

In the last three years four merchant seamen's manning pools have been opened in Canada: one at Halifax in October, 1941; one at Montreal in January, 1942; one at Vancouver in the spring of 1942; and one at Saint John, New Brunswick, in the spring of 1943. These pools were set up to maintain a reserve of officers and seamen to man new ships and supply crew deficiencies on ships, as well as to provide for men seeking assignments.

The manning pools accommodate from 100 to 600 men each. At any one of them seamen obtain board, lodging and basic pay between voyages on signing an undertaking to go to sea as directed.

In an attempt to stabilize the manpower situation and to provide additional benefits for officers and men, a recent measure has been introduced whereby continuous pay will be ensured if officers and seamen sign an agreement with the manning pool to accept service on foreign-going ships of Canadian registry for the duration of the war, or for two years, whichever is the shorter period. In return they become eligible for many benefits, including:

1. A war service bonus of 10% after each complete year's satisfactory service. This is computed on total earnings as an officer or seaman, whether at sea or manning pool pay during the previous year of service.
2. Leave, based on two days per month of service, will be granted at manning pool rates of pay after each completed year of service. The seaman may buy a return railway ticket to his permanent place of residence at naval rates, that is, one-third of the one-way fare, the difference being absorbed in manning pool operations.
3. Payment of basic rate of pay for maximum period of 12 weeks to seamen in hospital for sickness or injury incurred during a voyage.

The scheme of training for merchant seamen devised by the director of merchant seamen has provided for the establishment of two training schools, one the St. Margaret's Sea Training School at Hubbards, Nova Scotia, and the other, the Marine Engineering Instructional School at Prescott, Ontario. At both of these schools trainees are provided with board, lodging and remuneration.

St. Margaret's Sea Training School, opened in July, 1942, has a capacity for 120 young men between 17 and 22 years of age. The course at this school is for 13 weeks in elementary seamanship and navigation, with special attention to steering, signalling and lifeboat handling. Several opportunities to become cadet officers are available, and trainees who acquit themselves creditably at the school are selected to fill these posts. Two cadet officers are assigned to each of the new Park Steamship Company vessels, and by this means a nucleus of suitable young officers is being formed to man Canada's future merchant navy.

The Marine Engineering Instructional School opened on January 1, 1942, with a capacity for 80 men from 19 to 30 years. It gives a six-weeks' course in engine-room and stokehold duties. Men with necessary sea experience are also provided here with tuition to enable them to procure certificates of competency as certificated marine engineers.

In addition to the courses given at these two schools, special arrangements have been made for other types of training. Ten radio colleges in various cities from Victoria to Halifax train wireless telegraph officers under a special scheme. A man anxious to become a wireless telegraph officer may enroll at his own expense, but with the approval of the director of merchant seamen. During the 10 months of his course the Canadian government pays him a subsistence allowance of \$60 a month, and at the end of his course, if he passes, one-half the tuition fee is returned to him. When he has completed one year's satisfactory service at sea, the other half is returned to him also. As the average fee to the radio college is \$330, it costs the government \$930 to train a wireless telegraph officer.

Ship's cooks are trained at the manning pools by the permanent cooks.