

THE PILOT



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Editorial

As with any publication I want to take this opportunity to wish all members and retired members a happy and prosperous 2004 which, early indications suggest will once again prove to be a year of challenges for pilots.

UKMPA Chairman retires:

UKMPA Chairman Norman McKinney stood down as Chairman in November at the Liverpool Conference following a six-year term at the helm. He is replaced by Les Cate who was duly elected unopposed at the Conference. It is appropriate here to pay tribute to Norman's achievements as Chairman during a term that has probably seen more problems and upheavals than any other period in our association's history. In November 1997 when Norman was elected, the public image of pilots was at rock bottom following the negative press coverage over the *Sea Empress* grounding. He was thrown into the deep end by the new Labour Government's decision to undertake a review of the 1987 Pilotage Act which resulted directly from the *Sea Empress* disaster. During the next three years Norman gained the respect of the DfT and this was reflected by the considerable influence that the UKMPA was able to have over the production of the Port Marine Safety Code. However, despite this respect, many pilots will have forgotten how, during the drafting process, other interested parties attempted to water down the safety and accountability content of the Code. Reviewing all these drafts with their subtle amendments provided hours of painstaking reading by all the Section committee but it was Norman's refusal to be brow beaten that provided the necessary stimulus to all those involved. Unfortunately, possibly as a result of industry lobbying, the government appeared to lose interest in underpinning the PMSC with legislation after its publication and Norman suffered the frustration of seeing much valuable work on pilot standards, training and qualifications sidelined with the demise of the British Ports Industry Training (BPIT) group. The Humber dispute provided a double challenge for Norman's leadership. Despite the dispute initially being handled internally by HPL members, it immediately set the DfT



Norman McKinney receives a retirement present of a ship's wheel from incoming chairman Les Cate

against the UKMPA whose support for HPL resulted in an overt support for the employers position by the supposedly neutral DfT officials. Regrettably the subsequent requirement for full T&G and UKMPA involvement on behalf of HPL caused a total breach in contact with the Department. Despite this hostile atmosphere Norman realised the importance of maintaining relations with the DfT and sought meetings with them and the shipping minister in order that other outstanding items could be dealt with. It is a credit to Norman that after two difficult years, contact with the Minister and DfT has been re-established and the UKMPA is now in a position to move forward on amending the 1987 Act under the leadership of Les Cate.

As if this was not sufficient turmoil for a Chairman, Norman also had to deal with the EU Ports Directive which, by considering pilotage as a commercial operation, was set to introduce competition into pilotage. The intense lobbying of MEPs by Norman, Simon Davey and Les Cate in support of the EMPA opposition campaign eventually led to the Directive being rejected by the European Parliament. This was a significant victory since it represented the first occasion whereby a directive had been totally thrown out in the history of the EU. (See report on page 7)

All these were the major battles dealt with by Norman during his Chairmanship

but excludes the considerable everyday, behind the scenes dealings, which although largely unacknowledged have served to raise the profile of the UKMPA and enhance its reputation as a professional organisation. I am sure that you will all join me in wishing Norman a long, happy and relaxing retirement.

A profile of Les Cate appears on page 14.

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UKMPA ANNUAL CONFERENCE

Crown Plaza Hotel, Liverpool

I have noticed many members, who do not attend the annual conference, do not fully realise what goes on unless they read the detailed minutes which, as the one who writes them, I fully appreciate does require some stamina to fully digest! Whereas I do not intend to return to the old Pilot magazine format of filling most of the year's content with conference proceedings, it is a very important part of our organisation's activities and a forum for pilots to debate the varied issues affecting districts around the country. Equally importantly the conference is a social event where pilots can get together and swing the lantern!

The 2003 Conference was hosted by the Liverpool pilots and was held in the Crowne Plaza Hotel within a new development on the site of the old Princes dock in the shadow of the Liver building.



*THE PRESIDENT of the UKMPA,
Lord Tony Berkeley*

The conference was opened by the **UKMPA PRESIDENT:** Lord Tony Berkeley

Agenda Items discussed reveal the full extent of the valuable work undertaken by pilots and members of the Section Committee on behalf of members. This work is unpaid and mostly undertaken in their spare time. The following is a list of topics along with those involved in them.

RETIRING CHAIRMAN:

Norman McKinney (Belfast pilot)

PNPF: Richard Williamson (Boston pilot & Deputy Chairman of the Board of Trustees)

PNCP: Mike Kitchen (London Pilot and Chairman)

TREASURER: John Pretswell, (Forth Pilot, Secretary and Treasurer)

UKMPA RULES: John Pretswell

INSURANCES: John Pretswell

IMPA: Geoff Taylor (Tees & Vice Chairman of IMPA)

LES CATE: (Incoming Chairman, Vice President EMPA, Southampton Pilot)

MCA: (Les Cate)

MAIB: (Les Cate)

ITF: (Les Cate)

TECHNICAL & TRAINING: John Wright (Tees)

In addition to the above presentations given by pilots, the following are brief notes on topics given by associated speakers:

T&G LEGAL: Fergus Whitty, (T&G Legal Director)

WORKING TIME DIRECTIVE AND PILOTS

This had come into force for pilots in August 2003 and was basically a Health & Safety directive designed to ensure that all workers, regardless of whether they were employed or self employed, received adequate rest. Although not contained within a specific group pilots were included under what is termed the Horizontal Amending Directive (HAD).

The directive lays down the following basic criteria for safe working / rest:

- Max 48 hour week
- 20 minute break every 6 hours of work
- 11 hours uninterrupted rest between each working day
- 1 day off per week

Fergus warned that such criteria would be likely to trigger unscrupulous employers to attempt to pressurise workers into waiving their rights under the WTD and advised delegates of some of the ploys that may be used such as re-defining "working time", advising workers that they needed to sign "opt out" agreements, offering a new "collective agreement" and above all withholding information on "compensatory rest". The current "opt out" rules permitted individual workers to elect to work over the 48 hour limit but there was no opt out from the night work provisions, 4 weeks annual holiday or the daily and weekly rest periods.

Fergus then went on to define "Working Time" and of particular relevance to pilots is an interpretation made by the European Court of Justice which has clarified the situation for workers on-call. Basically if a worker is at his place of work he is officially "working" even if only on stand by and that definition applies even if he has facilities for rest.

If a worker is on stand by at home or "comparatively free" away from his work place then this is not counted as "working time".



The Liver Building

Employers cannot designate periods of inactivity at work as "rest breaks".

Fergus then defined "night work" and stated that of relevance to pilots there was an absolute limit of 8 hours for "night work" if the "work involves special hazards ... or mental strain".

Again if any of the provisions of the night work regulations are set aside then adequate "compensatory rest" must be provided.

To summarise the situation for pilots Fergus warned delegates to be aware that employers may use the directive to introduce changes to established practices but pilots' had powerful negotiating tools by means of the negotiated agreement and the "compensatory rest" provisions.

In the subsequent Q&A session the main questions revolved around work patterns in different districts. In the opinion of Fergus, any established roster systems would be compliant so long as both the port and pilots were agreed that they were safe and any breaches of the criteria were covered by "compensatory rest". He did however warn delegates that if a district were subject to an outside audit then recommendations could be made to review breaches.

LEGAL: Michael Nott (UKMPA retained legal advisor)

During the past year Michael had been involved with matters in the following ports:

Wisbech
Falmouth
London
Poole

1987 PILOTAGE ACT

MN was of the opinion that there was now an urgent need to address the shortcomings of this Act. Since an Act of Parliament could only be changed by another Act, MN was of the opinion that there was now an urgent need for this to be undertaken. The wheels could be set in motion by a Private Members Bill and Lord Tony Berkeley had offered to sponsor the Bill and Fergus Whitty had offered his services to progress it.

Q&A

In the subsequent discussions Michael detailed the process for a Bill to become law but noting that it was a very slow process which would involve a lot of work for Section committee and Fergus Whitty.

Other questions referred to the rights to self employment under clause 4 with several districts having received varying legal interpretations. MN was of the opinion that C4 offered no protection and needed to be amended.

Graham Hutchinson (Manchester) had been dismissed from the Clyde in 1996 and during his case against the Clyde, supported by the UKMPA & the T&G. Graham had been dismissed without reason and despite everybody stating that the Clyde could not do that, they had and they had got away with it. During his hearing the Act had been described an "unnecessary and restrictive piece of legislation" and the senior judge, in summing up the case had stated that the Clyde had acted wrongly but since the Pilotage Act offered no protection to the pilot he could not rule against the CHA.

MN agreed that such cases proved the inadequacies and ambiguities of the Act. Another problem was that any disputes over the Act required costly court proceedings and MN felt strongly that any new Act must include a disputes procedure.

GUEST SPEAKERS: *In addition to the above speakers the conference welcomed guest speakers:*

NICK CUTMORE: (Secretary General of IMPA)

Nick explained the following areas where IMPA had been active:

- Working with the IMO on a revision of resolution A485.
- The joint EMPA / IMPA safety campaign which had had quite an impact on the ship owners and the IMO. There was considerable concern at the high level of defects and failures that pilots encounter on a regular basis.
- Work was on-going with the shipping industry on bitt failures and AIS reliability.

Such involvement raised the profile of pilots as professionals with valuable relevant experience especially within IMO. Nick was pleased to announce that IMPA membership was growing the finances were sound and he hoped to see UKMPA members at the IMPA conference 2004 in Istanbul (28th June-2nd July). (See page 13)

MIKE POWELL: Director, Confidential Hazardous Incident Reporting Programme (CHIRP) Director



Mike Powell

Mike provided an overview of the CHIRP initiative which was based on the aviation industry model. The idea was that any individual could confidentially raise issues of concern to an independent reporting body who would then bring it to the attention of the regulators and management with the original reporter remaining anonymous. Whereas the MCA and MAIB were regulatory and investigative bodies, who were generally reactive to incidents, it was intended that CHIRP should underpin those organisations by providing the "precursor" information from those working within the industry who were best placed to identify potentially dangerous / disastrous situations. CHIRP was therefore interested in gaining information on bad practices and minor incidents which may lead to major incidents. The anonymity of any reporter was guaranteed.

Mike then detailed the status of CHIRP as a charitable, non profit making trust with an executive board of trustees who provided the governance. The organisation had a three year contract funded by the DfT but no one from the DfT sat on the board. Members of this executive board consisted of members from the MCA, OCIME, NI and aviation industry experts. There is also an advisory board made up from various maritime experts which was still being finalised and Les Cate had accepted an invitation to join this board. The advisory panel would collate reports and would be largely responsible for

deciding what action should be taken over the reports and would monitor the effectiveness of the response and CHIRP itself. The organisation would also have a small permanent staff who would be the only ones who would know the identity of the reporter.

The reporting programme would cover all sectors of the maritime community from serving mariners on both domestic and foreign ships along with other sectors including, ports, classification societies, charterers and insurers through to equipment manufacturers and installers.

When and what do you report?

- When you wish others to be made aware of a situation
- When other reporting procedures do not work or are not available
- All other avenues have been exhausted

The procedure for dealing with a report involved:

- Report received
- CHIRP contacts reporter. This initial contact would continue until the reporter was confident that the process would protect their identity. This process in the aviation industry had meant that not one reporter had ever been identified in 21 years of operation.
- The report is then sent to the organisation concerned
- Organisation responds
- Response transmitted to reporter
- Process repeated as required to satisfaction of reporter / organisation. This process ensures malicious reporting is eliminated.
- Action to be taken over report discussed and agreed to achieve most positive result
- Reporter advised of outcome
- Assess outcome to ensure that it's been effective.
- At the close of the process the only document referring to the identity of the reporter is returned and no records of that reporter are kept in any manner within CHIRP.
- The storage technique of data within CHIRP ensures that no examination of a collection of reports could identify any reporter.

The main questions from delegates raised concerns over confidentiality and anonymity of the reporter to which Mike detailed the protection methodology. (See box, page 13)

TONY WOODLEY: General Secretary T&G

Guest speaker Tony Woodley, in a passionate presentation, explained to delegates that although new to the position as General Secretary the key issues to be



Tony Woodley, General Secretary T&G

faced in the future were old ones and in particular employment legislation and pensions. He expressed frustration with the current erosion of rights and a genuine desire to right many of the wrongs that had been inflicted upon workers and he saw it as his duty to try to deliver more protection for jobs, workers rights and pensions. The fight against bad employers and legislation that supported bad employers were key areas where he intended to focus his efforts and there was an urgent need to fight for the legal rights of the work force.

TW then quoted several recent cases highlighting current abuses of employees which had exposed existing legislation as inadequate. The existing laws resulted in workers paying the price for Globalisation and supported the rights of shareholders over those of the workforce. Whilst on one hand the Government was signing up to much EU legislation they had consistently refused to sign up to EU employment legislation and the recently passed UK employment Act offered no real protection for workers and would be illegal under EU rules. TW was realistic that such laws could not be overturned but he wished to use his position to persuade Government that rather than protecting employers, protection of workers rights was a vote winner rather than a vote loser.

Turning to pensions TW was firmly of the opinion that the existing pension regime needed to be reformed. Restoring a link between RPI and pensions was essential for pensioners and the £6 billion required to restore the link could be found if the Government could be persuaded of the political advantages. Recent Governments had not just ignored the State pension sector. During recent years 65% of occupational pension final salary

schemes had been terminated or closed to new entrants by employers. These employers pleaded hard times but during the 15 years of good times of surpluses they had robbed funds of £19 billion with pension holidays and the Government, which now claimed it was powerless to act, had also robbed the funds by introducing taxes on fund surpluses. The action of closing funds to new members had introduced new problems in that with no new members the pension funds were not receiving new money to support them and the workforce now had differing terms and conditions. Unless the Union fought for justice and rights on this matter then the closure of all final salary pension schemes was inevitable. The promotion of "stakeholder" schemes removed responsibility for pensions to employees whose pensions were then at the mercy of "market forces". TW was passionate in his belief that every worker had a right to a pension and he had been lobbying hard at the Labour conference and had raised a motion to make pension contributions compulsory and to introduce legislation forcing employers to make pension provisions for workers. Despite coming under extreme pressure to remove the word "compulsory" the vote had been won and TW was working to progress the motion into legislation.

Tony reassure delegates that he was not a militant but was frustrated at the lack of focus of unions in tackling the core injustices in the workplace and of facing demoralised work forces. Prior to becoming General Secretary he had worked with the government and had achieved recognition on key points and obtained money to keep factories open and was proud that many of these were now operating profitably. It was this spirit that motivated him to keep on educating whatever Government was in power to the advantages of providing workers with the rights they deserved. TW was encouraged by the large interest and commitment to fighting for rights shown by the UKMPA by the presence of so many delegates at the conference. It was that commitment that he was determined to revive in other sectors around the country in order to generate confidence to use Union membership to improve conditions for all.

LOUISE ELLMAN MP: (Liverpool Riverside) & Member of the Transport Select Committee (TSC).

Norman McKinney introduced Louise Ellman MP who had kindly agreed to address the conference at the invitation of the Liverpool pilots.

Louise opened her speech by acknowledging that since becoming an MP she had become aware of how little people



Louise Ellman MP

knew about how Government worked and the role that MPs undertook. Likewise, since becoming a member of the TSC she in turn had become aware of many aspects of transportation that previously had been outside her sphere of knowledge. Pilots and pilotage had been such a case and she regretted the fact that there was such a low public awareness of the critical role that pilots played in the safety of shipping. Interest in shipping was only aroused for the wrong reasons following a disaster. Through meetings with the Liverpool pilots she had been made aware of the critical role that pilots played in the safety of shipping and consequently the economic development & prosperity of Britain as a trading nation.

Liverpool had a rich maritime tradition and had grown up around seafaring and looking at the present and future, the river and its trades held the key to its prosperity. The port of Liverpool was now enjoying the highest level of tonnage handled in its history and the award to Liverpool as culture capital in 2008 was an ideal moment to bring inward investment and regeneration. Louise welcomed the news that cruise liners were to return to the port which in turn would increase tourism and its associated inward investment. Underlying all of this was the need to ensure the safety of shipping and in this pilots were the key element.

Louise concluded by emphasising that she was aware of the many issues being debated at this conference and many of the problems being faced by the UKMPA and she was willing to be fully involved in helping pilots in any manner that she was able and in particular in maintaining professional standards.

LES CATE addressed the Conference as the new Chairman:

Following his election as new chairman, Les addressed the conference by paying tribute to Norman McKinney reminding the delegates of all the issues that Norman had dealt with and concluded by wishing Norman a long and happy retirement, stating that Norman had served the Association "above and beyond the call of duty and deserves our heartfelt gratitude and appreciation".

The sentiment was supported by the assembled delegates who provided Norman with a standing ovation.

Norman replied by thanking the delegates for their warm send off. He had undertaken the role of chairman to the best of his abilities and he hoped that he had built on the principles established by the founders. He wished the Section Committee and all members success in the future.

The above resume of the conference is a very skeletal account of the proceedings. Some pilots have questioned as to what their subscription provides. I would urge those doubters to take the time to read the conference minutes along with the reports included in the agenda papers. The defeat of the EU ports directive is just one example of where the UKMPA has had an effect which even alone would be worth the subscription. The dedication of those committed to fighting for all our rights not only deserves recognition but the full support of all pilots. It is acknowledged that the subscription can seem large to pilots from a small port but it is no coincidence that the UKMPA is the first organisation that pilots from such ports turn to when their future is under threat. Michael Nott's report reveals how the UKMPA has achieved successful resolutions to problems in such ports.

Conference 2004:

The venue was set at Eastbourne and the dates provisionally booked for 17th – 18th November

Interim Delegates Meeting:

Wednesday 5th May 2004

RESOLUTIONS

Following problems with the wording and presentation of resolutions submitted to conference in the past it was agreed that in future any district wishing to propose a resolution should submit it in time for the Interim Delegates' Meeting. This would permit the resolution to be scrutinised and amended into a format acceptable for a vote at the main conference

SOCIAL

The conference provides an opportunity for pilots to get together socially and the Liverpool pilots arranged for a dinner/dance to be held on the evening of the first day. Held within the Crowne Plaza Hotel, delegates were piped into the dining hall by Liverpool pilot Murdock Macleod and following a delicious meal a charity auction was held in aid of a local children's hospice "Claire House". The star item was a magnificent bottled model of the No.10 Liverpool sailing pilot

schooner *George Holt* crafted by Liverpool pilot Alastair Singleton. Bidding was brisk on the model but it was eventually won by Les Cate for £250 who immediately presented it to Liverpool pilot and main conference organiser, Barry Littler. The conference evening auction and raffle, along with other events organised by the Liverpool pilots, raised a total of £1,247 for the charity. A great time was had by all and the adjacent bar enjoyed brisk trade into the early hours!



Liverpool pilot Murdo MacLeod pipes the delegates to dinner



Les presents Barry with a ship in a bottle



Conference organiser Barry Littler with his wife Sue



A delicious meal

PENSION NEWS

This is a summary of a speech given to the UKMPA at their annual conference held in Liverpool in November 2003.

Thank you Liverpool for making me feel so welcome.

PNPF and the Secretariat

Compared to 2002, 2003 has been a relatively quiet year for the PNPF and the Secretariat with the Government only managing to produce one white paper in response to two green papers issued in December 2002 and one curve ball from the Trustees in the form of relocating the office.

We have now settled into our new offices and a comfortable routine, although so far no one has felt like a visit to the 'sticks' to see if we really are here. If you do drop in use the side entrance unless you want your teeth seen to as the ground floor is occupied by a dental practice

The first three months of 2003 saw a fall in the stock market which hit the fund quite badly, but the downward spiral had been reversed by the second quarter and the Fund had reached £316.23m at the end of October 2003 - a rise of 6.14% since the end of March.

“Occupational and Personal Pension Schemes (Disclosure of Information) Amendment Regulations”

This longwinded new regulation means that from 6 April 2003 annual forecasts know as Statutory Money Purchase Illustrations (SMPIs) came into effect. These illustrations affect the Additional Voluntary Contributions Scheme and will be produced by the scheme providers.

The SMPI focuses on the projected pension at retirement age expressed in real or today's money terms. They will be covered in caveats as to why the eventual benefit received may differ from the illustration. The theory behind the SMPI is to promote better understanding of money purchase arrangements and assist members in targeting for their retirement. In reality they may have the opposite effect.

REMEMBER

It is in your interest if involved in any accident or injury, however trivial it may seem at the time, to inform Navigators and General **within 30 days**.

“Working and Saving for Retirement: Action on Occupational Pensions”

June saw the publication of the Government's white paper - "Working and Saving for retirement: Action on Occupational pensions" in response to the two green papers, "Simplicity, security and choice: working and saving for retirement" and the more radical "Simplifying the taxation of pensions: increasing choice and flexibility for all" published in December 2002.

In the white paper the Government has outlined its plans to address the 'pensions crises'. The approach is basically threefold:

- Protecting Employees on scheme wind up
- On change of jobs
- Funding and Benefits

PROTECTING EMPLOYEES

• ON SCHEME WIND UP

The Government proposes increased protection of benefits whether or not the employer is solvent. This is a direct result of a number of high profile winding up cases over the last 18 months.

From 11 June 2003 for any solvent employer winding up his pension scheme the employer-debt provision will be extended to cover the full cost of buying out all liabilities. The debt calculation will include increases to pensions in payment and revaluation of pensions in deferment.

A compensation scheme known as the Pensions Protection Fund (PPF) is proposed. This will be run by a statutory body and will be used to secure 100% of pensions in payment and 90% of working or deferred members' accrued benefits should an underfunded scheme be wound up. The cost of the PPF will be met by a flat rate levy on all employers with defined benefit pension schemes. In addition to this there will be a 'risk based premium' which will reflect the funding of the scheme.

Changes to the statutory priority order on wind up are proposed to provide extra protection to long serving members in that increases to pensions in payment will come after other members' basic entitlement. This will apply whether or not the employer is solvent.

• ON CHANGE OF JOB

Members with as little as three months services will be entitled to take a transfer out of their funds as an alternative to a refund of contributions.

• FUNDING AND BENEFITS

The Minimum Funding Requirement (MFR) is to be replaced by the application

of scheme specific funding (SSF), based on advice from the actuary and will be set out in a Statement of Funding Principles (SoFP).

The cap on Limited Price Indexation (L.P.I.) increases has been reduced from 5 to 2.5%.

The Government wishes to simplify the administrations of Guaranteed Minimum Pensions (GMP) and is continuing to consult on this area.

In addition to the changes mentioned above:

In future Trustee Boards will need to ensure that at least one-third of the trustees are nominated by the membership.

The New Kind of Regulator (NKR) will take a more active role in protecting pension benefits and will produce guidance in order to ensure that trustees have sufficient knowledge and skills to fulfil their responsibilities.

Funds will no longer be required to provide an Additional Voluntary Contributions Scheme facility and membership of schemes will not be compulsory.

It is also proposed to raise the age from which a member may take voluntary early retirement from 50 to 55 as from 2010.

The Government published the second stage of its Pensions Simplification proposals on 10 December 2003 and consultation on this draft will close on 5 March 2004 and an announcement is expected to be made in the 2004 Budget. If introduced the new (simplified!?) regime would take effect from 6 April 2005.

* * *

Well the Christmas holidays have been and gone and frail little Bumbles managed to survive the tree and strange people sleeping in her bedroom. As I keep telling her its only two more months of winter and then it will be Spring. With those pleasant thoughts in mind now seems like a good opportunity to wish all of you a healthy, happy and prosperous 2004.

Debbie Marten
Debbie@pnpf.co.uk

Retirements

August 2003 - October 2003

M Hingston-Randolph	Fowey September
A MacInnes	Forth August
CD Reed	Liverpool August
MD Thorburn	Liverpool August

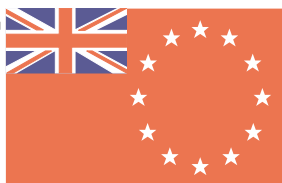
EU DIRECTIVE

It seems to be a rare event that I am able to report some good news in the world of pilotage and it is therefore extremely rewarding to report the defeat of the EU Ports Directive. This directive was set to open up pilotage to direct competition and for the last three years the issue has dominated the agenda at EMPA meetings. Effective lobbying by EMPA resulted in the MEPs voting for pilotage to be removed from the directive on two occasions having been fully convinced of its role as a safety service rather than a commercial operation. On both occasions the unelected Commissioners overturned the democratic vote and re-inserted it, arguing that pilotage must be considered a commercial service because a charge was made for it!!

Other aspects of the directive such as the "self handling" clause which would have permitted vessels to use their own crews for cargo work had met with intense opposition from stevedore groups and the UK Harbour Masters were also opposed to the directive as a result of its control over how ports should operate. All these factors combined to eventually defeat the directive in a final vote but it is satisfying to learn that it was the coherent professional safety arguments put forward by EMPA, underpinned by the UKMPA lobbying (Norman McKinney wrote a letter to all the UK MEP's) that seems to have swung the vote in favour of rejection. This is a historic victory in that the vote on this directive represents the first time that a directive has been totally defeated in the history of the EU.

However, (there is always a however!) Norman McKinney has warned that a new directive will almost certainly be drafted and with EU enlargement the new member states are likely to be in favour of the competition clauses which will make it easier to open up their ports and services to inward investment. Hopefully, memories of troublesome pilots will ensure that any future directive will exclude pilotage!

JCB



In a rare show of common sense the European Parliament voted down a proposal to include the emblem of the European Union in a corner of ensigns flown by ships registered in an EU Member State.

A Visit to Poland

As a distraction from the serious matters contained in The Pilot, may I use your column to say a big thank you to our pilot colleagues in Poland.

At the back end of the summer holidays I had the pleasure to accompany my daughter Beth to Puck in Poland where she competed in the European Windsurfing Championships. My second daughter Meg also accompanied us for the trip and was rewarded with a more than normal diet of horse riding for her patience during the week.

Puck is a small Polish holiday resort situated on the Baltic coast in the Bay of Gdansk, some 30km west of Gdynia and the major port of Gdansk, which many will know.

Needing to find accommodation for myself and two daughters I was seriously lacking in 'local knowledge'. Who better then to call upon but a local pilot. Following an email enquiry to the pilot office in Gdynia, I was soon contacted by Richard Wrobel. Many from the European scene will recognise Richard as the Polish pilots' representative both nationally and with EMPA.

It was with some trepidation that I pondered the accommodation details for two teenage females, but with Richard's "local knowledge" my fears were dispelled.

We booked in to the Jan III Sobieski (www.zameksobieski.pl), a castellated manor house belonging to a long gone second cousin of some Tsar from bygone days. Refurbished from near total dilapidation, the three restaurants offered the highest standards of cuisine with a wine cellar to match. In our spare time we made use of the gym, tennis courts, horse riding and the private walks on the beach and through pine forests. Value for money is an understatement. Wines and horse riding included, eight days all in cost a little over £600 for the three of us! It goes to show how valuable 'local knowledge'



The pilot launch jetty in Gdynia where Richard Wrobel serves

really is and what it can save you.

Poland does not rate number one on the tourist destinations and I am sure many would view it with 'curiosity' but if you don't mind a drive and enjoy local culture at a reasonable price, I would highly recommend a visit to Poland.

Richard's hospitality did not stop with arranging our accommodation. Despite having just returned from a week of negotiations for pilots from another port he very kindly took us for a tour of the three cities of Sopot, Gdynia and Gdansk. It was not what I expected. Poland has obviously prospered somewhat since independence but in doing so has managed to keep its culture and identity. The old town in Gdansk is a must.

Thank you Richard, my regards to your wife, your son and his fiancé. I wish them the best of luck in their computing and law studies.

*David Williamson
Liverpool Pilot*

PS. Unfortunately, Beth did not do as well as had been hoped due to stronger than seasonal winds (+25kts) and was placed 21 of 25 at the end of the week. On the day when winds were seasonal (10-14kts) she came 11th & 14th which was more in line with expectations. However, in September she won the British National Junior Championships (U17s) which has qualified her for the British Junior Team for 2004, so it was a good end to the season.



This group picture was taken in the old town of Gdansk. From left to right :- Iza, (Richard's future daughter-in-law), Beth, Meg with Richard behind, myself, Richard's wife Rosa and behind the camera Richard's son Michal.

THE HUMBER DISPUTE: HPL REPLIES

Following the letter by Avald Wymark in the October issue I have received several letters addressing the points raised. Excluding those from ex Humber pilots these letters were more or less equally split between those agreeing with the points raised in the letter and those who feel strongly that ABP's new pilots form an illegitimate service whose members should never be invited into the UKMPA. As an organisation the UKMPA would be failing its remit if it ignored the matter and the Section Committee duly discussed the issue and came to the conclusion that ABP's pilots joined in the full knowledge that they were being used to break an industrial dispute and that granting them the legitimacy of membership would not only be degrading the professional standards of the UKMPA membership but would also hand ABP an undeserved PR victory. This issue was also subject to a debate amongst delegates at the Liverpool conference and the opinions aired closely reflected those of the Section Committee. It is of note that the emotional arguments in favour of refusing ABP's men UKMPA membership have been reinforced by the economic arguments where an approach by ABP to the Navigators & General insurers for professional cover was rejected by N&G over concerns of the ABP pilots representing too high a risk! It is also highly likely that if membership of the UKMPA was granted to these pilots then considerable time and resources would probably be taken up with attempting to renegotiate the appalling working terms and conditions that they all accepted and which in turn was responsible for the loss of the battle by HPL members.

Whatever your opinion on the content of Avald's letter, he is to be admired for raising his head above the parapet and asking controversial questions about this dispute that have probably been privately thought by many. The following is a formal reply from the HPL Committee involved in the dispute and, as was the case with Avald's letter, it is reproduced in its entirety. I hope that this reply will enable members to make an informed opinion on the issue but there is no doubt that we have all learned valuable lessons from this tragic dispute. I would like to take this opportunity to thank all those amongst you who took the trouble to write letters on the issue. Unfortunately, lack of space means that I cannot print them all but I feel that the points raised by those disagreeing with Avald's viewpoint are covered in HPL's response.

JCB

The lengthy letter from Mr Avald Wymark printed in the October 2003 edition of 'The Pilot' under the heading The Pilotage Review And The Humber Legacy will no doubt have served as a trigger for debate and discussion at the UKMPA Annual Conference held in November. Mr Wymark is of course quite entitled to his views on the Humber dispute and, indeed, makes some valid observations and comments. Others are unfortunately very wide of the mark. As the Committee of HPL throughout the dispute, we feel it important to respond in some detail to the article to present a more faithful representation of the background history and events of the dispute.

There is no question that the relationship between ABP and HPL had been less than perfect for many years. There did however, exist a working rapport which produced a relatively harmonious co-existence. The appointment of Paul Hames to the position of firstly Pilot Operations Manager and then Harbour Master actually had the reverse effect to that intended by ABP. By appointing an ex-UKPA Chairman, they expected him to have the similar levels of support and loyalty that had been extended to his predecessors. This was not to be however, as the relationship between Paul Hames and the pilots quickly broke down and continued to spiral ever downwards. The more unreceptive the pilots became to his man-management methods, the more adamant became ABP's managerial support for him. Local managers were hardened campaigners of dock labour disputes and almost instinctively allied themselves with a junior manager who they saw as threatened by a militant workforce. The result was, as Mr Wymark says, year upon year of tales of woe from the Humber at Conference.

Against this background, three significant factors became increasingly involved:

1. The Review of the Pilotage Act, shaped

and guided by Andrew Burr.

2. Intensifying pressure on ABP by large corporate shareholders to improve its financial performance.
3. A series of disciplinary actions brought against pilots by ABP which were badly managed.

It might be worth mentioning at this point how we view the role played by Andrew Burr in events, and his motivation. From the many meetings we had with him and his colleagues (some of which were in collaboration with the UKMPA) there is no question that Mr Burr's personal opinion was that every pilot in the UK should be directly employed by the port. He openly stated as much on several occasions, and quoted the following reasons:

- Pilots would have more individual rights and protection with a proper contract of employment.
- Ports could be held more accountable for the activities of the pilots.
- Closer integration between all aspects of port safety would be more easily achievable.

Once the dispute began, he bought into the nightmare scenario of anarchy that APB had painted of pilots demanding yet more independence from their CHA, and of course this was the last thing he wanted to see achieved. Despite our best efforts to convince him that what we wanted was not total independence but a fair and proper contract for services, he never seemed convinced. Once the chips were down, he endeavoured to ensure that ABP were successful, despite obvious and genuine sympathy to the plight of effected pilots on a personal basis. He never expected the Humber pilots to remain united for so long, and expected more than half to become employed – as ABP had no doubt promised. At one latter meeting when pressured, he let

slip a remark about 'stubborn Yorkshiremen'. It was easier for him to have a mental image of a soviet style workers cooperative being bullied by a Bolshevik committee than to face the reality – that not one decision was made regarding actions to be taken concerning the dispute without a full, secret, postal ballot being taken by the whole membership of HPL.

One statement of Mr Burr alluded to in the article – that there was bound to be conflict with the CHA (whoever was Harbourmaster), while not being necessarily correct, implies the very important principle that there was nothing in existence contractually between the two parties to address conflict. The alternative implication, that the majority of Humber pilots were intrinsically unreasonable people who would go out of their way to cause trouble has not been borne out by events. As far as we are aware, every member of HPL who has subsequently gained alternative employment has proved to be very valued employees – to the point that many have been asked to recruit their ex-colleagues for new vacancies which arise. This hardly fits an image of unreasonable or unprofessional behaviour. In actuality, Mr Burr got straight to the nub of the problem i.e the contractual arrangements, maybe without realising it.

The fundamental problem between ABP and HPL was the contractual agreement between us. The contract was a brokered deal done in 1987 between the pilots and ABP which would allow the pilots to ostensibly remain self-employed while simultaneously giving ABP almost unlimited control over all aspects of the pilots working lives. The effect was to produce pilots who were effectively employees, but employees with few rights. The contract could handle a good relationship, but was simply inadequate to handle a poor one.

The result was a continually sour working environment, pilots being unfairly treated, a CHA that considered itself to have insufficient control to implement the Port Marine Safety Code effectively, and annual pay negotiations that frequently lasted in excess of six months.

Mr Wymark states that HPL took a unilateral course of action seeking no assistance from the T&G or our association. This is simply not the case. At that time we were taking legal advice from solicitors appointed by the UKMPA Insurers – Chancey & Co, who had done such an excellent job in defending various pilots at disciplinary hearings. We asked them to also advise us on the general issue of our contractual problems. HPL had already given two months notice over yet another pay-dispute deadlock, and we were advised to replace the two months notice with nine months notice to terminate the Contract. We were advised (wrongly as it turned out) that this would be viewed by ABP as a conciliatory gesture and act as a catalyst for proper negotiations. We wanted to see a new start with ABP, based on a proper business relationship, with HPL as contractually bound subcontractors rather than treated as serfs. With the benefit of hindsight of course, we had no need to offer any contractual notice, be it two months or nine months. So close was ABP's control over HPL we had the right to take strike action. The sad fact is that if we had been properly advised before the nine months notice was submitted, this right would have been uncovered.

At the outset of the dispute, our aim was not to force ABP into an 'industrial dispute' situation. What we wanted was to quietly sit down with them and renegotiate a proper contract. Only when they had consistently refused to countenance any form of discussion and then carried out their threat to seek external pilotage recruits from elsewhere did we then resort to taking a strike ballot. We had been advised that strike action was almost certainly our right, both by the T&G and by counsel appointed by our own new solicitors. We had never wanted to get into that situation, but simply felt we had no alternative option. If the first action in the High Court to prove our right to strike had been successful, the outcome of the dispute would have been very different. We lost, receiving what our counsel described as "class justice". Paul Hames was overheard telling his counsel that "he had never been so relieved in all his life". By the time the legal process had dragged through to the Appeal Courts, ABP had gained enough time to cobble together sufficient numbers to keep the River moving.

What we failed to realise was that even at that stage, pilots from within HPL were meeting secretly with ABP to discuss the

future and to deliberately sabotage our efforts to reach a negotiated settlement. An ex-chairman of HPL later gave ABP a list of at least fifteen members of HPL that he knew, or suspected would go across to work for them if push came to shove. It became apparent at this time that ABP suddenly lost interest in serious negotiation. They went through the motions, mainly for political purposes, but the pressure was off. They were now assured that some HPL members would go across, and assumed (wrongly as it turned out), that once the dam broke, they would have dozens of members applying for jobs.

Customers on the River were kept onside by promises of cheaper pilotage, and if necessary were cajoled or bullied into acquiescence. We had been promised support from the tugs, but in the end this did not materialise – quite the reverse on many occasions. The reasons for this are unclear, but the law regarding secondary action is quite specific of course. What we do know is that Andrew Burr attended a meeting held between ABP and the tugmasters, where his support for ABP's position was reported as being quite evident.

The outcome was that we lost the dispute, and lost our jobs. All pilots who refused to work for ABP have had to come to terms with this, and all have done so with dignity, and courage aided most importantly by the love and loyalty of their families. There have been some cruel ironies; a large ferry operator lost several of his deck officers who jumped at the chance to become pilots – their replacements being members of HPL. The marine manager is reported as saying that he knows who got the best deal!

Mr Wymark is correct when he states that the UKMPA must also come to terms with the aftermath of the Humber dispute, and realpolitik must inevitably begin if the UKMPA is to survive as a credible organisation. HPL long recognised the crucial need for political influence and rational thought – we were the first pilotage organisation to join BPIT for example. Whether the winds of change that need to blow should include accepting ABP pilots from the Humber is a decision for the UKMPA members of course. In this respect rational comment from HPL members will probably not be forthcoming; the memory of ABP's new pilots driving past picket lines waving five pound notes at our colleagues is too recent and too painful. Such a move, however, would undoubtedly be welcomed by Paul Hames, who would no doubt see it as a final vindication of all he stands for. Our former colleagues who joined ABP would also welcome such a move – and no doubt take great pleasure in attending Conference.

To accept the ABP pilots into the UKMPA would mean distancing itself from the members of HPL of course, and this thread

seems to run through Mr Wymark's letter. There is no question that with hindsight, things would, and should have been different. We did get things wrong, due mainly to a mixture of poor legal advice, inexperience, and by allowing ourselves to become too subjective. That said, it was difficult not to be subjective after working on the Humber for some time. ABP also stated towards the end of the dispute that with hindsight they would have acted differently. We accept that although the support, both financial and moral, extended to us by both the UKMPA and TGWU has been absolute and unreservedly generous, memories will fade, and life moves on. Even the miners' strike which at the time seemed cataclysmic has now faded from public memory.

As memory of our dispute fades, we feel it important that they should be at least accurate, and not be based solely on Mr Wymark's article, which contains some quite defamatory remarks passed off as fact. Some of those remarks (italicised) are answered as follows:

Even at the conference in Eastborne they assured delegates that they were in charge of the situation and "WE WILL WIN". However, they were cautioned that they had taken upon themselves a heavy responsibility, because if they lost, the consequences for the other districts could be very serious indeed. Unfortunately, they were in no mood to heed these warnings.

The principle advice we had received prior to Conference from the T&G, barristers any one else with an opinion was that we had at all costs to remain united. To become fragmented would have been the end. Is Mr Wymark really so naïve as to think that we could express anything else other than that confidence that a settlement could be negotiated? The results would have been catastrophic in that the service would have disintegrated immediately. In addition, at that time, it was evident that ABP were having huge problems recruiting a credible alternative service. The responsibility was indeed heavy, we were well aware of the stakes at hand including our livelihoods being on the line and needed no advice on that score. But, as he states earlier in his letter, the forerunner had been years of woe and legal expense to the UKMPA. As for warnings, these were by that stage irrelevant, the die was cast. We had plagued ABP for meetings and discussion prior to Conference – they had simply and steadfastly refused to negotiate.

One long term delegate who later accepted ABP employment (and all the condemnation associated with it) advised me that they were wasting their time anyway as their negotiators knew the case was lost and had already secured other employment!

Mr Wymark does not reveal the identity

of his informant – we can only assume that it is the same person who was in secret contact with ABP and worked so hard to destroy any chance of a negotiated settlement. The statement concerning the negotiators having secured alternative employment is wrong – and probably slanderous. It is disappointing that Mr Wymark could not find the common courtesy to check this with those concerned before going into print. One of the Committee had coincidentally managed to fulfil a long held ambition to move into an alternative line of work completely, and could have left HPL at any time. It is to his credit that he stayed with HPL for a further 3 months, right through to the end of the dispute, at great financial cost in order to maintain solidarity with his colleagues.

Internal feuds and power struggles were commonplace.

If this had been the case, would have it really have been possible to maintain our solidarity for so long, and have unanimous

postal ballots on our course of action? With over one hundred strong minded individuals in an organisation, all having an equal voice, there were inevitable differences of opinion. It would be surprising if there were not. Perhaps this remark was motivated by the pilot concerned losing his place on the HPL Committee.

In addition I like many others who come into daily contact with Masters of vessels who traded to the Humber. During discussions it is apparent that by and large whilst they do not endorse what happened to the Humber Pilots, neither did they have a very high opinion of them.

Mr Wymark does not elaborate on whether this less than high opinion of HPL is based on a reflection of their pilotage abilities or personal qualities. All we can say is that all HPL members who have been taken into other districts have performed very well – this from independent sources. Other pilots who have moved into port

management, consultancy, shipping or other employments have a first class reputation for professionalism. Many have enjoyed very rapid promotion.

May we take this opportunity to once more thank the UKMPA and TGWU for all the support provided over the last two years. We are very much aware of the personal angst and anger many of our colleagues from around the country have felt. We are realistic to know that at a certain point, a line must be drawn in the sand and a fresh start made. The only thing we ask is that this is not achieved by a deliberate diminution of the members of Humber Pilots Ltd.

In conclusion – perhaps we could borrow the phrase used by Mr Wymark in his letter *Better to have fought and lost then not to have fought at all.*

*Steve Holland, Dave Fortnum,
Mike Kelly, Mike Love, Jim Fortnum,
John Simpson, Kevin Austin.*

AIS UPDATE

As you aware I have been following the development and implementation of AIS with close interest and the units have been compulsory on new builds since July 2003 and on tankers during their first safety equipment survey following that date. This year will see a flurry of fitting to all vessels over 300grt prior to the December 2004 deadline. This rapid implementation of new and relatively untried technology represents the fastest introduction of a compulsory system ever to pass through the IMO and voices of caution have largely been ignored.

A Peculiar Problem!

In my previous articles (viewable on my website www.pilotmag.co.uk) I identified areas which I felt may cause problems in the future and some of these such as correlation of AIS and radar targets due to differing propagation media are becoming apparent, leading to software problems on integrated systems. One problem that I hadn't envisaged, which was reported in a major feature in Fairplay magazine in September, was that the US Coast Guard (USCG) were currently not authorised to use one of the AIS channels (87) because that frequency had previously been sold off in an auction to a private company, MariTEL. At that time there was a stalemate in negotiations with MariTel who were requesting around \$200 million in compensation for closing down their CH87 coastal infrastructure which was being developed to permit internet accessibility for small craft. The USCG, having insufficient funds to repurchase the frequency at that price were apparently accusing MariTEL of being unpatriotic!

Intriguingly that article indicated that the matter was set to be resolved by the US Federal Communications Commission last November in an attempt to avoid lengthy and costly litigation. At the time of going to press the latest news is that the matter has not been resolved. MariTel have increased their compensation claim to \$270 million and the case is heading to the courts!

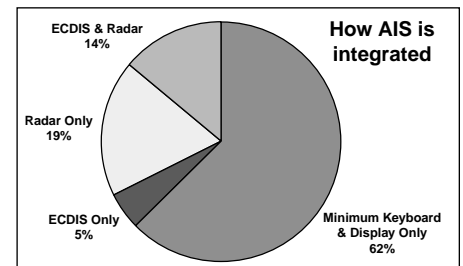
The War on Terror?

Reflecting some of my own concerns there are some senior figures in the Maritime world now questioning the suitability of an open frequency AIS in a world on a heightened terrorist alert. It is widely acknowledged that with the vastly increased security in the airline industry, the next major terrorist attack could involve merchant shipping. The availability of vessels' identities, tracking and cargo data to any person equipped with an AIS unit creates the potential to produce the very nightmare scenario that the US authorities are so desperately trying to avoid.

User Survey

Despite the recent introduction of AIS the Tees and Southampton pilots undertook a survey in July for presentation at the AIS Seminar hosted by the Nautical Institute last September. The complete results of this survey are on the magazine website (www.pilotmag.co.uk) but the basic findings were that shipowners are wary of large investment in the technology until they have had a chance to monitor its effectiveness. The Tees / Southampton survey revealed integration as per the following pie chart.

As to Masters' and watch keepers views



84% were positive but the perceived usefulness of the equipment was in the identification of other shipping in order to establish VHF contact!

The survey also confirmed my own observations that no Master or officer has received any formal training in the use and function of AIS but 42% of the survey's respondents had considered the instruction manual and installation technician's information sufficient.

Feedback Required

In a separate and unique initiative being co-ordinated by the Nautical Institute, the manufacturers of AIS units, in recognition of the embryonic nature of AIS, are seeking feedback from mariners in order to identify any unforeseen technical problems to enable them to improve performance in future units. Pilots are amongst the best placed to identify shortcomings on the large variety of ships that they serve and by the nature of their operating in congested waters and in close proximity to other vessels. This is a rare chance for pilots to enhance their professional reputations and influence the development of technology. Participation is important and reports should be sent via the dedicated "AIS Forum" section of the NI website at: www.nautinst.org/ais/index.htm

VETERANS HONOURED

At a ceremony hosted by the Lord Mayor of Liverpool in Liverpool Town Hall on 8th December 2003, Merchant Navy veterans and Liverpool pilots, who had served in the battle of the Atlantic were granted the Freedom of the City of Liverpool along with a framed Freedom Scroll. The honour was granted posthumously for those veterans now sadly deceased. The veterans included almost thirty surviving Liverpool Pilot and

amongst those honoured was RF Youde who at 93 was the oldest recipient and the only surviving pilot who had served throughout the duration of the war. The Lord Mayor, Councillor Ronald Gould, made the presentation wearing a Liverpool Pilot's Tie which had been presented to him at the Lord Mayor's Reception prior to the UKMPA Conference.

Many have unsuccessfully tried to ascertain what it actually means to be a Freeman of a City, other than the invitation to the Mayoral Reception and the possibility of a medieval tradition of being able to have the right to drive a flock of sheep down Dale Street in the City

Centre! The present serving pilots, who amongst their number are several with access to flocks of sheep, are investigating this possibility, believing that our retired colleagues shall have everything possible to honour their contribution by keeping open the lifeline afforded by the Western Approaches, be it as either serving pilots of the period or as ship-born cadets serving in the Merchant Navy prior to entering the Liverpool Pilot Service as Boathands.

For myself, as the then Chairman of the serving Liverpool Pilots, it was a privilege to be present as witness to my colleagues well deserved honour

John Curry

Battle of Atlantic

Liverpool's decision to grant the Freedom of the City to Battle of Atlantic seafarers has been reinforced by a preservation group which is hoping to acquire HMS *Whimbrel*, one of the last surviving Black Swan class sloops, to be berthed at Liverpool as a memorial of that legendary struggle which kept Britain's vital sea lanes open. The preservation group, led by retired Vice-Admiral Michael Gretton RN, has signed a memorandum of agreement to buy the ship after she was deemed surplus by the Egyptian Navy where she has served as ENS *Tariq* since being sold by the Admiralty in 1949.

Armed with 4in guns and a formidable array of anti-submarine weapons, HMS *Whimbrel* served with Escort Group 2, the flotilla of the legendary U-boat hunter Captain Johnny Walker and her war-time record makes her an ideal vessel for a memorial. Her service took her from the ice floes of northern Russia to the heat of the East Indies.

She was also present at the surrender ceremony in Tokyo Bay on 2 September 1945 that marked the end of the Second World War.

Read the full account from the *Independent on Sunday* article:
http://news.independent.co.uk/uk/this_britain/story.jsp?story=482320

To support the HMS *Whimbrel* preservation project, contact:
conrad.waters@btopenworld.com







HMS Whimbrel on sea trials in 1943



(From l to r):

T. Johnson, AN McLeod, GE Harrison, JF McKay, RF Youde, JL Curry, PG Hockey.

Photo submitted by Barrie Youde

<p>WARSASH MARITIME CENTRE over 50 years serving the maritime industry</p>		 <p>WARSASH MARITIME CENTRE</p>
<h2>Professional Development for Pilots</h2>		
<p>SHIP HANDLING COURSES</p> <p>Utilising the 7 scaled manned models, we offer specialised courses designed to develop the skills and understanding of ship handling techniques.</p> <ul style="list-style-type: none"> • Scaled models of up to 300,000 Dwt • Radio controlled model tug • 10 acre lake with many miles of channels and 30 berths 	<p>COMBINED COURSES</p> <p>Using a distinctive combination of the manned models and bridge simulator.</p> <p>ADVANCED SHIPHANDLING</p> <p>A customised course utilising the manned models to further enhance existing knowledge and skills.</p> <p>Warsash Maritime Centre also offers further courses including ARPA updating and VTS training. Please visit our website for more details.</p>	 <p>SOUTHAMPTON INSTITUTE</p>  <p>FOR VOCATIONAL TRAINING RESEARCH AND CONSULTANCY REG. NO. 926387</p>
<p>SIMULATOR COURSES</p> <p>Extensive use is made of the bridge simulator by pilots both for area knowledge and Professional Development Courses. The wind, current and visibility conditions are set to operational requirements.</p>		
<p>Please e-mail us on wmc.thepilot@solent.ac.uk or visit our website: www.solent.ac.uk/wmc</p>		
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OBITUARIES

Eric Jones

(February 1925 - December 2003)

Born in 1925, Eric started his sea going career in World War 2, and on completing Ms time in that hard school, went to sea with the Pacific Steam Navigation Company. Having risen to the rank of 3rd Officer with PSNC he felt the pull of the Orient and joined Jardine Mathesons of Hong Kong. There he served in the capacities of 3rd and 2nd Mate for over three years before deciding to try 'digesting the anchor' and applying for a Helmsman's post on the Manchester Ship Canal. The reason Eric gave for leaving Jardine Mathesons was 'political unrest' in the far east, although I suspect that his wife Irene, and two daughters Leslie and Cathy, helped more than a little to persuade him to seek employment nearer home.

Eric applied to join the Helmsmen's Service in December 1951 and was accepted in March of 1952. Even at the tender age of 26, when he applied, questions were raised about his possibly being 'too old' for acceptance. Happily these doubts were overcome and Eric progressed to become a 2nd Class Pilot in 1956, and a 1st Class Pilot in 1959, in which capacity he served until his early retirement in 1988, partially through ill health and partially to take advantage of the conditions created with the implementation of the 1987 Pilotage Act.

In his early years as a Pilot, Eric served on the Pilots' Committee and always had a clear understanding of the political situation affecting the Pilots. He was also appointed for a short period as an 'Appropriated Pilot' to a car ferry operator in the mid 1970's, and served them with the professionalism he brought to all his piloting work.

In the 'hey days' of the late 1960s and 1970s mention was often made of the possibility of designing a new ship's engine room telegraph for Ship Canal Helmsmen. This telegraph would only require three positions on it, namely, Full Ahead, Stop, and Full Astern; such was the Helmsmen's appetite for speedy transits of the Canal. When directed to work with Eric Jones, every Helmsman was assured of as speedy a passage as circumstances and traffic allowed, which made for a contented relationship. It was most gratifying therefore to learn that Eric appreciated the Helmsmen's skills, when he composed an 'ode' to the difficulties of navigating the Canal, which may well have been published in an issue of the *Pilot Magazine* in the 1980s. Unfortunately I cannot find a copy of the piece, because it is well worth



a 'second visit'.

His wife Irene and daughters Leslie and Cathy, to all of whom we send our heartfelt sympathies for their loss, succeed Eric. A man of consummate skill and varied talents, Eric's loss is felt by all who knew him.

DH Jackson.

Manchester District Secretary

John Stuart Burgess MBE

John Stuart Burgess was born on 22nd January 1914. Unfortunately details of John's sea career are very sketchy but it is known that he served throughout the war and was torpedoed whilst serving on the SS *Derry Hoon* on the 22nd April 1941 off Florida following which John spent 14 days in a lifeboat prior to being rescued. After the war John became a licensed pilot for the London district and served as a Gravesend Sea Pilot (West) until his retirement in 1982. During his time as a London pilot he became "Choice" pilot for Blue Star Line.

John died on 7th December 2003 and leaves behind his widow Meryl, two daughters, Elizabeth and Angela along with a son, Christopher

*Donald McLean, Chairman,
Trinity House Channel Pilots Society.*

Pensioners Deceased

August 2003 - October 2003

PE Bates	London RT
RH Morgan	Gloucester
JD Phillips	Tyne
EJ Robinson	Humber
PL Scott	Liverpool

FROM THE ARCHIVES

Thanks to recently retired Milford Haven pilot Peter Rider, who has given me a permanent loan of his back issues of The Pilot I now have a full set of magazines dating back to 1965.

25 years ago

The January 1979 issue contains details of the 1978 conference held in the Penta Hotel, London. This conference saw the election of Lord Strathcona and Mount Royal as President of the UKPA.

The main focus of the conference was on the issue of pensions but of particular relevance today was an exchange of correspondence between the then General Secretary and legal advisor E. Eden MA and the Department of Trade over the Humber pilotage service. A letter from Mr. Eden to the DOT complains of "unwarranted interference by the British Transport Docks Board in issuing arbitrary directives" in the affairs of Humber pilots. Mr. Eden went on to request that the DOT set up an independent pilotage Authority for the Humber by way of a Pilotage Order.

41 Years ago

The January 1963 issue was again dedicated to reporting the 1962 Annual conference. Held on board the HQS Wellington it was well attended as a result of a dispute between the UKPA and the ship owners. This "Fringe Benefit" dispute was calling for a nationwide strike over the failure of the ship owners to agree an increase in earnings in line with the NMB increases to pay scales implemented in 1960. A special conference was called for later in the year.

Another matter of interest was the Rochdale report which was under discussion and three questions were put to the delegates as follows:

(1) Does this Association approve of the suggestion that pilotage functions should be in the hands of a port authority? *The answer was an emphatic "no", and in that Conference was supporting the view of the Elder Brethren of Trinity House.*

2) Does this Association agree that a central pilotage authority should be instituted, the functions of which should be to deal with administrative matters of general application, and that matters of local concern should remain under local control? *All agreed.*

(3) Should pilots seek representations on port authorities? *All agreed.*

FOWEY RETIREMENT AND RECRUITMENT

Having spent a week on holiday at Polruan overlooking Fowey last August, I came to the conclusion that this must be one of the most delightful ports in which to practice our art although negotiating a passage through the innumerable leisure craft and their moorings must produce its own unique challenges! With the retirement of pilot Mike Randolph, a lucky new pilot has been recruited and Charlie Wood has submitted the following report.

JCB



Mike Randolph receives a motorised golf trolley from his pilot colleagues

After over 40 years of piloting Mike Randolph has retired. His retirement 'do' was held in the Mission to seamen in Fowey and was attended by about one



Paul Thomas conducting the EOS through the harbour to sea during his training

hundred of his friends colleagues and acquaintances as well as his daughter Anne. He received many gifts from the pilots, boatmen, retired pilots, agents, tug crews and also one from the Master of the *Hoo Swan* who had framed his last passage plan completed in Par. Mike's humour and expertise will be greatly missed.

Following interviews and ratification by the Fowey Harbour Commissioners, Commander Paul Thomas RN was recruited in the spring and undertook his training last summer. The recruitment decision was not an easy one as the standard of candidates was extremely high. I would like to thank the unsuccessful candidates for their interest and efforts. Paul is now licensed to pilot vessels up to 90 metres in length.

Charlie Wood

PILOTS' GOLFING SOCIETY

The 29th annual pilots' golfing society tournament took place at Puckrup Hall, Tewkesbury on 8th – 10th September 2003. The winners were:

- Manchester Salver:** Paul Pullen (Milford Haven)
- Wilmslow Cup:** P. Upton (Tees), M. Watts (Manchester)
- Hawkstone Cup:** Tom Purvis (Tyne)
- Milford Cup:** Peter Bean (Tees)
- Jim Purvis Shield:** Tom Purvis (Cousin, Tyne)

Peter Ryder reminds pilots that all can join the Society and their participation in future tournaments would be welcomed.

JCB



Winners photo L-R: M Watts, P Upton, P Pullen, S Hulse (Hawkstone Cup for Tom Purvis), P Bean, J Cahill (Jim Purvis Shield for Tom Purvis), G Hill.

Right: D Housin (Forth), C Harding (Manchester), T Purvis (Tyne), P Ryder (Milford Haven), D Fortnum (Humber), M Watts (Manchester), G Hill (Bristol), J Cahill (Manchester), P Pullen (Milford Haven), P Upton (Tees), P Bean (Tees), B Fairburn (Tees) I Peterson (Forth), S Hulse (Forth), C Richards (Bristol), P Bridgeman (Humber), J Fortnum (Humber), B Kitching (Forth), J Pretswell (Forth).

IMPA CONGRESS

All UKMPA members are invited to attend the 17th IMPA congress which this year is being held in Istanbul on 28th June to 2nd July. Full details along with an on-line registration form are available through the IMPA website at:

www.impahq.org

DAS

Group Legal Protection Insurers

Insured Incidents we will cover:

Personal Injury, Employment, Social/Legal Defence.

Any pilot involved in a personal injury or industrial claim must first contact the UKMPA head office who will then process the claim through DAS.

UKPMA: 020 7611 2570/1

Registered Office: DAS Legal Expenses Insurance Company Limited, DAS House, Quay Side, Temple Back, Bristol BS1 6NH

CHIRP

Confidential Hazardous Incident Reporting Programme

This is a new service that offers confidential and anonymous reporting of incidents. Full details of this important initiative are available on the CHIRP website at:

<http://chirp-admin.co.uk/chirp-maritime/>



LES CATE

By way of introduction to members Les has sent the following CV of his career and considerable experience on a wide variety of committees:

Education:

St Andrews School, Nassau, Bahamas.
King James 1st Grammar School, Isle of Wight.

Nautical Education:

1961-62: Warsash Maritime College
1962-66: Indentured Apprentice to Shaw Savill and Albion Co Ltd
1966-78: General Steam Navigation Co Ltd that became P&O Ferries

Master Mariner:

Promoted Master 1974 with experience on general cargo, feeder container, Ro/Ro Ferries and diving/ submarine mother vessel in the North Sea.

Naval training:

I joined the Royal Naval Reserve in 1962. Served for 19 years to rank of Commander during which time gained Naval Watch-keeping certificate and Reserve Decoration (RD). Experience on Mine-hunters, Tribal Class Destroyers and the Hydrographic Survey Branch.

Trinity House Pilot:

1978 the Port of Shoreham (Self Employed Status) served as local secretary
1988 transferred to the Port of Southampton (Employed Status). Served as a pilot's representative.

Professional Involvement:

Vice Chairman of EMPA
Member of the UK Delegation at various IMO committees and Sub/committees
Member of various working groups and correspondence groups at IMO
Member/Attendee at MCA external-briefing meetings
Member of the Harmonisation of Small Vessel Codes Steering Group and Working Group
Member of the Chamber of Shipping training and education committee
Member of the Solent Group of the British Shipping Careers steering group
Member of the Marine Advisory Board of CHIRP

Other Interests:

Member of the Labour Party
Member of the Fabian Society
Member of "Progress"
Member of the Martial Arts Council
Tennis, Swimming and keep-fit
Ex Vice-Chairman of local council (*resigned to concentrate on UKMPA work*)

Other qualifications:

Diploma in Personnel management
Certificate in Local Government

THE PILOT

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(A Section of the Transport & General Workers Union)

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The views expressed in letters, articles and advertising in "The Pilot" magazine are those of their authors and do not necessarily reflect those of the UKPMA.

Visit the PILOT magazine website at: www.pilotmag.co.uk

Legal Defence Insurance

(Navigators & General Insurance Co Ltd Policy No 20004375 UKPMA Indemnity)

Notification of Incident

Pilots involved in incidents should notify the company as soon as is practical to register the case, either by telephone or in writing to:

Navigators & General Insurance Co Ltd, PO Box No 848, Brighton, BN1 4PR.

In office hours: Mr L Powell Daytime tel: 01273-863453

Outside office hours: Mr L Powell Home tel: 01323-729393

or Mr S S McCarthy: Home tel: 01444-248520

Certificate in local council Chairmanship
Non-smoker, supposed to be a non-drinker but did manage to father four children.

Forward thinking and philosophy:

It is my wish to develop better contacts with MPs, MEPs, Ministers and all forms of the media. Eventually to set up a Ports group of MPs with regular meetings to keep them appraised of all developments in

the world of pilotage and the maritime scene. You need to work from the inside if you are going to influence the people that matter when it comes to looking after our interests.

Whether from the self-employed regions or from the employed regions all are members of the UKMPA and the concerns of each member are of equal importance.



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Certificate No. GB 3561

United Kingdom Maritime Pilots' Association

<i>District</i>	<i>Name</i>	<i>Address and Telephone Number</i>	
Aberdeen	PG Williams	Aberdeen Harbour Pilots, North Pier, Aberdeen, Aberdeenshire	01224 597000 x 7113 (O)
Barrow	Graham John Wood	Sea Mill, New Biggin, Ulverston, Cumbria LA12 0RJ	028 905 53504 (O)
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Boston	R Williamson	Boston Pilot's Association, Boston Dock, Boston, Lincs, PE21 6BN	01205 362114 (O)
Bridgwater	PH Lee	1 Grove Road, Burnham on Sea, Somerset, TA8 2HG	01278 782180 (H)
Bristol	The Secretary	Bristol Pilot Partnership, Haven Master's Building, Avonmouth Docks, Bristol, BS11 9AT	0117 9823081/9823884 Fax: 0117 9823884
Clyde	David Blair	4 Sandringham Terrace, Esplanade, Greenock, PA16 7XL	Email: dbb@quista.net 01475 724822 (H) 07719 676206 (M)
Cowes	R Jackson	Cowes Pilotage Authority, Harbour Office, Town Quay, Cowes, IoW, PO31 7AS	01983 293952
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Dundee	S Campbell	Burnside House, Roundy Hill, Byglamis, Angus DD8 1QD	01575 575530
Europilots	Capt JD Robinson ..	53 West Ella Road, Kirkella, Hull, E, Yorkshire, HU10 7QL	01482 651069 (H)
Falmouth	Phil Bush	42 Old Well Gardens, Penryn, Cornwall, TR10 9LF	01326 377982
Forth	Capt RM Watt	67 Anderson Cres, Shieldhill, Grangemouth, Falkirk FK1 2ED	Email: r.m.watt@btinternet.com Granton Pilot Station: 0131 552 1420
Fowey	C Wood	The Secretary, The Pilot Office, Par Harbour, Par, PL24 2BD	Email: charlie@foweypilots.com 01726 815929
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Haven Ports (Harwich)	RJ Wild	Linstead, Heath Road, Bradfield, Manningtree, Essex CO11 2XD	01255 870018 (H)
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Humber	D Fortnum	Humber Pilots, c/o 41 School Lane, Kirk Ella, Hull HU10 7NP	dave@humberpilots.karoo.co.uk 01482 627755 (O) Fax 01482 671700
Inverness	Capt K Maclean	"Corsten", 12 Beaufort Road, Inverness, IV2 3NP	01463 715715 (O)
King's Lynn	R Havercroft	King's Lynn Conservancy Board, Harbour Office, Common Staith, King's Lynn, Norfolk PE30 1LL	01553 671697 (H)
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Liverpool	A Brand	Liverpool Pilotage Services Ltd, 4 Woodside Business Centre, Birkenhead, Merseyside, L41 1EH	0151 949 6811
Londonderry	DP McCann	(Foyle Pilots), Upper Road, Shrove, Greencastle, Co Donegal, Ireland	00 353 7781036 (H)
London	GNG Price	Belmont House, 1 Borstal Street, Borstal, Rochester, Kent ME1 3HH	01634 840876 (H)
Lowestoft	RD Mounthey Esq ..	17 Foxborough Road, Lowestoft, Suffolk NR32 4SN	01502 516242
Manchester	DH Jackson	"Ty Boncyn", 2 Bryn Nebo, Bwlchgwyn, Clwyd, LL11 5YB	0151 327 1233 (O) 01978 757987 (H)
Medway	M Fawke	153 Old Dover Road, Capel le Ferne, Folkestone, Kent CT18 7HX	Email: silver.greys@virgin.net 01303 243365
Milford Haven ..	Capt John Pearn	The Grange, Hill Mountain, Milford Haven, Pembrokeshire SA73 1NA	Email: john@pearn.co.uk 01646 601556
Neath	PR Griffiths	9 Heatherslade Close, Mumbles, Swansea SA3 4HP	01792 363852 (H)
Newhaven	DC Collins-Williams	48 Sherwood Road, Seaford, East Sussex BN25 3EG	01323 894570 (H)
Orkney	IJ Waters Esq	Lansdowne, 25 Royal Oak Road, Kirkwall, Orkney KW15 1RF	01856 875237
Peterhead	S Brown	Peterhead Pilots, c/o Harbour master's Office, South Harbour, West Quay, Peterhead AB42 1DW	01779 474281 (O)
Poole	MJ Clark	Pilot Boats (Poole), The Pilot Office, The Quay, Poole, Dorset, BH15 1HA	01202 666401 (O)
Portsmouth	P Fryer	21 Montserrat Road, Lee on the Solent, Hants PO13 9LT	02392 297395 (O)
Scilly Isles	RJ Nicholls	Moyana, St Mary's, Isles of Scilly, Cornwall, TR21 0JY	01720 422066 Fax: 01720 422343
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Southampton ..	Capt P Lewis	West Creek, Woodside, Wootton Bridge, Ryde, Isle of Wight, PO33 4JW	01983 883143 (H)
Sullom Voe	J Leslie Esq	"Cliona", 4 Lovers Loan, Lerwick, Shetland	01595 695856 (H)
Swansea , inc Port Talbot ..	GP Harris	c/o ABP Harbour Office, King's Dock, Swansea, SA1 1QR	01656 662608 (H)
South East Wales	KHG Pedersen	Wyeside Cottage, Red Rail, Hoarwithy, Hereford, HR2 6QS	01432 840419
Tees , inc Hartlepool	Mr Peter Wylie	48 Fox Howe, Coulby Newham, Middlesbrough, TS8 0RU	01642 595147
Teignmouth	M Swallow	22 Livingstone Road, Teignmouth, Devon TQ14 8NL	
Tyne	<i>There is no appointed Secretary. Communication should therefore be to:</i> Tyne Pilots Ltd, Pilot Watch House, Lawe Rd, South Shields, S. Tyneside NE33 2AH Tel: 01914 555656 Fax: 01914 566514 Email: tyne.pilots@virgin.net		
Weymouth	PM Runyard	14 Netherton Road, Weymouth, Dorset DT4 8SB	01305 773118
Whitehaven	CI Grant	Solway Pilotage & Marine Services, Solway House, Gilcrux, Cumbria CA5 2QD	01697 323961 (O)
Wisbech	LB Fant Esq	15 Spencer Close, West Walton, Wisbech, Cambs. PE14 7EN	
Gt Yarmouth	Paul Haysom	9 The Street, Blundeston, Lowestoft, Suffolk, NR32 5AA	01502 731356 (H)