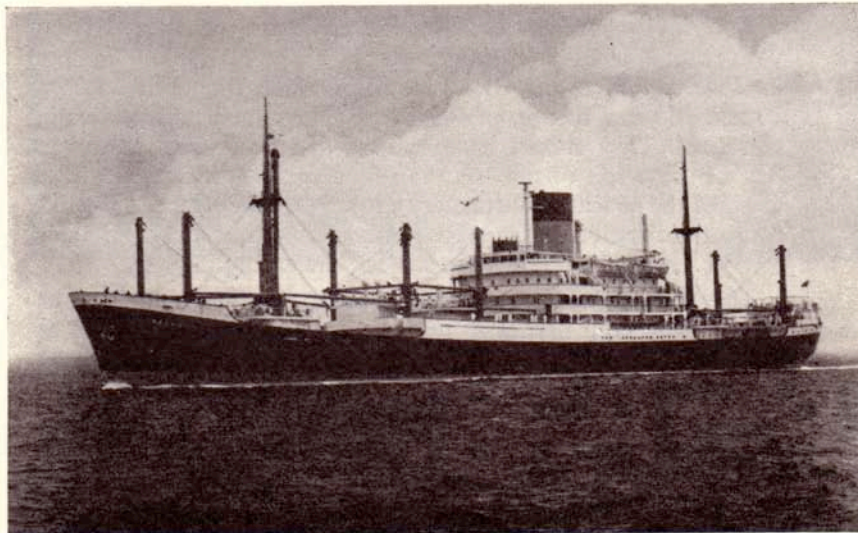




BLUE FUNNEL



Conditions of Service for **MIDSHIPMEN**

*Application for apprenticeship
should be made to*

**THE MIDSHIPMEN'S DEPARTMENT
ALFRED HOLT & CO.
INDIA BUILDINGS
WATER STREET
LIVERPOOL 2**

Alfred Holt & Co.

At sea under the Blue Funnel and Glen Line House-flags are seventy-four ships, most of them large, fast cargo liners. They are engaged on regular sailings from the United Kingdom and Continental ports to Ceylon, Singapore, Malaya, Thailand, Indonesia, Philippines, North Borneo, Sarawak, China, Hong Kong, Korea, Japan and Australia. Also from Australia to Indonesia, Singapore, Malaya and Far East: and from the United States of America to Singapore, Malaya, Indonesia and from Philippines, Hong Kong and Japan to Kingston and Atlantic Coast ports of America.

Direct Entry. Applications for apprenticeship are considered from young men anxious to make a career at sea as Navigating Officers in the Blue Funnel and Glen Line Fleets. They should be between 16 and 18 years of age, of British parentage, and preferably still at school. They should have had a good Secondary or Public School education of not less than four years' duration and have attained the educational standard of the 'O' Level General Certificate of Education in at least Mathematics (including Trigonometry), English and a Science subject, preferably Physics.

They will be indentured for four years. The first year is to be regarded by both parties as probationary, and either party is at liberty during that period to cancel the Indenture without reason assigned. No premium is required.

Applications will also be considered from young men who have obtained, or who are likely to obtain, passes at the Advanced Level of the General Certificate of Education. If a candidate holds two such passes, one of which is Mathematics or Physics, in addition to three other Ordinary Level passes, then he will be entitled to a remission of sea service of nine months, and the apprenticeship period will, therefore, be three years and three months only.

Entry from Nautical Colleges. Applications will also be considered from cadets attending Nautical Colleges. If they have not obtained passes at the Ordinary Level of the G.C.E. in Mathematics, English and a Science subject, they may have to sit for an entrance examination at the Company's Head Office. They will be granted the appropriate remission of sea service from their period of Indenture. Such applications will only be considered if they have first been approved by the Principal of the College.

In all cases the first year will be probationary.

No appointment will be made without a personal interview to be arranged after application.

Midshipmen's Hostel. Between voyages, while Midshipmen are under instruction in Liverpool, they are accommodated at 'Holm Lea', the Midshipmen's Hostel in South Liverpool. No charge is made for accommodation and subsistence money to cover incidental expenses is paid by the Company. The Hostel is managed by two Housekeepers and is supervised by the head of the Midshipmen's Department, who lives in a house adjoining. Facilities include a well-equipped study, library and recreation room. Midshipmen also have access to the Company's sports ground and tennis courts near which the Hostel is sited.

Uniform. The Company's uniform will be worn. Particulars are set out in the kit list which is forwarded on appointment.

Leave. Leave of absence will be granted at the discretion of the Master abroad, and the Owners at home. It is usually granted at the conclusion of each voyage.

Outward Bound Training. Every applicant for apprenticeship is expected, as a condition of service, to complete satisfactorily a 26-day course at one of the Outward Bound Schools. Applicants without previous nautical training will normally attend the Outward Bound Sea School, Aberdovey, Merionethshire. Others may be required to attend the Outward Bound Mountain School, Eskdale, Cumberland, the Outward Bound Mountain School, Ullswater, or the Outward Bound Sea School, at Burghead, Moray Firth. Two-thirds of the cost of the course is borne by the Company and applicants should realize that the Outward Bound Courses are devised to develop character and not to provide vocational training for a career at sea. To be a successful Officer and ultimately a Master in the Company's fleet demands qualities of character above the average and the principles of Outward Bound training are recognized by the Company to be of the greatest value to Midshipmen.

Royal Naval Reserve. If desired, and subject to the exigencies of the service, Midshipmen may be allowed to do their training as Probationary Midshipmen, R.N.R., during their apprenticeship.

Books and Instruments. It is compulsory for Midshipmen to possess certain text-books before sailing, and after the second year, to possess a sextant. A book list will be forwarded on appointment.

Future Service. Every candidate will be required to give an honourable undertaking that the Company will, at their option, have first call on his services as a sea-going officer at the conclusion of his apprenticeship.

Medical. Applicants should be of good physique and are required to submit a doctor's certificate of fitness and freedom from organic disorder. A Ministry of Transport eyesight certificate is essential and applicants will be required to pass a Company eyesight test. They are advised also to submit to an eye specialist's examination, to ensure freedom from any latent defect of eyesight which might subsequently develop. Teeth must be in good order. Candidates should note that no seaman may sign on a foreign-going merchant ship without providing evidence of a recent vaccination against smallpox.

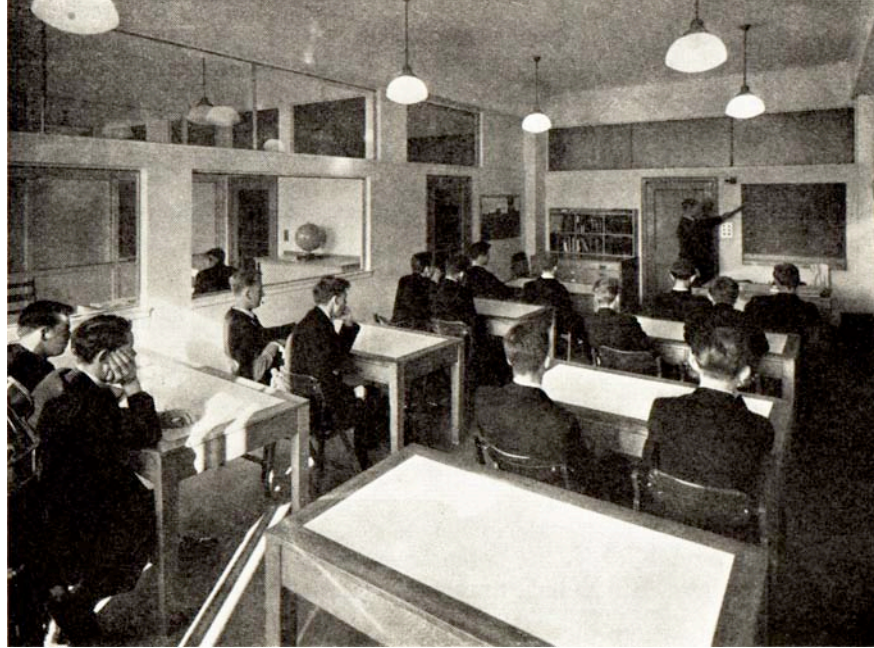
Wages. £150 will be paid for first, £180 for second, £228 for third, and £264 for fourth years.

On satisfactory completion of the apprenticeship, Midshipmen receive a bonus of £30 and eight weeks' Study Leave Pay at the rate of £9 per week. Tuition fees at the Technical College of their choice are also paid to Midshipmen studying for their Second Mate's Certificates.

Accommodation. Four midshipmen are usually appointed to each ship and are berthed together in their own quarters. Meals are taken in the saloon. All bedding, towels, etc., are found by the Company.



Entrance hall of Holm Lea.



Midshipmen under instruction in their Training Centre.

TRAINING

The Company operates its own training scheme and Midshipmen are expected to take full advantage of the opportunities placed in their way. The apprenticeship is so designed as to ensure a smooth transition from school to work. Technical training receives full attention but emphasis is placed on the development of character, and care is taken to provide the broadest possible education for a life at sea. Both at sea and in the Midshipmen's Department the training is adapted to the needs of the individual, but applicants should realize that success at sea depends on a boy's ability to stand on his own feet and make his own way, taking opportunities as they arise and adopting a positive and energetic approach to his apprenticeship.

During each voyage the Master of the vessel will give the Midshipmen such duties to perform as, in his opinion, will provide them with the best training for the profession of an Officer in the Merchant Navy. Each Midshipman is expected to complete during the voyage a set of papers in technical subjects and these are corrected on his return. Between voyages Midshipmen are expected to report at the Company's classroom for further instruction and examination. Two Master Mariners are in attendance for this

purpose, and local facilities for training in seamanship are used to the full. These include the Company's Lifeboat School, Seamanship School and Radar School, the Admiralty Signal School, and the Liverpool Steamship Owners Fire-fighting School.

From the start of the apprenticeship Midshipmen are encouraged to use the facilities of the Seafarers' Education Service where they find opportunities for further education and the development of spare-time hobbies and interests. For training and recreation abroad the Company provides a number of sailing dinghies in the major ports. A Midshipmen's magazine, *The Halfdeck*, is published in the department three times a year and serves to keep all concerned in closer touch with one another.

Alfred Holt & Co. have paid careful attention to Midshipmen's training over the last forty years, and the great majority of their Officers and Masters commenced their seafaring days as Midshipmen in the Company. They have found a secure and satisfying career in this service and it is towards that end that the Company directs its training policy.