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**CUSTOMS & EXCISE
PREVENTIVE STAFF ASSOCIATION**

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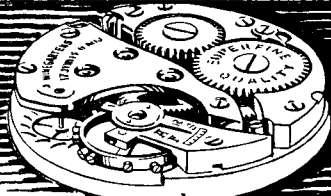
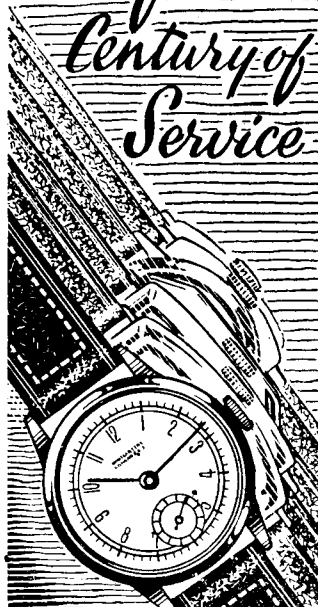
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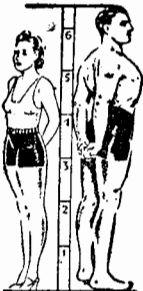
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BACK NUMBERS.—*May be obtained by applying to the Association Offices, 2d. per copy (post free).*

CURRENT COMMENTS

The Secretariat.

THIS is the period in the year when we seek the kind indulgence of correspondents and members generally. The Secretaries (as they can be spared) are slipping away for a break from official duties, Association affairs and "other things." Of course, there is no break or cessation of activity, but there is, quite naturally, a slowing down of the machine and possibly a slight delay in replying to correspondence.

The brevity of these notes is another effect of the foregoing—although the fact that they cover activities of August (the period of Whitley recess) might itself supply the reason.

C.P.O. Examination.

By the time these notes appear an official announcement of an examination of P.O.s for C.P.O.ships will have been made.

As hinted in these columns in the last issue, the Board have decided to confine the written paper to questions on Administration. In our view this is very

significant and may well provide a pointer to the future.

The merit system is being retained—indeed, it is being extended. When first we secured promotion by merit to the C.P.O. Grade we failed to secure the inclusion of oral "markings" in arriving at the degree of merit. In future the Board are to apply the merit system to both sections of the examination in deciding the final position of candidates.

P.O. Examination.

Two of the A.P.O.s eligible to sit at the January-February examination for the P.O. Grade are in the Forces. As a matter of fact, one of them is a prisoner of war. Their names were, quite naturally, omitted from the call-up, but their future position is being safeguarded. They will be given "notional" promotion back to the date they would normally have secured promotion, if and when they pass the test on return to the Department.

So far so good. But it seems hardly fair to expect chaps returning to the

Department after years of absence to sit at the first normal examination, even with the full six months' notice. This and other cognate matters will have to be given very serious thought, and we understand that it is possible that these questions as affecting the A.P.O. Grade may be left to the Waterguard Sectional Committee.

Executive Committee.

The September meeting of the Executive Committee (P.S.A.) has been fixed provisionally for the 21st of the month, and will, it is hoped, be held in London.

Numerous enquiries are being made by Councillors and District officials as to the date of the Annual Conference. At the last meeting of the E.C. (at which the date would normally have been arranged) it was agreed to defer the decision.

One thing we can say definitely, and that is that, circumstances permitting, it is intended to hold a Conference this year. At the moment October appears to be a likely month, but much will depend on the development of certain items of major importance—may we instance "post-war planning"?

Uniform.

Arrangements are in hand for the commencement of informal discussions with the Board on post-war Waterguard uniforms.

For as long as we can remember, complaints against our uniforms have been the subject of resolutions at every Annual Conference. If, as we confidently hope, these talks are going to result in a satisfactory settlement of this very real grievance, then a big step will have been taken towards the improved efficiency in the work of the Branch.

War Bonus.

The trend of movement of remuneration outside the Civil Service was last reviewed jointly by the Official and Staff Sides in November last. The position has been kept closely under observation by the War Bonus Committee, and on the report of that Committee the National Staff Side have decided to press the Treasury for a further joint review in the near future. One could assume that this was with a view to adjustments as from November, 1944.

Reported Missing.

As we go to press we learn that Flight-Sergeant Denis Maguire (A.P.O., London) is reported missing. We sincerely hope that even before these notes are published we shall hear of his safe landing.

CHANGES IN THE STAFF

to 21st August, 1944.

TRANSFERS

Waterguard Superintendent, 2nd Class :

Little, J. P., Aberdeen to Assistant Inspector, Office of I.G.W.

Assistant Inspector (Acting) Waterguard :

Angus, A. P., Unattached to Office of I.G.W.

Griffiths, M. J., Unattached to Waterguard Superintendent, 2nd Class, Aberdeen.

Waterguard Surveyor (Acting) :

Mathers, F. J., Unattached to London.

Chief Preventive Officer :

Clayson, W. B., Unattached to N. Shields, Newcastle.

Perkins, J. W., Unattached to Gravesend, London.

Preventive Officer :

Somerset, C., Glasgow to Avonmouth, Bristol.

Preventive Officer (Acting) :

Atkinson, J. P., from Special Service at Greenock to Briton Ferry, Swansea.

PROMOTIONS

Assistant Inspector to Inspector

(Waterguard) (Acting) :

Merron, J., Office of I.G.W.

Waterguard Surveyor to Assistant

Inspector (Acting and Unattached) :

McEnaney, M., Office of I.G.W.
Thomson, W. G., London.

Chief Preventive Officer to Waterguard

Surveyor (Acting and Unattached) :

Costain, J. H., Gravesend, London.
Forster, A., N. Shields, Newcastle.

Preventive Officer to Chief Preventive

Officer (Acting and Unattached) :

Adams, H. W., Avonmouth, Bristol.
Cole, A. C., Dover.

Assistant Preventive Officer to Preventive

Officer (Acting) (on Detached Duty) :

Arnott, A. F., Leith, Edinburgh.
Emery, F., N. Shields, Newcastle.
Hunter, E. L., London.
Taylor, W. A. L., Belfast.

OFFICERS LEAVING THE

SERVICE

Retirements

Preventive Officer :

Power, C. S., Newhaven, Brighton.

Assistant Preventive Officer :

Trenholm, R. S., Goole, Hull.

Death

Preventive Officer :

Bennetts, S. F., London.

OBITUARY OF SUPERANNUATED OFFICERS

Blair, A. E., Preventive Officer.
 Hall, J., Preventive Officer.
 Jones, J., Preventive Officer.
 McLaren, J., I.S.O., Deputy Inspector-General of Waterguard.
 Murchie, J., Chief Preventive Officer.
 White, F. R., Chief Preventive Officer.

OBITUARY

Mr. S. F. BENNETTS, P.O., and Mrs. BENNETTS

Death due to enemy action came with dramatic suddenness to Mr. S. F. Bennetts and his wife when their home was struck by a flying-bomb.

Almost forty-nine years of age, Mr. Bennetts was one of the first ex-service men to enter the Waterguard Department in London, having been appointed in January, 1919. He subsequently was promoted to the rank of Preventive Officer and transferred to Fowey, Cornwall, in January, 1936. Returning to London in 1940, he was directed to Liverpool the following year on Detached Duty, where he remained until 1942 prior to his final return home.

In the last war he was gassed, and won the Military Medal for bravery on the field. He was promoted to commissioned rank later.

Mrs. Bennetts was a charming woman and was often to be seen at the various social functions arranged by the Waterguard Sports Club.

Mr. and Mrs. Bennetts would have celebrated their silver wedding on 2nd August. They are survived by their only son, Sidney, who is serving overseas with the Royal Navy, and their only daughter, Kathleen, a member of the W.A.A.F., who in June was married to Flying-Officer C. Dickinson, R.A.F.

The double interment took place on the 25th July at Cuddington cemetery, being preceded by a service at St. Philip's Church, Cheam Common, conducted by the curate, the Rev. L. A. W. Jolly. The funeral was attended by eighteen Waterguard Officers, among whom were Mr. C. R. Purser, Waterguard Superintendent, Mr. J. Merron, Inspector, and Mr. J. H. Stewart, Waterguard Surveyor. A wreath was sent by the staff as a token of esteem. The deep sympathy of London Service colleagues and friends is extended to Mr. Sidney Bennetts and his sister (Mrs. Dickinson) in the sad loss of their parents. R.J.L.

Mr. J. HALL, P.O. (Retd.)

We regret to announce the death of James Hall, retired Preventive Officer and former General Secretary of the P.O.A., who passed away at his home at Bromborough on the 21st July. He was in his eighty-first year.

One of the earliest contributors to the "Journal," under the nom-de-plume of "Puncheon Cavendish" (and possibly others—such was the paucity of contributors in those days!), he might claim to have been a pioneer in vocational education, in an early column, "N.Q.A."

A small-port man—he spent his early years in Goole and the South Solway ports—he proved at home in the larger sphere of Merseyside.

His participation in Service affairs dated from the preparation of the small-port case for presentation to the Hobhouse enquiry, through the General Secretaryship of the P.O.A., to a seat on the first Departmental Whitley Council.

Masonic charities also claimed his energies, and he attained distinguished Provincial Rank in Cheshire.

He was laid to rest at Pooltown, Ellesmere Port.

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VOCATIONAL EDUCATION

(Continued from page 78)

Para. 25.—“ A Government Department—even a small office—is to the new arrival somewhat forbidding. First impressions may be of great significance, and it is most desirable that trouble should be taken to receive the newcomer in such a way that he feels he is joining a Service to which he will have a personal contribution to make.”

The omission, hitherto, of attention to the subject of the above recommendation strikes at the very root and cause of many a misfit. The average man wishes to justify his existence, to feel he is useful and functioning to some purpose. Psychologically its introduction would be an inspirational factor towards honesty of purpose and efficiency, an exhilarative of great possibility, a potent aperitif.

Para. 29.—“ We attach much importance to mobility, both within a Department and within the Service as a whole.”

The above reference is taken from a section headed “ Training for Mobility,” embracing paragraphs 28 to 31, and, *inter alia*, provides for the development of the versatile officer. In a department like ours, where there is a wide and varied range of duties, an adequate practical experience is necessary; even the primary duty of revenue protection presents many different phases. It would, therefore, seem to indicate that an officer should be given the opportunity to obtain a varied practical experience by frequent movement from port to port in the first few years of his service and *before he has acquired the heavier domestic responsibilities*.

Para. 34. — “ Training must aim at broadening the mind. This can be achieved by general background training within the Department or by further education, whether of a strictly vocational or of a cultural or academic kind. It should be the constant aim of Departments to provide background training, and in this direction much can be learned

from progressive business and from the best practice in the Civil Service itself.”

This is the first paragraph of a section headed “ Background Training,” the following paragraphs 35 to 38 containing methods adopted in Business Concerns, certain other Departments, and further suggestions. These include weekly discussion groups, talks by managers, periodical statements of policy by the management, conferences, circulation of a bulletin, oral discussion of difficulties, a house journal, a monthly magazine, a well-stocked library related to the sphere of interest, visits to other and sub-departments, and even the film.

There can be no denying that each method and suggestion is worthy of attention in the possibility of its introduction of its particular aptitude to our requirement.

It is also suggested that research into the many issues of our duties and the setting out of the experience of prevention and detection in scientific form be encouraged by the provision of annual competition or some other incentive.

Para. 45.—“ The idea of a central institution (Staff College) where the training of Civil Servants would be carried on has only to be mentioned to be seen as impracticable. The entrants each year into the Service are so numerous (running into many thousands), so scattered all over the country and engaged on so diverse work, that no single institution would be capable of grappling with them all. Moreover, the training requirements of the Civil Servant as we have set them out—initiation into Government office ways, instructions on the job, background training and further education—are in the main given most readily and effectively by the Department in which the Civil Servant is employed, either individually or in a departmental school, or in the case of further education by existing academic institutions and other means. For the Clerical grades we can see no exception, and for the Executive and Professional grades very little, to

the conclusion that no new centralised or institutional training is called for."

Para. 71. — "The Executive Classes have a character of their own arising out of their responsibility for transacting the day-to-day business of government. Executive Officers may be engaged either on good quality individual work or on the organisation of small blocks of work and the supervision of subordinate staff, or sometimes on both functions. This broad distinction has to be borne in mind in any consideration of the training of the Executive Staff. Within the category of individual duties there is a wide variety, and among those assigned to the General Executive Class four types of work may be further distinguished: accounting, contracts, supply, and work of a specialised technique such as surtax assessment or National Health Insurance. Much of the work of the Departmental Executive Classes falls under the fourth heading. Each of these groups requires a different method of treatment, and it is difficult to lay down general rules applicable to all. The Executive Officer tends to become a specialist, and his training must therefore be largely devised on a departmental basis according to the needs of each particular case. Some degree of centralised training in organisation and methods might, however, be both useful and possible for certain Executive Officers in grades above the basic."

It will be seen from the foregoing that although a Staff College is found to be impracticable, the departmental school is recommended.

The duties which have to be performed by our department are of so specialised a nature, training for which is unobtainable outside, that the provision of a departmental school is the only answer to the provision of suitable, adequate and efficient training.

H.E.P.B.

COLD WATER

"Are you throwing cold water on all my hopes?" asked John Bilkin, A.P.O., ex-Cuckoo, Knight Grand Tearer of Amendment Slips, Gold Ring in Waiting, "now I've paid half a crown subs. to get a VES course and have promised another couple of bob when I get my o.l."

"Cold water's a very good thing," opined W. Muggins, District Org., "a very good thing—in its place. You certainly mustn't get the idea that we're going to have Watch-houses fit for Heroes all in five minutes—"

"Well, I'm damned. What are our leaders doing?"

* * *

Those you have elected to conduct the Association claim no virtues higher than good intent, fixed purpose and hard work. (Once or twice this year the Executive, in front-line London, has found the work particularly hard.) You have no right to expect more. In fact, by great good luck, you have had something more. You have had directing the Association, putting into practical effect the aspirations you express through the Council and, from that, the Executive, someone fully deserving of the title—statesman. Much more deserving of it than many who blandly accept it as of right.

In high matters such statesmen often feel it incumbent upon them to throw a little cold water on the over-heated imaginings of the public as to near victory, better houses or whatever it may be—despite the fact that they bred the over-sanguine fancies themselves more often than not. They completely condemn complacency.

Now it is a measure of our Gen. Sec.'s statesmanship that he has never incited over-optimistic interpretations as to the Preventive Staff's future. He isn't pessimistic; he doesn't reprove too roseate forecasts. And it is said that on one occasion, after a certain interview, he and others felt so jubilant— But let us have no Beverage Reports. He is not, therefore, compelled to take cold water with it, to sound a chilly note to those who already see themselves in the Land of Heart's Desire. But perhaps I, as one of the singers of the rosy-fingered dawn (on the eve of D-day at Liverpool University), can sound the jarring chord.

First, as I said in June, the members of the P.S.A. could prevent the very

start of the thing. I mean by that, all the staff in the three grades—for the Org. Sec. tells me that all now practically are members, though one or two think that cessation of active hostility is equivalent to paying arrears.

All that is being done at the moment is to tackle a war-time problem of man-power, more or less on the lines the Exec. indicated in the second Pamphlet. No more than that, mates. We hope it foreshadows the shape of things we have coming to us. But—it may not.

There are two possibilities:—

(1) That the man-power problem will be met by present measures, but that such measures be inappropriate to post-war Reconstruction—which, in some form, must come. Departmental changes, general civil service changes, changes in governmental policy, changes in public opinion—these things could all alter our course. I fear this little, however, if the man-power changes get your whole-hearted co-operation; if, above all, the new P.O.s are met with the fullest acceptance by the older P.O.s and the old idea of an A.P.O. as a sort of runner-cum-batman is let die. If the Waterguard continues, something of the same kind must be the basis of post-war reorganisation, though details may vary considerably.

(2) That the man-power problem will not be met, and therefore other ideas will be sought for post-war circumstances.

So something much more is wanted from members than unity behind your representatives and a constant flow of the financial aid needed to conduct the organisation. *We must make the present moves work.* It will mean for some, quite a little sacrifice—not of money or status, but of intangible things like pride. Make it evident to all that the Association was right in seeking a complete reversal of the traditional proportion of P.O.s in number to A.P.O.s, and so prove it logical that the complete post-war review of the job must lead to progress *on the same lines.* (If we don't measure up, changes in any form beneficial to ourselves are most unlikely).

Among the mental changes this involves is a change in one's conception of Top Sides, the Bosses. The idea that these higher civil servants whose responsibility to the Government has so often seemed incompatible with justice for us, are bitterly antagonistic to all staff endeavour is laughably out of date. It would seem as if all human exercises have to be

thought of in terms of opposition: Trojans and Greeks, Cavaliers and Roundheads, cowboys and Indians, coppers and robbers, Whigs and Tories. Much more usual is a procedure in the same direction of the two "opponents," at different speeds.

For years the Association was ahead in knowing what we and the service needed. Well ahead of the staff quite often, too. Both sides have compromised, both sides made errors. We are not necessarily ahead—not very far, anyhow—now. The trouble is we cannot be sure. There may be excessive secrecy in these matters. They hinge, naturally, on Recruitment, and it is certainly reasonable that post-war recruitment be not just now publicly discussed.

We could be told, maybe, that "a high measure of agreement has (or hasn't) been reached," or "if recruiting be in such and such a form the future shape of the service should be such and such." If we can't get something straight from the horse's mouth, give us the wink which is as good as a nod to the horse. Sealed lips make members waxy.

Your representatives will tell you all they can when they can; no doubt, much may be said at the Conference, which is near. See that your Councillors bring you back all the dope they can. It is no good, Councillors and local officers, complaining of the lack of stuff from Headquarters. There could be more and it could be more regular. I grant you. But there is no excuse for the complaint from the small ports and odd corners of the large ports that they Know Nothing. Copies or summaries of Headquarters circulars could be typed, handwritten or roneoed and broadcast. Don't leave it all to a central body who've got fairly stacked up plates already.

On much we must all for the moment be patient.

I say particularly to the active Service correspondents, for whom on their return we hope to issue a little summary of war-time P.S.A. activity, that there are very good signs for the future. As scientists reconstruct primeval man from a jawbone, half a femur and a couple of finger-nails, so we can trace the future Customs Officers from a few more gold bands and pocket journals. But, as with the scientist, the result might be wrong.

The changes which will be made will

be made not to improve our lot, but because they are necessary for the service. We always said that a happier staff would be more a efficient one, and we stick to that. But there are other factors needed for efficiency.

We could be happy officers, with not a care in the world, liked by everyone (and despised by them), doing the job quite adequately, avoiding "snags" and "queries," and be a damned bad bargain for the service.

It is our fate to deal, as the law, with many decent and brave people, and that will be more the case in a year or two. It is to our credit that we are able to perform jobs which are a nuisance to other people with a minimum of friction. Red tape with us is not very evident. We are much less bureaucratic than the average clerk in a commercial firm. But we must not grow soft. We are not respected if we are too chicken-hearted. We don't need any business of "Let them hate provided they fear." Yet we mustn't get too easy-going; there'll be no couches in the most stream-lined watch-houses of the future, not too anxious to be liked. Each must ask, with Pope,

"How shall I lose the sin, yet keep the sense,
And love the offender, yet detest the offence?"

We must prove ourselves that pin-pricking supervision in the past, superiors who were checkers and time-keepers rather than advisers and organisers, was quite unnecessary. We must prove we are worth all the things we ask for in justice. We won't be given better pay or conditions because of our lovely blue eyes. They must be earned. This means that a few old bottles, unfit for holding the new wine, must be broken. I hope that this is not too chilly a draught. Cold water is sometimes necessary, but I agree you can have too much of it. As Chesterton said, "I don't care where the water goes if it doesn't get into the wine." But You cannot get wine, you know, without water. (All this in the purest metaphorical sense, I hope it is clearly understood.) And it is quite suitable in this weather. When winter comes the JOURNAL will supply no doubt more hot drinks.

Before all these wet metaphors drive you out let me again emphasise: We'll get a better service if we keep on showing we deserve it.

Postscripta.

We realise how good we are, after all these hundreds of years in the Customs, at doing the job without being silly about it when we study other departments. Don Iddon, the "Daily Mail" U.S. Correspondent, when he returned recently to this country (and paid, he ruefully recorded, 120 per cent. purchase tax and duty on a new watch!) spoke of the maddening "hours of delay with security and immigration officials. We might do a more efficient job here—the American visitors were not at all impressed. Two harassed clerks did all the work, while a group of elegant-looking officers looked on." As that last part couldn't be us and he had already referred to the immigration, "clerks" must means us. Our uniform isn't elegant, and, from behind a duty desk, hardly visible.

Another department held up for ten days a V.E.S. student's papers on the flimsy pretext that though there was a postal permit for his answers, there was none for the roneoed question paper!

C. F. S.

P.S.A. LIBRARY AND MUSEUM

The Editor acknowledges with thanks the following additions to the above:—

A photograph of the Harpy, London, showing the steam launch "Corona" alongside, 1916.

A photograph of P.O.s and P.M.s, taken about 1916. The P.O.s are wearing strawberry hats.

Presented by Mr. H. E. Drury, A.P.O., London.

A photograph of Waterguard Officers taken in 1910. This is a unique copy, as it not only shows the P.M.s wearing the large Star Sleeve Decoration, but the P.O. is wearing a plain Gold Band without curl

Presented by Mr. G. Stanford, W. Supt., Plymouth.

A small Star Sleeve Decoration worn by P.M.s up to about 1918.

Presented by Mr. H. E. Drury, A.P.O., London.

"Customs Officers' Manual," 1870.

"Guide to the Explosives Act," 1875.

"Customs Manual," 1898.

Presented by Mr. E. B. Chambers, P.O., Port Madoc.

"The Romance of Smuggling."

Presented by Mr. R. E. Dudley, P.O., London.

Merseyside News

Real news has been scarce of late, and with the pre-Conference meeting postponed until there is some definite news from headquarters regarding the Conference arrangements there is little to report in the way of Association activity.

We were very pleased to learn that Messrs. A. S. Annis and A. G. Francis, C.P.O.s, had been successful at the recent interview for promotion to the rank of Waterguard Surveyor. Congratulations are extended to both gentlemen, coupled with good wishes for their future welfare. Good wishes, too, to Mr. W. B. Clayson, C.P.O., whose appointment to a fixed station at North Shields has just been announced.

The candidates for the forthcoming examination for promotion to the rank of Preventive Officer are tuning up in preparation for "E" day. It is unfortunate that heavy pressure of work has frequently upset the class arrangements and made study difficult, but one and all are at it as hard as possible.

We have been particularly fortunate in having the help and advice of a number of experienced tutors, and in this connection our sincere thanks are due to Mr. Owen Ford, P.O., who has given much of his time to assist us towards attaining the required proficiency. He has been ably supported at different times by Messrs. A. G. Francis, J. Whiting, W. G. Burgess, J. W. Perkins and W. B. Clayson, C.P.O.s, and on behalf of the candidates it is my pleasure to record our appreciation of the great help so willingly afforded.

Had a letter from Normandy from Reg. Stacey, of football and cricket memory. He had an uneventful crossing on D plus 16, but apparently there's been plenty of action and excitement since then. Some relaxation was afforded by fixing a captured vehicle to be able to indulge in a spot of motor racing round an orchard, but it had been well knobbled, and after one or two minor fires and crashes it was abandoned when the unit moved on.

Fred Yoxall writes from the Middle East, where he arrived after three years in Malta, and, following an O.C.T.U. course, he has taken a commission in the Royal Artillery. He writes in appreciation of the "Customs Journal," which he receives regularly (glad to hear this bit) and harks back to the good old pre-war days when the Liverpool Water-

guard Cricket XI was a force to be reckoned with. Incidentally, both he and Bob Stacey played together with the team on a number of occasions.

Charlie Webster in now a Sergeant in the Intelligence Corps, and the local paper recently carried a report of his marriage to the daughter of a well-known Liverpool doctor.

A letter comes from Allan Reid to convey his good wishes to—quote—"that happy crowd at West Kings." He is in the Royal Navy, and tells of the well-being of himself and Lieut. (A.) J. D. Sutton, Fleet Air Arm (ex.-A.P.O., London), who is at present in India. Allan, too, has received the Journal regularly in all parts of the world, and, like Fred Yoxall, is looking forward to two things—a spot of leave and the day when he will be back on the old job.

George Lee called in to see some of the old faces recently. He's operating the "secret devices" aboard ship, and recently touched port here. He, too, sends good wishes to all old friends.

Paddy O'Boyle, now in the R.A.F., spent a recent leave in Liverpool. He's making good progress in his flying training course and has over a score of flying hours to his credit, and is now qualified to fly solo. He sends regards to all friends at both Liverpool and Southampton.

Another Sotonian sailed from Liverpool recently, Lieut. (A.) Smallwood, Fleet Air Arm. He, too, sends good wishes to all down South, and hopes to be back soon.

And that's the news to this hour, folks. May I just end on a personal note by thanking all who cast their vote in my favour in the recent election for A.P.O. Councillor for the Liverpool District; and I look forward to the privilege of representing you at the forthcoming conference.

BILL HUGHES.

Sunderland Calling!

Hello, Forces!

Personal news from Charlie Scarfe is still lacking. The latest official message received reports him as still being fit and well. His regiment was reported recently in the Press as being first in a certain town. Well, Charles, all's well this end. Good luck!

The Big Boy reports being fit and well and keeping busy; he is enjoying life, which is far from tedious these days.

That's the stuff, Eddie, keep smiling. I hope to see you ere long. Good luck. Big Boy!

George Simmons reported in person last month. He likes Manchester and is settling down. He will be kept busy studying now, being a candidate for the February exam. Keep to it, George!

Jack Crosby reports all well. Domestic and H.G. duties keep him fully employed in his spare time, and leaves very little time for golf. Guess you will miss those parades when it's all over. Jack. Keep smiling!

Bill Sutton reports being well. He had the good fortune of dropping across Ronnie recently. From all accounts the meeting, though brief, was very pleasant to both, and Ron was made as comfortable as circumstances permitted.

All's well this end, lads. Good luck and a speedy return to you all.

Cheerio, Forces! Over to you—over.

O. H. L.

Hull News

Sport.

On Wednesday, 19th July, a Golf Competition was held on the Hessel Golf Club course.

Mr. Howard, Collector; Mr. Jones, local Superintendent; Mr. Girling, C.P.O., and Mr. Howard, retired C.P.O., together with their ladies, were amongst those present.

The award of two cups rested on the result of the competition.

The Collectors' Cup was presented to the winner of the event, Mr. Bennett, Officer, by Miss Fitzgerald, of the Collectors' Office.

The Burkey Cup, which was awarded to the leading Waterguard entrant, was presented to Mr. Rowett, P.O., by Mrs. R. J. Girling.

Refreshments were provided, and a pleasant day was enjoyed by all.

Personal.

Mr. F. Booth has been appointed P.O. on detached duty at Glasgow, and we wish him well in his new sphere.

We extend a welcome to Mr. S. Whittaker, P.O., who has returned to this port for a short sojourn.

Mr. A. Thompson is still at the same naval shore base in the South, and from a recent letter is in good health and spirits.

N. S. M.

Southampton Notes

During the early days of August we had the pleasure of a leave visit from Petty Officer Tom Carnell, Fleet Air Arm, home after three years' active service in India and Kenya. He is very fit and looking forward keenly to his return to our ranks. Another welcome visitor to 29 Berth these past weeks has been Lieut. Arthur Cheney, now in command of an L.C.G., and as active as ever.

Ldg. Tel. "Jimmy" James has also been able to visit Soton regularly since June, but an early draft is anticipated. Petty Officer Ted Midlane, Fleet Air Arm, writes in from his Lancashire base, and we've had more cheery greetings from Sergt. Charlie Cardall, R.A.F., Ceylon.

We hear that Pilot-Officer Peter Ryan is now operating with the Transport Section of the R.A.F. Glasgow will be interested to learn of the well-being, in Soton, of Lieut. Kerr, R.E., formerly an Officer of C. & E. on the Clyde, and well known to the Waterguard staff there.

Home news remains brief; we anticipate busier days in the very near future, following a somewhat passive spell since D-day.

Studying for the January, '45, and subsequent examinations goes along apace, and the talk of a study-group (discontinued in May) and lesson papers is a handicap to those concerned. We hope that the September examination will prove a successful one for those who spend August in studious vein.

Post-war and transitional staffing schemes have been mutually agreed upon locally, and we await the application with great interest. Disappointment and inconvenience may be experienced until practice has been aligned with the theory of such progressive ideas, but we believe that the Waterguard is about to remedy some long outstanding defects, and optimism rides high in Southampton.

It is now permissible to say that early in May we were able to render assistance to the Ministry of War Transport (as in certain other ports), and again this month have the services of certain officers been requested by that Department. Versatility, at least, is never absent in the Waterguard.

Finally, the number one topic with our Forces boys is that of post-war

revision, and such should be a priority item on the 1944 Conference. Arrangements can be made locally if not nationally, but they must be definite and understood as part of the Departmental policy. There is little time to lose and Councillors have the opportunity to get things moving this year, especially as the Conference will probably follow the Sept. exams, and our vigorous A.P.O. Councillors will then be free to devote more thought to their grade welfare. Any statement from P.S.A., H.Q., upon revision for the Forces will be greatly welcomed, and it cannot be made too soon.

Cheerio, Forces!

L. B.

Cardiff District Notes

The recent Purchase Tax G.O. has caused plenty of discussion and there are several points in it that need clarification, e.g., £3 limit, and penalties.

The gesture on the part of the Liverpool staff in offering hospitality to September examination candidates is much appreciated.

We had the pleasure of a visit from J. K. Kennedy, now Pilot-Officer, on his return from Canada. He looked a good advertisement for R.A.F. training and life generally. We learn with satisfaction that S. G. Couchman has been promoted to Flying Officer, and hope to see him again quite soon.

A letter from Sandy (Powell) informed us that he was THERE on D-day, and that he is not standing for future Waterguard super-smuggling stories, or he'll cap them with his experiences. Sandy reads the Journals, when he gets them, and adds he is more than ready to don his old uniform, no matter how creased, at any moment.

It was with sincere regret, however, that the staff at Newport heard that Sgt. Bomb-aimer Ross Shannon, only son of C. D. Shannon, C.P.O., was posted "Missing in Action."

Ross was well known to all the staff and joined in our sporting life. He was a lad of some brilliant achievements, and when called to the Forces was a student at Bristol University.

Our heartfelt sympathy goes out to Mr. and Mrs. Shannon at this tragic moment.

F. S. L.

CORRESPONDENCE

The Editor, "The Customs Journal."

Sir,

The contributions from "Logicus" and "Dynam" in your July/August issue both raise important points which it is hoped will not be overlooked in the proposed reconstruction to which all are looking forward.

"Dynam's" reference to the apparent apathy of P.O.s due to overwork is very much to the point, and from personal experience in large and busy passenger ports, there is little doubt that staff as a general rule have been too mentally and physically depleted to interest themselves in any but the more urgent and necessary matters affecting them locally.

Looking back, I am reminded of days when one did long hours beyond one's normal spell with not even a Sunday off duty from approximately Easter to October each year (excepting for leave or sickness), continually questioning passengers in hot and dusty sheds amid a variety of noises, until one repeated the words subconsciously or one's voice completely faded out. Also the frequent disturbances from one's bed at most unearthly hours consequent upon the whim of a few additional passengers to cross the Channel at night, after which a normal watch had to be covered, followed by a visit to a place to which day trippers to the Continent would be arriving, or alternatively tender work to calling vessels at a considerable distance from one's station, coupled with the inability to make any definite social arrangements for even a day ahead, or to say with any degree of certainty when one would be home, whilst through all this one was expected to be just as mentally alert and capable of understanding and interpreting the regulations as the official who did normal hours, with every week-end off.

Conditions such as these could surely be avoided in the future, and one cannot be blamed for hoping that provision is being made in the reconstruction to ensure as far as practicable a six-day week, so that one may have sufficient time off duty to enjoy a certain amount of leisure before one is too old or worn out.

It is only now, after returning from over three years' detached duty, that I have the time (or energy) to offer a contribution to the correspondence column, but I venture to suggest that the hours and conditions endured by this Department in the National Service, both before and during this war, would compare very favourably indeed with many who receive more honour, glory, medals, chevrons, etc.

Soon we shall be welcoming back those who have been engaged more closely in war, together, doubtless, with others who rightly expect the opportunity of employment after their sacrifices in the fighting services.

Let us, then, for their sakes and as a tribute to those who will not return, go *all out*, every one of us, while the opportunity offers to create conditions such as will raise this Department in dignity and efficiency to the high level it deserves.—Yours faithfully,

"OLE BILL."

The Editor, "The Customs Journal."
Sir,

In your July/August issue, "Dynam" seems to be confused in his ideas. He wishes to remedy what he terms "stagnation" in the P.O. Grade. Has he any idea how this can be done? Since the average age of P.O.s with 10 years' service cannot be much under the average age in the C.P.O. Grade, it is obvious that short of a purge on Hitler lines there is little scope for promotion to C.P.O.

The hope of a contented Preventive Service is to improve the conditions of those who do the work. We must have supervising officers, but we should not allow ourselves to be promotion-minded, as we have been in the past.

I should like "Dynam" to state from his experience one instance where (as he says) apathy amongst P.O.s is due to overwork. Then he will have indicated a situation where there is a vacancy for a newly promoted P.O. with 16 years' service as an A.P.O. Would it not be correct to attribute apathy in the P.O. Grade (if it exists) to the fact that some members of that rank consider they can hope for no further promotion and yet fail to realise that by retaining their keenness they would be doing much to justify the betterment of their conditions?—Yours faithfully,

"QUERY."

ANY QUESTIONS? OR THE BRAINS BUST

The student must not only know what questions to ask, the asking of proper questions and the (we hope) being "satisfied" with the answers being the main activity of a Customs Officer, but he must know the answers and whom to ask. We know there was a young lady filling up a form for the Immigration Officer who opposite the word "Sex" placed the simple reply "Yes." But this won't do for a Customs Officer. So here are a few reminders of whom to ask and what to ask, to augment written replies on the "appropriate form." As to the answers—even m' tutor doesn't know!

What is the name of your ship, Captain Bligh?

What is your name, Captain Kettle?

What is your nationality, Captain Vanderdecker?

Where are you from, Captain Columbus?

What is your net tonnage, Captain Goering?

Have you any arms and ammunition, Captain Capone?

Have you any animals on board, Captain Noah?

Any unusual incident to report, Commander Campbell?

All well on board, Captain Kidd?

Any undue mortality among rats, Captain Quisling?

What wearing apparel have you, Miss Rose Lee?

Any stowaways, Captain Jonah?

Any plants, Mr. Middleton?

Anything to declare, Mr. Joad?

Any saccharin, Mr. Crooner?

Have you a diplomatic passport, Herr von Papen?

How long do you expect to stay in this country, Herr Hess?

Any dangerous drugs, Mr. Newspaper Owner?

Do you believe in fairies, Captain Hook?

Have you paid your subs, Mr. Cuckoo?

Have you —? I halt, I pause, I refuse to go on. I will distract you no more. Back to the Codes, you dogs.

"WALTER HOUSEMAN."

HOW TO RUN YOUR MEETINGS, ETC.

By SLIPPERY SAM

(Continued from page 84)

The process of having a joint staff meeting before the full meeting of the committee and of having a chairman who, as vice-chairman of the bigger body, speaks for the whole side, is here repeated and the unity displayed is striking. The Chairman is Mr. W. H. Powell, and our other representatives are

Important matters go to the Departmental Council first for reference to the Waterguard Sectional.

When the Whitley process fails and disagreement results and the matter is sufficiently important and is of the kind appropriate to such a measure, either or both sides can proceed to an Arbitration Board, of which I will write later.

What I will emphasise now is how necessary it is to have as your national P.S.A. officers, who must, of course, be the officers of these various committees and *ad hoc* sub-committees set up by these committees (e.g., on uniform), the very best type of man, character, zeal and knowledge counting much more than more spectacular gifts; and to see that you choose good councillors to pick out those officers. Rank and other considerations do not matter.

* * *

Ancillary to Whitley there is a Suggestions Committee on which you are represented, and each member of the staff can co-operate with this body.

Other non-Whitley bodies, of a charitable, social and sports type, also exist, and on these your interests, through membership of your association, are looked after. Most notable is Customs Widows and Orphans Fund.

Your national representatives and your local representative, through whom you should usually communicate with the national ones, also deal annually with a large number of personal, even legal, matters for members with good result. Each member should consider,

even when he himself is not concerned, this as being one of the greatest services you get from membership. Local representatives must remember that all they learn in the course of such cases is confidential.

Matters of discipline and of individual promotion are seldom matters with which your representatives can formally deal.

Other privileges of membership, such as Boot's library tickets at reduced rates and other shopping facilities, may be noticed in passing. Work is also done for the retired officers and for widows and dependents of dead officers. The Association's interest in the family of members, it should be noted by local representatives, should always be displayed in cases where there is an inquest.

Local representatives could also note that the Association has a small distress fund for genuine cases.

* * *

For the efficient working of the Association locally a knowledge of how the whole machinery works is most necessary, and I hope that those who knew little of it now know a little more. Whitley is a most difficult thing to describe, but, for want of a better, it is a most valuable process, and every officer should know something of it. I hope to deal later with the process from a general point of view and maybe indicate means of improvement.

But now we had better get to the local meeting.

The conduct of a meeting as described earlier was greatly simplified, and it is unlikely that all meetings will be so straightforward. I can now deal with some of the less simple aspects which, as a most unlikely state of ignorance was first presumed, which ignorance we may now assume to have been somewhat dissipated, were omitted earlier.

(THE END)



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