



The PAVIOR

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Paviors' Medal for Excellence



Colin Loveday MA MSc
receiving his award from the Master

This year's Paviors' Medal was presented by the Master, at the Annual Banquet, to Colin Loveday, Director of Technology at Tarmac Group. Having joined the company in 1971, Colin was appointed Technical Director in 1996, when he established Tarmac's Technical Centre in Wolverhampton.

The citation of the Award reads *for 40-years' service, leadership and dedication to road highway paving involving innovation such as the introduction of thin surfacings, durability and sustainability by extending the life expectancy of pavements and the overall setting of standards, working collaboratively with all stakeholders at both the UK and European level.*

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Paviors' Award

The Paviors' Award is presented each year in conjunction with *Local Government News*, and the Company is grateful to the journal for its assistance. This year's Award has been given for the reconstruction of Pier Square, Weston-super-Mare.

Pier Square is the very centre of Weston-super-Mare's sea front, immediately behind the recently renovated pier. The layout of the new square has reduced the number of vehicles passing through the Square by the reduction of road space. This has made more space available for pedestrians and created a good outdoor leisure area for residents and visitors.

The Master, Mike Cottell and Paul Higerty, travelled to Weston-super-Mare on 18 July to make the Award. Certificates and a plaque were presented to Councillor Colin Hall, Chairman of North Somerset Council, representing the client, to Eamonn McGrath of McGrath Construction, the paving contractor, and to Rob Thomson, representing Alex Freer, the project manager. *Mike Cottell*

*The Master and Mike Cottell
present the Paviors' Award to
Councillor Colin Hall*



Pier Square, Weston-super-Mare



Master's Message

My term of office as Master is now over three-quarters gone. The time has passed very quickly and there have been a number of events that Danielle and I will long remember and cherish. Highlights have so far included the Ironbridge weekend for masters and clerks, a Royal Garden Party, our Mansion House banquet, meeting HRH The Princess Royal at the AGM of the Shipwrecked Mariners' Society and, of course, the many waist-busting dinners: all great fun.

I am sure I speak for all the Company in thanking Michael and Barbara Bear for all their hard work and efforts over the past year in making their Mayoralty such a great success. I was immensely privileged to have the task of proposing the vote of thanks to them from the livery companies at the Guildhall election ceremony for the new Lord Mayor on 3 October. Let me also thank them for the way they worked to promote greater awareness of our Company within the City. They can now look forward to a few months' well-earned rest! I am also pleased to announce that, at the Court meeting on 24 November, Michael Bear was unanimously voted-in as the new Master of the Company to take up office next March. Many congratulations.

I would like to welcome Clerk-Elect John Freestone and his partner Penny to the Company. John is based in Paviers' House and is looking forward to meeting all our members.

Finally, can I wish all Paviers and their families a very Merry Christmas and Happy and Peaceful New Year. Let us hope that, next year, we will definitely witness the beginning of a full economic recovery.

John Price



Letter from the Lord Mayor

Dear Paviers

By the time you read this letter, I will have gained that unfortunate title 'the late Lord Mayor'. Barbara and I have had a wonderful year and it has been a privilege to serve the City. In total, I have now visited 22 countries, over 40 cities and travelled around 100,000 miles; that's four times around the world. Wherever I have gone, I have found that the City is held in great respect; in fact, the further away from the UK, the greater the respect. Our media have a lot to answer for.

I have worked hard to give my visits a greater business focus, making sure that the objectives of each visit and the membership of my business delegation were closely aligned. We have had some real tangible results in the form of memoranda-of-understanding, but also in contracts for British companies, which means jobs and growth.

My visits have also focused upon the emerging markets, where I have spent around 80 per cent of my time overseas. During my visit to four countries in Africa in September, I carried out around 80 engagements over three working weeks, including being the first Lord Mayor to visit Angola and Kenya. My time in Kenya was especially important to me as I was born there. I then travelled to Nigeria and South Africa. In Johannesburg, I had the privilege of speaking at my old university: Witswatersrand. Within the last month, I have even managed to squeeze in visits to Egypt and India.

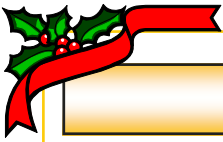
At home, my feet have barely touched the ground. My Appeal, 'Bare Necessities', has raised around £4 million in cash and commitments. This will make a huge difference to the lives of thousands of people in need of our help through Coram and RedR. I have held a series of lectures at the Mansion House on the *Challenges facing the City, past, present and future*, with high profile panels and speakers, including Simon Thurley and Sir Terry Farrell. A conference was held at the Mansion House in October as part of my Initiative on restoring trust and values in the City, which I hope will make a real contribution to this crucial issue. One of my last engagements as Lord Mayor was to present some artefacts from my year to the Paviers. These will be displayed at Paviers' House.

I have also worked closely on what I have called the 'continuum' with my likely successors, including Alderman David Wootton. This means that Lord Mayors can plan and deliver initiatives over several Mayoralties. This makes better use of resources and improves outcomes.

Barbara and I have enjoyed every minute, but are now looking forward to a holiday! Everything we have achieved over the last twelve months was only possible through the support of so many people, not least my fellow Paviers. Thank you for your wonderful help.

Michael Bear





Charitable Giving

It was encouraging that virtually all the respondents to the recent Livery Survey were aware of the Company’s charitable and educational activities and, in particular, that there was general support for how the Trustees were distributing the available funds. Charitable giving for 2011 is summarised in the table and full details will be provided on the web-site.

Many members, both in the survey and in subsequent individual approaches, have acknowledged that members’ contributions, having been static for over ten years, ought to be increased. Of those prepared to contribute more, the majority would be willing to donate an extra annual sum of between £100 and £150 (say £10 per month). Some are prepared to contribute more and others prefer not to contribute any extra. The Charity Committee has therefore proposed an appeal to those members wishing to contribute more to open standing orders for amounts of their choice. Court has given its approval, in principle, but the timing of the appeal has yet to be decided. Once the extra funds start to come in, the intention is to place a greater emphasis on Education.

George Chapman

2011 Beneficiaries of awards

<i>Charity Trust Funds</i>	£
Industry-related recipients	7,000
Military affiliates	4,250
City-related charities	8,250
Education awards	21,600
Medals and awards for excellence	<u>900</u>
Sub-total	42,000
<i>Charity Ball and Golf Day</i>	
Lord Mayor’s Charity	35,000
RNLI	35,000
Bobby Moore Fund	10,000
Wooden Spoon	<u>15,000</u>
Sub-total	<u>95,000</u>
Grand Total	137,000

Support for Education

Considerable progress has been made during the year in our work with schools, particularly through the Construction Youth Trust. We have been able to fund the expansion of the Budding Brunels Plus programme for sixth-formers. This involves presentations from Paviors’ companies and associated work experience. The awards ceremony for this year’s programme took place at the Victoria & Albert Museum of Childhood in Bethnal Green on 14 September. The Master presented certificates to Abdul Momen, Belayet Khan and Adeel Shikder, students from Cambridge Heath Sixth Form College. A new programme has already started with the addition of two more schools from Southwark.

We continue to support the development of Life Education Centres in Inner London, aimed at primary schools, and promoting healthy life programmes to avoid smoking and drug abuse.

The Master also presented two student financial assistance grants at the University of East London Vice Chancellor’s Annual Funds Award Ceremony held on 21 September.

Ian Edwards



The Master with Rebecca Coker-Adeleke, Head Teacher of Cambridge Heath Sixth Form College, and the three proud recipients with their Budding Brunels Plus certificates

Guildhall School of Music Bursary

Mae Heydorn has written to the Paviors with thanks for the bursary that is assisting her in her studies for a Master’s degree at the London Guildhall School of Music and Drama. Mae is a mezzo-soprano and, in addition to her studies, has been busy performing in the past year. She sung in a performance of the Messiah with the English Chamber Orchestra at Cadogan Hall, played a witch in Verdi’s Macbeth at Glyndbourne, sung the solo part of Britten’s Phaedra with the Southbank Synfonia, and gave recitals in Paris. She was chosen for the *Making Music Philip and Dorothy Green Award* for young concert artists and won first prize in the British Schubert Society’s song competition. She already has a number of bookings for next year, including making a recording with French pianist Fériel Kaddour.

Martin Snaith



Mae Heydorn



Natasha Sim

Laing Travel Award

The Company has received a report from Natasha Sim, of Imperial College London, on how she made use of a Paviors’ Laing Travel Award to visit Bishkek in Kyrgyzstan to work on a solid-waste management project. The aim of the travel was to understand, record and evaluate the municipal solid-waste practices in this low-income city. Natasha has said that the opportunity to travel to Bishkek unquestionably broadened her engineering appreciation and opened doors to future work in this area. We hope to publish a more detailed account of the work in a future edition of *The Pavior*.

Martin Snaith



Charity Golf Day

The main golfing event of the year was the Charity Golf Day at Woburn. This was again a great success thanks to the sterling efforts of Keith Lambert and his team. Despite the current economic situation, 25 teams were entered and a magnificent £25,000 was raised for our two chosen charities: The Bobby Moore Fund for Cancer Research, which raises money for research into bowel cancer, and the Wooden Spoon children’s charity. We were entertained in the evening by our compère and auctioneer Barry Williams, and the drummers of the Royal Marines. The Golfing Society Captain, Andrew Edwards, presented the McAlpine Cup for the Pavior winner on the day to Bill Merry.

Paul McCracken

Master’s Charity Walk

Around 30 Pavors gathered for a guided walk around parts of the City of London on Sunday 4 September. The rain stopped just as the walk started at Spitalfields Market off Broadgate. The walk was led by Murray Craig, a City of London Guide, whose day-job is the Clerk of the Chamberlain’s Court at the Guildhall. Some of the Pavors present had already met Murray, since he had admitted them to their Freedom of the City. Murray proved to be an informative and entertaining guide.

The walk visited several sites in the Spitalfields area, and we learned about the historic immigrants, including the Huguenots, the Jews and, more recently, those from Bangladesh. We visited the ‘Vortex’ sculpture in Lamb Street that was unveiled in 1999 and created by Barbara Sandler - better known to us as the Lady Mayoress, Barbara Bear. From here, we made our way past Liverpool Street Station, passing the site of the Bethlehem Hospital (the source of the word ‘Bedlam’) and on to the Barbican, via Broadgate, Finsbury Square and Moorgate. During the walk, there was much reference to the role of the livery companies in the development of the City. The main message from the tour was always to look up: witness the often historic and interesting features of the buildings visible above the modern shop-fronts.



Barbara Bear’s ‘Vortex’



Murray Craig in full flight

The two-and-a-half hour tour finished in the Barbican Arts Centre, with the usual challenge there of trying to find the toilets and the cafeteria. An enjoyable afternoon was had, with the money raised from the entry fees walk benefitting the Master’s Charity.

Dick Robinson

200 Club

The Pavors’ 200 Club is organised by the Liverymen’s Committee with the aim of raising money for Pavors’ charities. Recent winners have been:

	<i>6 September</i>	<i>9 December</i>
1st prize £200:	Catherine Usher	Peter Gell
2nd prize £100:	Malcolm Stephen	Billy McCoubrey
3rd prize £50:	Christopher Sedgewick	Charlie Laing
4th prize £25:	John Lelliot	Robin Wilson

Pavors will have the opportunity to sign-up for next year’s Club in the New Year.

Neil Sandberg

2012 Pavors’ Lecture

The 37th Annual Pavors’ Lecture will take place at 16.30 for 17.00 on 7 February 2012 in Room 164 of the Skempton Building at Imperial College, Exhibition Road, South Kensington, London. The speaker will be Dr Ken Shuttleworth, who will address the subject of *Paving the way to a sustainable future*. Ken is an architect who spent 27 years with Foster and Partners before becoming the Founding Director of the architectural practice, ‘Make’. Admission is free-of-charge, but Pavors planning to attend should contact the Clerk for a ticket; those wishing to attend who are not liverymen should notify Colin Kerr at Imperial College (c.j.kerr@imperial.co.uk).

Stephen Brown



Princess of Wales's Royal Regiment



Sgt Cook deployed with the UN in Cyprus



White-water rafting in Uganda



WO2 Marriot currently deployed on Operation Herrick in Afghanistan

The Paviors have received the following report and photographs from Lt Col G E Minton MBE, Commanding Officer of our affiliate, the Third Battalion Princess of Wales's Royal Regiment.

'In December last year, we sent a team of 23 soldiers to Uganda to run a mission rehearsal and validation exercise for a task force of some 1,200 soldiers from the Ugandan Peoples Defence Force who were deployed as part of the African Mission to Somalia. In May, we took some 100 soldiers to Cyprus for pre-mobilisation training for Operation Herrick in Afghanistan. Forty-three of these have now undertaken a further four-and-a-half months training with the units with whom they have deployed to Afghanistan. The majority are with our sister Battalion, 1PWRR. All being well, they should return between March and May next year, having completed a six-month tour in Helmand Province. In September, we were back in Cyprus. This time, the soldiers undertook two weeks of small-arms and marksmanship training, and a wide variety of individual skills courses. These included range-management, kayaking, life-saving, paragliding and parachuting.

In amongst these highlights, we have continued to do our regular core training: once-a-week for two hours and once-a-month for two days. We have staged numerous other events, such as our annual Service of Remembrance and a Regimental Carol service, both in Canterbury Cathedral. We held our Albuhera Dinner at Canterbury in May, and a cocktail party and Beating-the-Retreat at Oldencraig Equestrian Centre in August. However, the highlight of our social calendar was the Inter-Livery Skill-at-Arms Competition in June, from which the Paviors' team left with a good haul of trophies!

So what of the future? Since the announcement of the Future Reserves 2020 Study, there has been an unprecedented focus on the Territorial Army (TA) as the largest element of the Reserves. Very scant detail has emerged on what this actually means in real terms, but the future looks brighter than it did, with the promise of a greater and more clearly defined role for the TA and, perhaps, more resources. The Battalion has invested considerable time and effort into recruiting and training the next generation. Recruitment-levels have increased significantly and manning-levels are up on this time last year. Both attendance and pass rates on training courses are up. Our main effort in the New Year will be in preparing the next cohort of 50 soldiers for Afghanistan.'

3PWRR

Amberley Museum

Brian Johnson, a Founder Trustee of Amberley Museum and an Honorary Freeman of the Paviors Company, has told *The Pavior* that, as a result of significant operational changes at the Museum, they have turned last year's operating deficit into a projected surplus for 2011. This is a remarkable achievement in a little over 12 months and at a time of continuing financial recession. Well done to all the staff and volunteers at Amberley!

Brian said that, having forecast an expected downturn in visitor numbers caused by the recession, late in 2010 they put in place some difficult operational changes. To reduce their operating overheads, three full-time employees were made redundant, including the Museum's Director, and the day-to-day operational direction was undertaken by the Trustees. A total overhaul of the financial reporting system also identified further savings, particularly by renegotiating a number of service or supplier contracts. As a consequence, they have achieved both one-off and on-going yearly reductions in cost which, together with additional special events like the recently well attended *Ale at Amberley*, have helped to boost income.

Having overcome the deficit issues with a great deal of effort, the Trustees have now reaffirmed their commitment to the future. As soon as the economic climate is right, their stalled development plans will be reinstated, firstly for the re-housing of the unique Radio Collection and, subsequently, for the Roadmakers' building extension and educational resource. This may be still be some years away, but it is good to have a vision for better times ahead.

Paul Higerty



Events

Annual Banquet

The Paviers' Annual Banquet took place at the Mansion House on Thursday 22 September. This year was a special occasion, with the event being held in the presence of the Paviers' own Lord Mayor, Alderman Michael Bear. Following a champagne reception, a capacity gathering of 356 Paviers and guests packed the Egyptian Room for the dinner. An intriguing meal was served of twice-baked Cornish crab soufflé, with a main course of slow-braised ox cheeks in red wine, and then a trilogy of mulled wine and pear to finish, all accompanied by superb French wines.

Michael Bear responded to the toast to the 'Lord Mayor, the City of London Corporation and the Sheriffs' with the 818th speech of his term of office. He thanked the Paviers for their support during the year and enlivened the proceedings with a series of amusing anecdotes ('the old ones are always the best!').

There were official guests from our affiliates, other livery companies and from the Allegri Singers. However, most Paviers were accompanied by their partners and many also brought other personal guests, all of whom were welcomed and toasted by Upper Warden John Dance. Alderman Sir Paul Judge responded to the toast on behalf of the guests. Sir Paul sits on the Planning and Transportation Committee of the City of London Corporation and holds a number of other impressive positions. He commented in his speech that the map of the City of London had changed little for hundreds of years, thanks to the early infrastructure put in place by Paviers and engineers.



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Sir Paul Judge



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James Atkins toasts 'The Paviers'

The Master made a number of presentations during the evening. Colin Loveday received his award of the Paviers' Medal for Excellence. The Master gave specific thanks to Past Master Tom Barton for organising the first Paviers' Charity Ball. He also thanked Keith Lambert for again organising the Charity Golf Day, presenting cheques from the proceeds to the Bobby Moore and Wooden Spoon charities. For the first time ever, the Banquet had been sponsored, by Tarmac Ltd, for which the Company is most grateful.

Throughout the evening, participants were entertained by The Militaire Orchestra, the highlight of which was their spectacular rendering of Koenig's 'Post Horn Galop'. The evening ended traditionally, with a toast to the Paviers from the Junior Liveryman, James Atkins. *Dick Robinson*

Lord Mayor's Show

The Paviers participated in this year's Lord Mayor's Show on a warm and pleasant 12 November, cheered on by a crowd of over 100,000. A great day was rounded-off watching fireworks and enjoying a Thames cruise aboard the MV Erasmus. Thanks to organisers Phill Hyde, Jacqui Davies and Pat Churchard, and to our sponsors.



Our sponsors.....





Wine Circle



The Wine Circle gathers at the Travellers' Club

Arguably, the year 2000 had everything going for it. While the world was worrying about the millennium virus (remember that?), nature was smiling on the vignerons in Bordeaux. The wine journalists at the time were predicting a very fine vintage. But how are the wines maturing, and is the vintage as fine as originally thought? That was the question to be answered at the Wine Circle's tasting held in September. Six clarets, bought at the vintage and laid down in a cool cellar, were released from their slumbers and brought out blinking into the light to be sampled by eager members and guests.

Bottles from Saint Emilion, the Graves and the Medoc were decanted, poured and tasted under the expert guidance of Jonathan Pedley, a Master of Wine, and a first class speaker. The conclusion was that, yes, all the wines were very good, some superb, and all had plenty of life left in them. Cost prices and current market values were then revealed showing that, on average, they had increased by 11 per cent per annum: a fact not lost on those who have this particular vintage in their own cellars.

The Wine Circle is open to all members of the Livery. Plans for 2012 include a sherry-tasting, wines of South America, and a repeat visit to the home of Sonia and Neville Blech for a gourmet dinner.

John Cruse



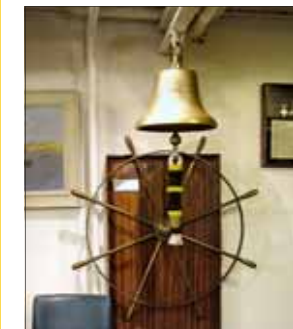
John Pedley and Wine Circle Chairman, John Cruse, introduce the wines for tasting

Luncheon Club

The Luncheon Club has continued to thrive. In July, members and guests enjoyed a Gala Evening at the Guildhall School of Music and Drama, with the final-year students performing *Kiss me Kate* to a packed auditorium.

In September, we lunched at the RAF Club in Piccadilly, which proved again to be a popular venue for the members attending.

The annual evening event this year was rather special as it took place on board HQS Wellington, the livery hall of the Master Mariners Company, moored up alongside the Embankment. Members and guests enjoyed a reception on the afterdeck, a guided tour by the Clerk and then an excellent dinner in the old engine room. Participants were able to see the bell from the oil tanker Ohio that played such a crucial part assisting the island of Malta in its hour of need.



Bell from the Ohio on board HQS Wellington

The dinner at the Guildhall in November provided an opportunity to display the chalice, originally owned by the Paviers, and bought by the Luncheon Club in 1998. This purchase rescued the chalice from being sold and lost to the Company.

George Chapman



The Chairman with the Paviers' chalice

Golf at St George's Hill

The Golfing Society's annual visit to St George's Hill Golf Club took place on 5 October. The day turned out dry for the 14 golfers taking part in spite of a dubious weather forecast. Yet again, we found this demanding course in great condition, and the hospitality of St George's was excellent. Timothy Borthwick achieved the best score on the day, and the Paviers' trophy was won for the second year running by Paul McCracken. The winners on the day are shown in the photograph.

Paul McCracken





Little Britain Regatta

The construction industry's Little Britain Regatta took place during 8-11 September in the Solent. Around 90 yachts and 1,000 crew participated in great winds and sunshine although, unfortunately, there was no entry this year from the Paviers. Specialist sub-contractor, Stone and Ceramic Warehouse, claimed the top regatta spot. The Paviers' Bowl, for the highest-placed entry from a City livery company, went to Gratte Brothers' Beneteau boat named 'Little Emily' (pictured left), which also achieved third place overall. Their crew contained three Plumbers, one Lightmonger and one Painter-Stainer. The event is expected to raise over £100,000 for a number of sailing-related youth development charities.



*John White,
the Learned Clerk*

At the beginning of October, the Clerk-Elect John Freestone took up his position with the Company, based at the office in Paviers' House. He will work alongside the current Clerk, John White, until John retires at the end of the Master's term of office in March. The duties of the Clerk are set out in the Standing Orders, available to view in the members' area of the web-site (www.paviers.org.uk).

The Clerk-Elect is the only full-time employee of the Company, and his duties are wide-ranging. Formal duties of the Clerk relate to supporting the activities of the Court and Court Committee, dealing with admissions, making arrangements for functions, and acting as treasurer and secretary to the various trusts of the Company.

The Clerk arranges the installation of the new Master and other officers of the Company and takes from them the appropriate declaration on assuming office at the installation ceremony. He arranges Court and Court Committee meetings and prepares their minutes. In consultation with the Master, he prepares agendas to ensure that the Court is informed of all necessary matters relating to the running of the Company. He manages the Company's bank accounts, collects monies due and prepares cheques. He prepares the annual Company accounts for the Finance Committee and arranges for their audit.



*Clerk-Elect, John Freestone,
in his office in Paviers' House*

The Clerk manages the process of admitting new members, including taking formal declarations from them and assisting them with applications for Freedom of the City of London at the Guildhall. The Clerk also maintains the list of members.

A further important role is making arrangements for Livery functions under the general direction of the Court and the Master. For dinners, this involves preparing budgets, booking venues and caterers, purchase of wine, issuing invitations, preparing a table-plan and arrangements for any musical programme.

The appointment of a full-time Clerk will greatly assist the Company in implementing its strategic plan. The Clerk will work with the Court to strengthen the Company's finances, managing the web-site and developing the use of Paviers' House, amongst other things. *The Pavior* wishes the 'new John' good luck, and encourages the membership to give him their full support in all of his activities.

Call for Nominations

Nominations are invited from liverymen for the 2012 awards for the *Paviers' Medal for Excellence* and the *Master's Medal*, which should be sent in writing to the Learned Clerk.

The *Paviers' Medal for Excellence* was established in 1999 and is awarded annually to an individual for excellence in innovation or a lifetime contribution to the 'craft of paving'.

The *Master's Medal* can be awarded annually to a liveryman who, in the opinion of the Master and with advice from the Charity Committee's Chairman, has made a major contribution to the charitable affairs of the Company. One of the five objects of the Paviers in the Company's Ordinances is to *ensure that its educational and charitable role is well defined, appropriately directed and substantial in relation to the wealth of the Livery and the interests of its members*. The concept for creating the Medal was to encourage individual liverymen to 'make manifest this object on behalf of the Company and, by their example, to inspire others to do likewise'.



Conway Recycling



Several members of the Company made a site visit to Pavior Michael Conway's recycling facility and asphalt plant on 9 June. We were greeted at the F M Conway Rochester Way facility by Jon Collins, Business Development Manager, who gave us an introductory presentation following some refreshments. Tim Medcalf, General Manager, then took over, providing more details of the asphalt plant at Erith. He then conducted us on a tour of the recycling operation.

Conway's run a fleet of gully-emptying tankers from the Rochester Way depot and, when they are full, they return to discharge their load into a specially-constructed tank within the treatment plant. This effluent is then sorted and filtered so that vegetable matter can be stored before being removed for composting. Sand and silt are separated out and the water is then filtered before being stored on site ready for re-use further on in the operation. Any hydrocarbons contained in the effluent are also separated-off and stored for disposal to a specialist contractor.

F M Conway's new state-of-the-art recycling plant

Conway's civils operations generate an average of 1,100 tonnes of 'waste' each day, all of which is brought back to the Rochester Way depot. This material is considered as 'secondary aggregate' and an important function of the plant is to recycle it. The incoming material is sorted into: asphalt break-out and road planings; and granular material and concrete break-out, including concrete kerbs and channels. It is tipped into storage heaps from where it is then sent through a crusher and screens to produce a variety of materials. The screened secondary aggregate from the asphalt is transported to Erith for use in the asphalt plant. The crushed and screened concrete and granular material is used to produce aggregate and sand. The larger aggregate is sold directly to customers, while the smaller aggregate and sand are washed using filtered water from the gully-emptying operation. This material is then batched-up into ballast for making concrete, and used by Conway's 11 mixer trucks, which deliver ready-mix concrete to a variety of customers. The operation enables an amazing 96 per cent of the secondary aggregate and the waste from the gully-emptiers to be recycled.



Vehicles arriving with material for recycling



Refurbishing the pier and berth for ships to dock and unload material

We then made the ten-minute drive to the new asphalt plant at Erith. Tim showed us the diagrammatic control-panel at the weighbridge, which is the control centre for the facility, and explained how staff monitored operation of the plant. We observed empty lorries weighing-in and waiting to be loaded, and loaded trucks collecting documents before leaving. We then moved to the asphalt plant itself and Tim pointed out all the salient parts that we had seen in the schematic control-panel at the weighbridge. The Benninghoven asphalt plant includes a mixing-drum for producing 'recycled asphalt product' (RAP). Tim explained how, for UK specs, they were only able to add between 10 and 20 per cent of recycled material into the asphalt, which was rather conservative as up to 70 per cent is being used successfully on the Continent and the United States.

The site had previously been owned by Cemex, who had built a wharf into the Thames with a conveyor system to enable aggregates to be imported straight into silos at the plant. Unfortunately, the jetty had seen better days, so Bam Nuttal were now building a new one on behalf of F M Conway. We returned to the weighbridge, where the Master thanked Jon and Tim for a most informative visit. We came away with lots of ideas and a great admiration and gratitude to Michael Conway and his staff. Many thanks also to the Master for arranging such an interesting technical visit.

Mike Tetlaw



Livery Questionnaire

Many thanks to Nicola Kelly for analysing the questionnaire results. With 136 respondents, just under half of the membership, it was very heartening that over 90 per cent said that their expectations had been met on joining the Livery.

The most common professional background of respondents was in engineering (44 per cent), with a quarter having a paving-related background. These figures clearly reflect the stated objectives of the Company. Two-thirds of those employed were in senior positions (owner/director/partner) or self-employed. One-third lives less than one hour from the City, with another third between one and two hours away. The work-place of half those working is less than one hour from the City.

Expressions of interest for greater participation in Company activities from liverymen have been passed to relevant committees and societies. Key reasons why liverymen attended events were the enjoyment of different halls and historical environments and the enjoyment of meeting other liverymen. By far the largest reason for not attending was the conflict with other commitments, with price cited by fewer than 10 per cent. More than half of liverymen found it easy to make new acquaintances at events, with few finding this difficult. A number of suggestions for future events were made, including for the additional use of Paviers' House.

The recent introduction of mentoring arrangements is probably the reason that only a quarter of respondents had been allocated a mentor when joining the Livery, but most of these had found this helpful. Nevertheless, there is scope for improvement in mentoring arrangements.

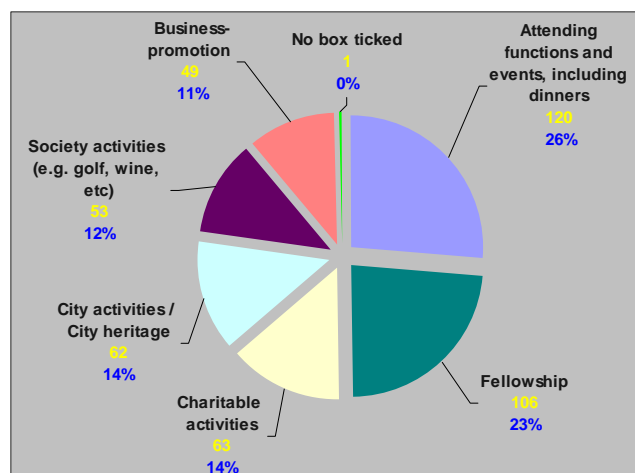
Virtually all respondents were aware of the Company's charitable activities and support for education. About half were currently involved in these, and nearly 40 per cent would like to be more involved. A majority of respondents agreed with the current 50:30:20 per cent split of funds between education, charity and awards. Three-quarters of respondents would be willing to increase their annual £100 charity-donation, with preferences split evenly between responding to ad hoc requests to fund specific projects and a compulsory increase in the annual subscription. However, a significant number (23 per cent) were unwilling to do this. An increase from the current £100 to up to £150 was fairly acceptable, with smaller numbers prepared to pay more. The most popular method for increasing contributions was through regular gift-aid payments of taxed income. A number of specific responses were received commenting on charities that should or should not be supported. Two-thirds of respondents considered that current involvement with military affiliates, Amberley Museum and the Lord Mayor's Show was at an appropriate level.

The Company's running costs are currently increasing faster than its revenue. Two-thirds suggested that funding this gap should be through advertising on the web-site and in *The Pavior*, with half suggesting a subscription increase. Whilst over half of respondents recognised the need to strengthen the capital base of the Company, one-third were not sure why this was necessary. Of those willing to contribute, one-third favoured a subscription increase, a quarter testamentary bequests on death, and around 30 per cent a combination of measures.

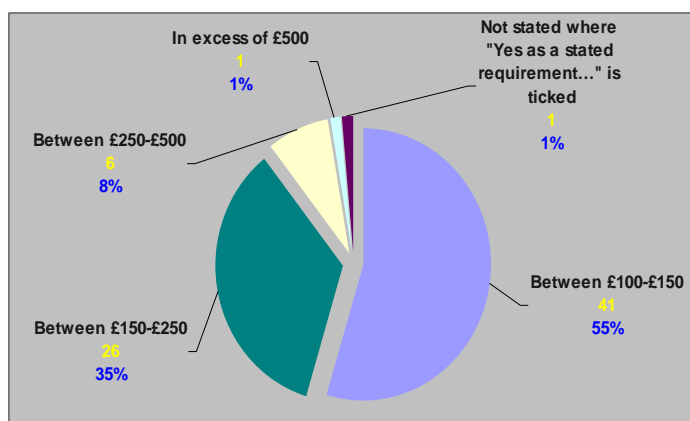
The questionnaire invited suggestions and ideas for the Livery to consider, and these have been passed to relevant committees. The survey report, prepared by the Liverymen's Committee, has been circulated to the Court and the Company's other committees to assist in their future plans, and to assess the mandate for any changes they wish to make.

It is anticipated each committee's report to Common Hall in 2012 will be a useful forum to indicate what insights have been provided by the survey, and how the results have influenced their plans. The Executive Summary and the full survey report will be placed in the members' area of the web-site (www.paviors.org.uk). However, liverymen are encouraged to continue to make suggestions for improvement and to raise issues of concern with the Liverymen's Committee for action.

John Nutt



Principal reasons for joining the Livery



Supported annual contribution to the charity fund



Royal Patron's Award



Jean Gell, the Mistress Pavior in 1999-2000, was presented with the Abbeyfield Society Royal Patron's Award by Baroness Julia Neuberger at the Society's AGM at Lords in September. Abbeyfield is a not-for-profit organisation dedicated to making the lives of older people easier and more fulfilling by providing a range of services, linked to the local community, to help people live independently. Abbeyfield currently has over 700 houses and 80 care homes across the UK, and are adding to these numbers by constantly developing new facilities.

The Award was in recognition of the outstanding and valued commitment to the care of older people and, in particular, for *exceptional commitment and contribution to the Beaconsfield Society*. Jean has worked since 1988, as chairman and trustee of the Society, to plan and build Abbeyfield's Bradbury House. Jean has now retired after 23 years of charity service to the community of Beaconsfield.

From the Archives



The Company possesses a copy of Thomas Rowlandson's 1792 print *The Pavior's Joy*, which can be seen at Paviers' House. It was the gift of the late Laurence Sims, who died in 1984 while serving as Renter Warden.

Rowlandson was an accomplished painter and a master of caricature. Along with James Gillray and George Cruickshank, he lampooned the personalities of the late 18th and early 19th centuries, notably politicians, society ladies and especially the Prince Regent and his entourage. Men with huge stomachs and women with enormous bosoms were his trademark! He created his cartoons in pen and ink, and these were transposed by engravers who produced prints that were hand coloured: they were immensely popular with the public.

The *Pavior's Joy* depicts five City paviors working outside 'The Tun' tavern, encouraged by several young ladies. However, the paviors are shown putting down their rammers, pick-axe and other tools, while one is raising his tankard in honour of the politician Charles James Fox, whose enormous bulk, as he walks past, saves the gang from having to compact the surface of the street. Even politicians have their uses sometimes. *Ian Dussek*

Design of The Pavior

The Livery Survey included questions about *The Pavior*. A large proportion of respondents (83 per cent) liked the current layout, length of articles and general style of the magazine, although 9 per cent felt it could be improved. Most of the improvements suggested related to adopting a more 'modern' style of layout. To follow this up, the Editor invites members to submit proposals for an updated layout for the magazine. Submissions should be sent to the Editor at the email address on the back page by 1 February 2012. A bottle of champagne will be awarded to anyone submitting a layout that the Marketing Committee agrees to adopt.

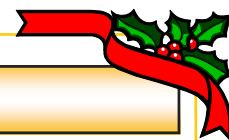
In addition, over half of survey respondents would like to see more articles on the profession or industry included. The Editor's view is that these should relate to projects where Paviers are heavily involved and be written in a manner that is accessible and interesting to both an engineering and non-engineering audience. The Editor welcomes contributions of articles along these lines from members.

Obituary

Court Assistant Lynda Davis 1959-2011



The Worshipful Company of Paviers extends its condolences to the family of Lynda Davis, who passed away on 8 September following a short battle with cancer. Lynda was born at Weybridge and educated at St David's Ashford, a sixth-form college in France and Leith's Cookery School. She married Ingram Legge in 1994, and they have two children, Ellen and Eddie. The family enjoyed motor racing and skiing. Lynda worked originally in advertising before joining the family business of the Shepperton Group of developers and contractors. Lynda was very proud to be the first lady Pavior in modern times, obtaining her Freedom of the Company in 1980, and joining the Livery two years later.



The Company's Calendar for 2012

Date and time	Event	Who can attend	Venue
Thu 19 Jan 18.00	Common Hall and dinner	All Liverymen	Tallow Chandlers' Hall
Tue 7 Feb 16.30/19.30	Paviors' Lecture and dinner	Liverymen and guests	Imperial College
Wed 22 Feb 12.30	Luncheon	Luncheon Club members and guests	National Liberal Club
Thur 01 Mar 18.00/19.30	Installation and dinner	Liverymen and partners	St Martin-within-Ludgate/Cutlers' Hall
Thu 01 Mar	Copy date for April <i>Pavior</i>		
Mar TBC	Swimathon	Liverymen	RAC Club, Epsom
Tue 20 Mar 12.30	Luncheon	Luncheon Club members	TBC
Fri 23 Mar 11.45/13.00	United Guilds' Service and luncheon	Liverymen and partners	St Paul's Cathedral/Cutlers' Hall
Mon 26 Mar	Sherry tasting and dinner	Wine Circle members and guests	Travellers' Club
Apr TBC 10.30	Cleaning Day	Liverymen and partners	Amberley Museum
Thu 19 Apr 19.00	Spring Livery Dinner	Liverymen and guests	Saddlers' Hall
Thu 03 to Sun 06 May	Master's Jolly	Court and partners	Lake Garda, Italy
Wed 13 Jun	Day visit	Luncheon Club members and guests	TBC
Mon 25 Jun 11.30	Election of Sheriffs	Liverymen	Guildhall
Wed 27 Jun	Chilean wines	Wine Circle members and guests	Travellers' Club
Fri 29 Jun	Copy date for August <i>Pavior</i>		
Tue 03 Jul	Dinner and Theatre	Luncheon Club members and guests	Guildhall School of Music and Drama, Barbican
Tue 04 Sep 12.30	Luncheon	Luncheon Club members	RAF Club
Mon 01 Oct 11.45	Election of Lord Mayor	Liverymen	Guildhall
w/b 08 Oct	Double tasting and dinner	Wine Circle members and guests	Sonia and Neville Blech
Wed 17 Oct	Dinner	Luncheon Club members and guests	TBC
Wed 07 Nov 12.30	Luncheon	Luncheon Club members	Guildhall
Fri 09 Nov	Copy date for December <i>Pavior</i>		
Sat 10 Nov 10.00	Lord Mayor's Show and supper	Liverymen and their families	St Martin-le-Grand
Tue 27 Nov 19.00	Autumn Livery Dinner	Liverymen and guests	Goldsmiths' Hall
Mon 17 Dec 18.30	Christmas Dinner	Luncheon Club members and guests	Cutlers' Hall

From the Editor

The Editor thanks all those contributing articles to this edition and, particularly, to the following for contributing photographs: George Chapman, Mike Cottell, Guildhall School of Music and Drama, Ian Edwards, Peter Gell, Martin Gratte, Imperial College, Billy McCoubrey, Ian Pamplin, Gerald Sharp Photography, Martin Snaith, Third Battalion Princess of Wales's Royal Regiment, and John White.

Note that the Editor is responsible to the Marketing Committee for all material published in *The Pavior*. Any comments or concerns about its content should be raised directly with the Editor and not with individual contributors.

Finally, the Editor, the Master and the Learned Clerk wish all Paviors a Happy Christmas and a Blessed New Year!

This edition of *The Pavior* has been supported by courtesy of Liveryman Colin McLoughlin and his company, General Demolition.
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