of the executive were considered a good enough excuse for this action, there seems to be little doubt that the tactless precipitancy in arriving at official decisions and implementing them by executive action, except in the face of real urgency, which could hardly be alleged on this occasion, is one of the methods best calculated to reduce the prestige of Whitley negotiation in the eyes of the average civil servant." Earlier he obliquely suggests why this use of the overruling power, which constitutionally must be left in the hands of the Official Side, as the minister's responsibility to Parliament, and so the public, can be shared with no one, in the final count, should have been used so often when it was unnecessary.

Administrators, inexperienced in such matters, often feel ill at ease in the presence of staff representatives, experienced, through dealing with their own members, in putting cases with skill. Such skill is "almost essential for their selection to the higher Association posts." So, we suppose, though he cannot answer the case, he has the last word by taking administrative action.

It is incorrect to suggest that the staff side possesses all the debating skill and the official side only the pedestrian virtues of a "sound knowledge and practical judgment," and it is wrong, as is well shown in many other parts of the book, to hint that the official sides (themselves, we must always remember, civil servants) have not done their

utmost, in most cases, to operate fairly. Where they have erred is, at times, in thinking that the Associations act only from self-interest where they think only of public interest. The Inland Revenue Staff Federations have recently shown how false this view was if the Post Office Unions, with their frequent suggestions of improvement in postal and telegraph business, had not already done so.

Gladden is right, though, in his donnish poking fun at the tendency to present to the members the Treasury as being a conglomerate cock-shy in the way Hitler and other totalitarian leaders simplify their hatreds to their followers.

My second quotation is this: "Official sides, even with all the administrative resources at their disposal, are not in a position to come to wise and just decisions on such complicated questions without a wide examination and careful consideration of the staff's day-to-day experience and the avenues of discussion afforded by the machinery of Whitleyism, whereby the experience of the rank-and-file may be selectively transmitted to the various points of debate, are surely almost ideal for the end in view, provided always that they are correctly employed."

Let us hope then that, besides us, our brother civil servants who, all benevolence at heart, call themselves official side to chill our blood, will read this book and learn therefrom. For whether the electorate chooses Labour, when an active Civil Service will be much needed, or Toryism, when it is needed even more (so much of bureaucracy being merely a police force to prevent the "private enterprisers" putting one over on the public), Whitleyism must continue. It can only continue effectively if both sides are of goodwill, and goodwill must be preceded by knowledge such as this book amply supplies.

"Civil Service Staff Relationships" is to be added to the Headquarters Library, and extracts from it will appear from time to time in these pages. Whitleyism and kindred subjects are to be dealt with in a series of special articles by "Slippery Sam."

* "Service Staff Relationships," by E. N. Gladden, M.Sc.(Econ.), Ph.D. (London). With a foreword by Sir Horace Wilson. Published by Wm. Hodge & Co., Ltd., London. 12s. 6d. Administrative Research Series. 184 pages.

NOTABLE NOTION BY NOD

You know, it was our Publicity Officer's idea right from the beginning. In his very first article he mentions that in the future we may have a Headquarters Library, and later on, whilst still on publicity, he writes that "first the ground has to be laid low." Now I ask you—is it really necessary to wait until we have completed building our house before we design our chimney pots?

Actually it was the mention of a Headquarters Library that brought the idea to me that we should have something more than that. Rather it should be more on the lines of a reference department for the Waterguard as a whole—a veritable encyclopædia of Waterguard data and knowledge; a spot where the serious student of Waterguard politics, a new entrant, or the writer on Customs lore, could obtain the best possible information. In time we could present a small museum of exhibits—not only of interest, but of usefulness. Space here prohibits us elaborating upon the utility of this scheme, but a little thought will soon bring to mind the many ways in which a reference library of this description could be of utmost value.

When the Association lost its Headquarters in the fire of 1940, many valuable books were lost; but it should not be without the realms of possibility that they could be replaced with our united efforts.

It is not intended, for a moment, that the library should consist wholly of dry-as-dust tomes on Waterguard matters, but there are many items that could be added to make the library of real interest. Amongst other things we have in mind is a collection of old photographs of Waterguard officers in uniform. If dates on these could be given, they would constitute an historical record of the changes in our uniform. A book containing Press cartoons or humorous anecdotes portraying the Waterguard would create a lighter vein. Illustrations or photographs from books or magazines appertaining to our department could constitute another volume. Old official publications and outstanding, obsolete G.O.s would add a definite value to the collection. Extracts from fictional works similar to the "O Wad Some Power" series of items that appear in this Journal would give matter to another book.

Another idea, too, is perhaps we could have a list of retired officer's addresses. How often have we heard the expression, "I wonder where old so-and-so is now? I'd like to get in touch with him." Whereas if this reference library is commenced, and officers, on retiring, would like to deposit their addresses, all that would be necessary would be to drop a card to the library requesting an address, and many old battles on the Waterguard front could be fought over again by correspondence.

Of course, the formation of a library of this description calls for the co-operation of all our readers. Therefore, items on the lines indicated, or any book or object that one would consider to be of interest, are requested. They will be duly acknowledged and inscribed with the donor's name.

On the subject of books, if they are not readily obtainable, it would be appreciated if the titles could be submitted in order that they could be advertised for. Round the country there is bound to be a number of watch-houses with "hidey-holes" containing something of interest that could be added to the reference library. For instance, I remember years ago a watch-house that possessed a copy of Ham's Year Book of 1888!

This idea of a library has the Secretary's approval, and the Editor has agreed to receive items, catalogue and keep them in presentable order until such time as the Association have permanent offices, when the whole can be housed and displayed there.

The nucleus of the library has already been formed, for we have the files of old "Customs Journals" dating from 1904, and our Publicity Officer has presented a Waterguard Boatman's Notebook of 1887—and interesting reading it is, too! Then again, we have a Manual of Waterguard Duties dated 1897-98. There is nothing new under the sun! The Editor is contributing a couple of photographs of 1905 (happy days?) and, for the museum, some Waterguard buttons bearing the Royal Insignia, "V.R."

Unfortunately it is often the case that, when an idea is put forward for our mutual benefit, it is automatically turned down as no good; and, no doubt, in this case it may be thought that the idea is too ambitious and beyond our reach. But we must bear in mind that the originators of this, our Journal, met the same opposition — but that was many years ago!

CORRESPONDENCE

The Editor, "The Customs Journal."
Sir,

The question asked by H. W. C. as to why Waterguard Officers are directed into the Home Guard whilst Immigration Officers are exempt is quite reasonable; and in my opinion J. C. M. is "off the target" in his comment.

It is a well-known fact that some Ministry of Labour officials consider our irregular hours of duty sufficient reason to call for exemption. Also there is the case of some of our colleagues (volunteers) who were discharged by a H.G. Commander because their irregular attendance caused an upset in a gun team. If this applies to some cases, why not all? Surely there are other services to which our help could be directed: Ambulance, Demolition Squads, etc., etc.

It would appear that J. C. M. refers to A.D. when he mentions one night in eight, but there are also foot sloggers who do two, or possibly three, parades a week. What is the position when those times coincide with official duties or when one is sent away on relief? Will Company Commanders always be able to fill the vacancy?

I am afraid J. C. M. takes a rather gloomy view of our casualties when the invasion takes place. Also his advice to H. W. C. is rather belated. Has he not noted that H. W. C. was once a volunteer, ready to do his share when the country was really hard pressed?

"Home (Water) Guard."

The Editor "The Customs Journal."
Sir,

The V.E.C. has had many years of honourable service to our members and now, as H. E. P. B. points out, has an ambitious campaign for the future. But education is not limited by the study of routine regulations, and I am certain that an attempt to widen the scope of the V.E.C. to include the wider sphere would meet with instant approval.

Several well-known Civil Service Associations, including the U.P.W., already encourage their members in their desire for knowledge and there is plenty of scope for the P.S.A. to develop an all-round educational policy.

Yours, etc.,

S. W. DUTTON.

Sir,

"The Civil Service Sanatorium Society."

May I express through your columns my appreciation of the generous treatment accorded me by the above-named Society during a prolonged spell of sick leave.

In May of last year I was recommended sanatorium treatment, and the circumstances of my case were such that the journey to the Society's sanatorium at Benenden was not advised.

Treatment for six months was given at the County Sanatorium, *the whole of the expenses being borne by the Civil Service Sanatorium Society.*

I became a member of the Society about 1927, and I little thought at that time that I should ever require such treatment.

As is well known, the disease affects all classes of the community, and when mass radiography (which often shows evidence of the disease even when the patient feels quite fit) becomes general, it is likely that many more Civil Servants, in common with other members of the public, will require treatment.

The subscriptions to the Society are small in comparison to the benefits received by those who are unfortunate enough to require treatment, and I hope that those of my colleagues who are not already members will help support the Society, which is doing so much good.

F. L. ASH, A.P.O.

BY THEIR BLINDNESS

When I consider how my nights are spent
And all my days by waters dark and wide,

Searching for buried treasures seamen hide

In some foul forepeak's depths or stokehold vent,

My fealty to the Board I oft repent
That counts of such small worth the hours I bide

On boarding; or by some passengers sore tried

In some ill-lighted shed for cargo meant,
But chiefly in my heart do I resent

The years devoid of dignity and "dough"
To which the Crown condemns each A.P.O.

Till all his youthful lustihood is spent,
And little doth it comfort him to state:
"They also starve who're paid on work and wait."

FLAT HAT.

HOW TO RUN YOUR MEETINGS, ETC.

By **SLIPPERY SAM**

The business of a Civil Service Association, or of any other democratic organisation, is based on meetings of members and the work of elected officers, yet in our particular Association I have noticed that officers are often chosen in a most casual fashion, are very vague and very lax about their duties, and that meetings are poorly conducted. The latter failing is doubtless related to the former, so if, without pedantry or any excess of what a political friend calls Constitutionitis, I speak of how meetings should be conducted (passing from that to related matters) it will not be from any love of what are called the Laws of Debate—for I believe in free and unlimited discussion—but because nothing can properly be achieved without some rules. What I give is the minimum, and I base it on experience and not on books. I have consulted none, but I must acknowledge what I learnt in the past from Sir Walter Citrine's *THE ART OF CHAIRMANSHIP*. I hope it will lead to a better P.S.A. I flatter myself further that other bodies might find herein something helpful.

* * *

First I shall describe how District Meetings should be conducted. What applies to them applies to Special Meetings, Grade Meetings or Local Meetings. National affairs must be conducted somewhat differently. These meetings should be frequent. Three meetings must be held: one for Annual Reports and Election of Officers; a pre-Conference meeting and a post-Conference meeting. A fourth, to formulate the district's own motions for the Conference, before the Executive's Report is published, is desirable, but it is to be remembered that up to the day the Conference commences any motion can be sent, via the Councillor, and the Councillor can make a resolution himself on his own initiative. The exception, a motion amending the constitution, for which a certain period of notice is needed, should be observed. Also, it is a good thing to have all resolutions well discussed in the country before the Conference. Where such discussion in a Councillor's area leads to contradictory instructions to the Councillor he must

be allowed to use his discretion. Generally, the actual mandating of a Councillor is not a good practice, for it stultifies the value of a Conference, but he should, at least on major issues, have a good idea of the broad wishes of his constituents.

Therefore at all district meetings, possible motions to the Annual Conference should always be allowed for in the Agenda (list of things to be done). In passing, motions are not "resolutions" until actually passed. A good Chairman and Secretary will decide what motions can be dealt with locally, which by correspondence with the Secretaries or the Councillor, and which justify a full-fledged motion for the Conference. What a Chairman must avoid is mere diffused talking about a thing without any kind of a motion at all. But I'll get to the duties of a Chairman presently.

Meetings should be held, if possible, on a fixed date at a fixed hour, in a well-known place. Date, hour and place must depend on local circumstances. In some parts, meetings just after the normal day's work suit the members. Others prefer a few hours' interval for tea and travelling and kissing the wife. These points should, if possible, be decided by a referendum (that is, a plebiscite, or a written yes or no to a question or questions by all members, the majority winning; which is sometimes a good way of deciding other matters, unsuitable to decision in a, maybe, small meeting, so long as the meeting remains the usual way of obtaining a decision).

Particular attention should be given to whether the meetings should be held on licensed premises or not. I am personally against the use of Crown premises. When they are used, the Secretary or convener of the meeting must not forget to get the proper permission.

When demand by members, the judgment of the officers or business pending, justifies a meeting, or the fixed date is near, notices should be brought before every member. Office notice boards are the best. If there isn't an office notice-board, see that you get one. Every office in the district should be notified at least ten days before the meeting. Two days before, reminder notices, of an eye-catching type, should be sent

round. The officer given this job who fails to do it is not fit for it. Every member should know about the meeting. And—watch for sabotage; non-members preventing notices being displayed or defacing them. The Agenda should also be before the members.

Let us assume this has been done and the meeting started to good time with a quorum (the number, decided by local rule, without which business cannot be conducted). The Chairman, satisfying himself that all members have had notice of the meeting, should read the Agenda. If there is no Motion of Urgency, the Chairman will then ask the Secretary to read the minutes of the last meeting and get them passed as a true and *complete* record by two members.

Once they are so passed, he will allow discussion on matters arising. He must be careful that prolonged discussion does not arise on matters already decided or which can be discussed under another heading. "Business arising" at some meetings becomes the whole meeting. If so, the meeting has passed out of the control of the chairman.

At this point, then, we can well discuss what qualities a chairman should possess.

He should, first, be the *Chairman*. That is, contrary to the practice at some meetings (pleasantly informal, but still —), he should be the only one to speak seated. If he leaves his seat, the meeting, technically, is closed.

If speakers are expected to stand up to speak, better results and less interruption occurs. He should allow fair discussion and, on important points, should try to get the opinion of everyone present. He should not, however, allow much discussion without a motion, seconded, nor allow a speaker to speak more than once (a sensible chairman will know when not to apply this rule over-strictly), except the mover and seconder. And he shall allow no further discussion on the motion once he has decided to take the vote. He will decide that when he thinks it has been adequately and fairly discussed, or if a further motion, "That the question be put" (on which no discussion is permissible) has been made and passed.

Voting shall usually be by show of hands, the Chairman counting and announcing "the motion is passed" or "the motion fails." He won't allow another motion of the same kind to be put again later in the meeting, and will

be watchful that one is not sneaked in in disguise. (In fact, a motion should not be brought up again within a limited period, but that is a matter of local practice, or, if they exist—which they should—local standing orders).

Now on voting and on motions and amendments to motions there is a deal of etiquette of a complicated kind which practical bodies, of a small kind, can ignore.

If voting is by ballot, it should be noted, the tellers appointed must not be "interested" in the motion.

If an amendment to a motion is made, it must be an amendment, and not a contradiction, direct or otherwise, to it; it must be made by a mover and seconder other than the movers and seconders of the original motion, who will have the same rights of speaking twice as the movers of the original motion, and the amendment must be put to the meeting. If it is passed, the *amended motion* is put to the meeting, and is then the *substantive motion*.

Where there are a number of amendments (a good Chairman will avoid multiplicity, especially if the point made could be better put in a separate motion), the last amendment is put to the meeting first. Finally, the amended motion, as above.

With additions (or "addenda") to a motion (*when passed*) the procedure is the same. I am omitting a good deal, and would probably shock the chairman of your local council. But those are the practical rules.

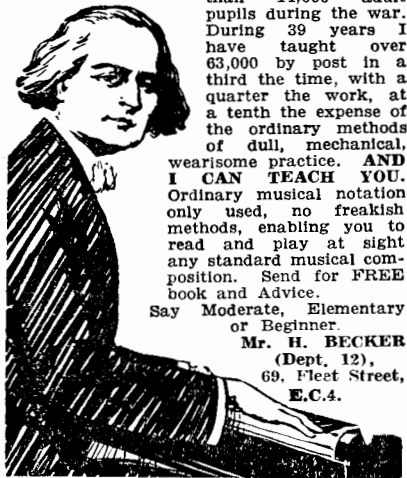
For the rest, if the chairman keeps charge, does not allow discussions without motions, sees that the motions are positive (you cannot say "That this meeting is not in favour of abolition of Sunday overtime." but you can say the same thing in a positive way: "That this meeting advocates the retention of Sunday overtime") and has them properly put and recorded by the Secretary, who should read out what the final resolution is, all will be well.

He should, unless it is obvious or stated in the motion, then ask the meeting what means they wish to adopt for carrying out what they have just stated to be their desire. Where this is not clearly given—sometimes it is better not to be hard and fast—the matter is one for the discretion of the officers, usually the Secretary.

(To be continued)

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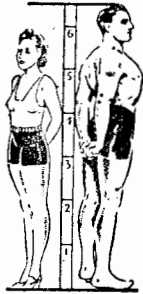
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