



The PAVIOR

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New Year Honours

The Paviors Company offers its congratulations to the following members who were made *Knights Bachelor* in the 2012 New Year Honours.

Alderman Sir Michael Bear

Lately Lord Mayor, City of London: for services to regeneration, charity and the City of London.



Photo: www.charlesgreen.com

Sir Michael with his family and the award on the steps of Buckingham Palace



Sir John Armitt CBE

Honorary Freeman,
Chair, Olympic Delivery Authority:
for services to engineering and construction.

New Master Installed

At a ceremony held in the church of St Martin-within-Ludgate on Thursday 1 March, the Company installed its new Master for the coming year, Alderman Sir Michael Bear. Upper Warden John Dance and Renter Warden Nigel Kempner were re-installed for a further year in office. The ceremony was followed by a service of thanksgiving and dedication, led by the Company's Chaplain, The Rev'd Canon Bernard Metcalf. After the service, members retired to Cutlers' Hall for supper.

Clerk John White retires

The date of the Installation also saw the retirement of our Learned Clerk, John White. At the Installation Dinner, John was presented with a certificate of appreciation 'to mark the occasion of his retirement as Clerk to the Worshipful Company of Paviors following 14 years of exceptional service with grateful thanks from the membership'. John was also presented with a cheque for £6,000 which had been collected from the members. At the earlier Installation Court, John was surprised and delighted to be elected as an Honorary Court Assistant. Many congratulations and good luck for the future!



Retiring Clerk, John White, receives his certificate of appreciation from new Master, Alderman Sir Michael Bear



The Master

Master's Message

It is a singular honour and privilege to be Master of our vibrant and dynamic livery company, the Paviers - especially in a Diamond Jubilee and Olympic year. This year, more than any other, will provide an ideal opportunity to showcase the massive contribution that the Livery makes to the City and the nation. The whole world will be watching. London will be on display and we must make sure that the world sees us at our best: relevant, creative, organised, welcoming and tolerant.

I take over the baton at a time when the reputation of the Company is high, and its finances in good shape. I am delighted that the Paviers gained some Mansion House lustre from last year and from the seventh Pavier Lord Mayor in the Company's history.

One of the most important changes for the Company in the year ahead is the change of Clerk. I would like to take this opportunity to thank John White for the wise advice and support he has given both to myself and Past Masters as Clerk, and also for the efficient way he has run the office for the last 14 years. At the same time, we welcome our new Clerk, John Freestone. We will be working to make sure that he settles in well.

I am planning an action-packed year, during which I hope to build on the excellent work of my predecessors. Together with my Wardens and committee chairmen, I would like to make progress on extending our charitable giving through events, contributions and legacies; continuing the excellent initiative of using sponsorship to defray costs; re-invigorating support for our Military Affiliates; extending opportunities for networking and fellowship at all events, especially dinners; and ensuring that our links with our trade remain strong and relevant. Above all, I would like to promote the Paviers as the livery company of choice to new members, making full use of our new home at Paviers' House, which is working so well.

The Past Clerk and our new Clerk have helped to arrange some interesting venues for events. Our first Livery Dinner at Saddlers' Hall will be on 19 April, the Master's Jolly to Lake Garda in May, a technical visit to the new Crossrail station at Tottenham Court Road, plus a visit to the London Festival of Architecture Exhibition in June, a Midsummer event in the City, a Banquet at the Mansion House (my old tied cottage!) in September, a Livery Dinner at Goldsmiths' Hall in November, and a Charity Gala Dinner at the end of January to raise additional charitable funds. My Master's Charity this year will support Coram, London's foremost children's charity, and we will continue our tradition of supporting the City and the Mayoralty with our excellent float in the next Lord Mayor's Show. I am fortunate to have the full support of Mistress Barbara, who will be organising her Ladies' Livery Lunch at Coram towards the end of my year. Most importantly, I am looking forward to sharing an enjoyable year with you all.

Michael Bear

Past Master's Reflections

Time flies fast as Master of the Paviers. Undoubtedly my year was made all the more interesting because two-thirds of it overlapped with our new Master's year as Lord Mayor. The year was great fun: Dani and I have been to some wonderful events and met many interesting people. It is difficult to choose the highlights, but these would include our 'jolly' to Bordeaux and the Masters' and Clerks' Weekend at Ironbridge. Attending a Buckingham Palace garden party is also high on the list. Another event that, for me, was a great experience was proposing the vote of thanks from the City's livery companies to the outgoing Lord Mayor, our new Master, at the Guildhall in October. We now look forward to continuing friendships made at Ironbridge with other livery companies through our Past Masters' Association, 'The First XI'.

Our own dinners were very successful, with each one being sold out, and this is a clear indication that the Company remains in the rudest of health. However, I think one of the main achievements this year has been the recruitment of John Freestone as successor to our Learned Clerk, 'Blanco'. John White will be a difficult act to follow, but I do believe we have the right man in JF. I would also like to thank JW once more for all his wonderful efforts over the past 14 years.

When I reflect on our year, a key feature has been the support given by all the Paviers to Dani and myself. Thank you all for making us feel a genuine belief in us and the Livery. Finally, we both wish the new Master and Mistress a successful and enjoyable year: I know the Livery could not be in better hands.

John Price



Upper Warden John Dance (L) and Renter Warden Nigel Kempner (R) flank the new Master, Alderman Sir Michael Bear



Immediate Past Master, John Price



Retirement of the Clerk



John White

It seems just a few years ago that we were saying goodbye to our previous Clerk and welcoming a young chap straight from the City Police in his stead. Actually, it is 14 years since John White took over, and it is a measure of the man that it feels such a short time. I am sure all agree that his organising and management skills have been first rate, and that a more genial, friendly and kindly man could not have filled the position of Clerk. Fortunately, what the Merchant Navy and the Police lost became the Paviers' good fortune.

The Clerk attends many functions with the Master but, as the Master's tenure is only one year, it is the face of the Clerk that is remembered by other companies in the long term as representing the Paviers. So, in my year as Master, it was always pleasing to hear many other companies commenting in very warm tones when John's name cropped up in conversation. It is clear that we have been very well served both internally and externally by John.

When we appointed John, we did not realise that we were actually acquiring a team. I think John would agree that, without his wife Jackie, his job would have been a lot more difficult. Her contribution has been substantial. Most certainly, the Company's dinner invitations would have been much less attractive without her calligraphy skills!

On behalf of the whole Company, it gives me the greatest pleasure to thank both John and Jackie for all their hard work and support over the past 14 years. We wish them both a happy retirement although, particularly as John is now an Honorary Court Assistant, I sincerely hope we shall see a great deal of them in the future.

John Price

From the Retiring Clerk

Where have the past 14 years gone? Who would believe that by the time you read this article I will have retired! It only seems yesterday that I was interviewed on two occasions for the Clerk's position in Past Master John Lelliott's office near Sloan Square. On the second visit, I was asked to take Jackie along to confirm she was willing to assist me in the role: I think it was to confirm that she had all her faculties! Needless to say, she charmed the board and has been a stalwart in her support ever since.



Jackie White

Well, what is the art of being a good Clerk? May I suggest the capability to make all the decisions, but in such a manner that the Master believes he has! Critically, the role of the Clerk is to support the Master to ensure he maximises the enjoyment of his year in office. I would hope the 14 Masters I have served can look back and agree they had a special year; I certainly did, without exception.

The Clerk is the focal point of the Company dealing with all aspects of the Company's business. Probably the most important aspect of his role is his relationship with the Members. He is the first point of contact for all new candidates, so plays a vital role in the initial stages of joining the Livery. In fact, I have welcomed 238 Liverymen and Freemen to the Company during my tenure. The continuous support to all Members is paramount.

So what were my main concerns? Firstly, the relief when nobody was still standing once all the dinner places had been taken. Actually, this did happen three times (same person on two occasions) but, with a bit of quick thinking and support of the Caterer, all were happily fed and watered. Secondly, that the carefully crafted planning should come together on the night. Fortunately, this was generally the case. However, disaster struck on my very first Livery Dinner: the musicians from the Guildhall School of Music failed to arrive! They had forgotten. To this day, I am most grateful to Alan Scriven for leading the Sung Grace, albeit a little short of melody!

It has been a privilege to be your Clerk. The support and friendship you have shown me throughout the years has made my job that much easier and so enjoyable. I like to think that my elevation to Honorary Court Assistant, bestowed at the Court meeting on 1 March, is my reward for my commitment to you.

Finally, a huge thank-you for all your donations to my retirement gift, for which I am extremely grateful. I now commend to you all your new Clerk, John Freestone, and wish he and Penny a long and happy association with the Paviers.

John White



John White enjoys a Livery Dinner - having presumably found a seat for everyone!



Charities and Education

Charity Committee

George Chapman has recently handed over the chair of the Charity Committee after three years. Here, he looks back over that time and the changes that have taken place.

‘When I took over the Committee, it was difficult to understand the basis for choosing the 30 or so beneficiaries then receiving support. So, as a Committee, we set about researching the recipients, each Committee member being charged with getting to know a particular group first-hand. The aim was to determine whether our donation was appropriate in size and context, and whether it made a real difference. The result was that, by the end of the first year, we had much better knowledge and had split the recipients into now-familiar categories:

- City-related recipients - largely associated with the Paviers being a livery company
- Military affiliates - a long-standing role for many livery companies
- Industry-related charities
- Education - supporting learning, particularly related to construction
- Medals and awards - to recognise excellence and achievement in the craft of paving



George Chapman

The re-focus of our endeavours has shifted the balance of resource allocation, particularly under the ‘education’ heading. Previously, a high proportion of funds was directed to post-graduate research at two universities with the award of three-year bursaries to two students. These amounts have now been reduced and, instead, used to fund projects with associated prizes to a wider range of students. The funds released have enabled other educational projects to be financed. These include the ‘Budding Brunels’ programme in sixth forms, hardship grants at University of East London, and Arkwright Scholarships. Additionally, we have been able to align students with industry mentors and offer work-experience with our members’ companies. We have added Sutton Sea Cadets to our military affiliates, helping to move the balance towards youth and future service personnel. A concerted effort has resulted in the recognition of achievement in our related industries, with the annual award of Apprentice, Journeyman and Master Certificates, alongside other companies in the Construction Liveries Group.

Funding has also been reviewed and our four charity trust funds have been combined. In the recent livery survey, a large proportion of respondents indicated a willingness to increase their annual donations, which have remained at £100 for over 12 years. It is intended, in the near future, to offer members the opportunity to increase their donation on a voluntary and on-going basis. I would like to think we have achieved a great deal in the past three years and have laid firm foundations for the future.’

George Chapman

Paviors’ Lecture on Sustainability

Liveryman Dr Ken Shuttleworth gave the 2012 Paviors’ Lecture to a packed audience of Paviors, University staff and students at Imperial College on 7 February. Dr Shuttleworth is the Founding Director of ‘Make’, the architectural practice that he set up in 2004 after 27 years with Foster and Partners. Having worked on some of the world’s most iconic and ground-breaking buildings, his current practice focuses on designing sustainable buildings and has won numerous awards. The title of his lecture was *Paving the way to a sustainable future*.

In a very slick and fast-moving presentation, Dr Shuttleworth emphasised the need for new buildings to have a lower environmental footprint than in the past and, in particular, for their energy needs to be reduced. A key aspect of this was the need to reduce the use of glass in buildings. He gave many examples, based on his firm’s projects, of innovative ways in which this can be achieved, whilst still creating functional buildings that are pleasing on the eye.

The evening was chaired by Hon Court Assistant Mike Cottell and introduced by the Master, John Price. Professor Nick Buenfeld FREng, Head of the Department of Civil and Environmental Engineering at Imperial College, summed up and gave a vote of thanks.

Dick Robinson



Prof Buenfeld, the Master and Dr Ken Shuttleworth at Imperial College

Paviors’ Medal Nominations

This is the last call for nominations for the *Paviors’ Medal for Excellence* and the *Master’s Medal*. Details of the awards can be found on the web-site (www.paviors.org.uk). Nominations should be sent in writing to the Clerk, John Freestone, at Paviors’ House.



Master Certificates

The Lord Mayor, Alderman David Wootton, presented certificates to award winners under the Construction Liveries Group Master Certificate Scheme at Plaisterers' Hall on 10 February. The scheme works in conjunction with City & Guilds to encourage the pursuit of excellence in vocational education, training and experience in skill areas related to those of livery companies. Certificates were presented to 22 people from five companies, of whom four received Pavior Awards.



Photo: www.michaelosullivan.co.uk

Above: the Master reads the Pavior Award citation for Mike Phillips
Below: Steven Ralph with the Lord Mayor and his Pavior Award certificate

Master Pavior Awards

Mike Phillips (General Manager, Institute of Quarrying)
Journeyman Pavior Steven Ralph (Technical Supervisor, Aggregate Industries)

Journeyman Pavior Awards

Apprentice Pavior Steven Bayliss (Supervisor, Aggregate Industries)
Apprentice Pavior Jamie Gwynne (Contract Supervisor, Tarmac)

Some 200 people attended the ceremony to applaud and congratulate these very deserving award winners. Well done to them all.

Tom Barton

200 Club

The final draw of the year for the Paviors' 200 Club took place at Common Hall on 19 January, with £825 being awarded in prizes. Winners were:

- 1st prize £300: Catherine Usher
- 2nd prize £200: Robin Wilson
- 3rd prize £150: Iain Gibb
- 4th prize £100: Angela Yeoman
- 5th prize £75: Ian Lumsden

The draw is organised by the Liverymen's Committee to raise money for Paviors' charities. Thank you for your support in 2011 when £2,000 was donated to the Charity Fund.

Neil Sandberg



Photo: www.michaelosullivan.co.uk

Pavior Skier's Charity Challenge

Pavior Iain Gibb is a volunteer for the 'Make-a-Wish' charity that grants wishes to children and young people fighting life-threatening illnesses (see www.make-a-wish.org.uk). Iain became a volunteer after a young relative lost her fight, but who had been thrilled to have her wish granted. Iain is soon to reach state pension age and, to mark this occasion, is participating in 'Ski the World', a challenge led by GB Olympic skier Graham Bell. He is in a team that aims to ski the equivalent of the collective heights of the highest peak in each of the five continents, a total of over 43 vertical kilometres. This is taking place in Courmayeur over a weekend 30 March to 1 April.

Iain's donation is to pay his own expenses for the challenge, so that all the proceeds will go to 'Make-a-Wish', whose 2012 target is to grant 1000 of these wishes. If individuals wish to make a donation, this can be done via www.justgiving.com/IainGibbSki, or by sending a cheque to Iain made out to 'Make-a-Wish Foundation UK' via his address in the members' area of the Paviors' web-site (www.paviors.org.uk).



Guildhall Exhibition

The Guildhall Art Gallery will be showing treasures from the livery companies in its Diamond Jubilee/Cultural Olympiad summer show: *Butcher Baker Candlestickmaker - 850 Years of London Livery Company Treasures* (www.guildhallartgallery.cityoflondon.gov.uk). The Paviors expect to provide three exhibits: the Omar Ramsden rosewater dish, the new Master's Salt and the Thomas Rowlandson cartoon (featured in the last edition of *The Pavior*). Such gems are not normally available for viewing by the public, so the event offers an unique opportunity to see the works of the historic City of London guilds. The exhibition runs from 22 June to 23 September.

Ian Dussek



Affiliates plus Societies

Sutton Sea Cadets

The Paviors have added to our long-standing and greatly valued military connections with a new affiliation to the Sutton Sea Cadets. Part of the UK's largest maritime youth charity, the Sutton unit was recommended by the London Headquarters as particularly deserving of our support. Working with young men and women between the ages of 10 and 18, the unit provides an excellent grounding in social skills and responsibility, while teaching the cadets about both traditional and modern seafaring.

Although flourishing in numbers of cadets and with a strong group of instructors, the unit struggles financially to provide training in a relatively deprived area and operates in a building which is in need of significant work to bring it up to current standards. After initial inspections by John May and John Freestone, a small group of Paviors attended the unit's annual award evening at which Past Master Tom Barton presented the unit with a Paviors shield to commemorate the start of our affiliation.

The unit's CO is Lieutenant Commander Ian Turner and he will be attending the Spring Livery Dinner when Liverymen are encouraged to discuss with him practical ways in which help can be provided to the unit. *John May*



Lt Cdr Ian Turner RN and Tom Barton

HMS Argyll

Paviors may be interested in the following exchange of emails that took place on 24 December 2011.

Dear Commander Stroude

On behalf of the Worshipful Company of Paviors, may I wish you and all of the Ship's Company a very Happy Christmas. We know that you will be doing a very important and professional job even on Christmas Day, but I do hope that you will all be able to enjoy Christmas. God-speed to you all and looking forward to seeing you in 2012. *Tom Barton*



From Commander Paul Stroude RN, Commanding Officer, HMS Argyll

Dear Past Master Tom

Many thanks indeed for thinking of us at this time: all such thoughts are very precious when we are so far from home. Before you think it is all bad however, I can confirm that the weather is: wind 5 knots; sea-state zero; nil cloud-cover; and outside air temperature 28 degrees! Reindeer One will be landing on the Flight Deck at 23.59 tonight with Santa embarked. Barbecue, 'hands-to-bathe' and reindeer-racing planned tomorrow; there are some compensations for this life on the ocean wave! May I wish you and all of our friends at the Paviors all the very best for the festive season, and I will be in touch again in the New Year. Yours aye, *Paul Stroude*

Luncheon Club

Since the last issue of *The Pavior*, the Luncheon Club has held its Christmas Dinner at Cutlers' Hall and a luncheon, in February, at the National Liberal Club's Lady Violet Room. The Club is looking ahead to celebrating the Diamond Jubilee year with a special dinner, organised by Committee member Phill Hyde, on 17 October in the Churchill War Rooms. More information later. *George Chapman*



Chairman George Chapman welcomes new members Terry Last and Jim Cook at the National Liberal Club, while Alex Malmaeus spots a link with the portrait of Baroness Kiddington, past Chairman of the NLC and the Anglo-Swedish Society, of which Alex is the current Chairman



A full house at Cutlers' Hall indulging in Christmas festivities





Solid Waste Management in Bishkek, Kyrgyzstan

A Paviers' Laing Travel Award enabled Natasha Sim from Imperial College to spend six weeks in Bishkek, Kyrgyzstan, to study solid waste management (SWM) practices in June and July 2011. Here are some extracts from Natasha's report.

Waste quantities continue to grow worldwide as cities expand and populations increase, and this presents a number of challenges for SWM. Failure to implement an appropriate SWM strategy can lead to critical public health problems and environmental degradation. In 2010, UN-Habitat published a book on the state of SWM in the world's cities, with examples from all continents. The book profiles 20 cities of different size and a range of income levels. The book's results have been obtained using a common methodology, regardless of the city size or income level to provide standardised and comparable results. No cities from the former Soviet Union are included in the book, so this research was undertaken to collect data from Bishkek in Kyrgyzstan to provide results that could be compared with those from UN-Habitat.

The city was examined using the UN-Habitat methodology. Information was gathered through informal and formal interviews, site visits and field observations, and over 300 quantitative and qualitative data points were collected and assessed. Six key indicators were used: waste collection and street-sweeping coverage; control of disposal; recovered materials; inclusivity of users and providers; financial sustainability; and institutional coherence. The data were combined to construct a process flow diagram, which is a valuable tool for understanding the major components of the system.



City land-fill site



Open burning in the city centre

Bishkek has excellent waste collection and street-sweeping coverage. A reasonable estimate is that 240,000 tonnes of waste are collected each year, of which 80 per cent is sent to land-fill. Local environmental laws focus on encouraging safe disposal and public participation, but enforcement of these laws is not strong. A visit to the city's land-fill site confirmed the findings of several published reports that, currently, disposal methods do not meet either international or national environmental standards. There is also much illegal dumping and open burning taking place, especially on the outskirts of the city. A large informal sector also operates waste management services. Initial estimates of this activity were obtained by talking to street pickers, middle-men buyers and local organisations. A feature of the informal sector is the diversity of workers, who include homeless pickers, pensioner pickers, land-fill pickers, and SWM employees. Around 18 per cent of the waste generated in Bishkek is collected or prevented from being deposited in the city land-fill by the informal sector, which makes it a key player in the recycling system. Although there is no formal recognition of the sector, it is saving the city \$US1.4 million annually.



Homeless waste-picker



Middle-man buyer

During the Soviet period, Kyrgyzstan had a gross national income (GNI) per capita that would have placed it in the upper-middle income category. However, after the collapse, the economy deteriorated and Kyrgyzstan is now classified as a low-income country. Most of the UN-Habitat indicators that have been derived fall into the expected range for this income level apart from waste composition, which is closer to that of high-income cities.

This project's recommendations include installing a weigh-bridge at the land-fill site, recognising the informal sector and encouraging their continued involvement, and introducing waste-reduction and recycling targets. The findings of the project extend the UN-Habitat database, and could help policy-makers and professionals in the city develop appropriate waste management solutions.

Natasha Sim



Events plus the Company

Autumn Livery Dinner

The 2011 Autumn Livery Dinner was held at Haberdashers' Hall on 24 November. The event was attended by a record three aldermen among the 188 participants. The Thanksgiving Day event was kindly sponsored by the Clugston Group. Diners enjoyed a starter of Scottish salmon, and a main course of Suffolk pork followed by Braeburn apple tart. The Nuits St Georges Les Damondes (Chauvenet 2002) that accompanied the main course was much acclaimed by diners.

The Guest of Honour was Alderman Fiona Woolf, a former Sheriff of the City of London. She had kindly stood in at short notice for the Dean of St Pauls, who had recently resigned over issues surrounding the anti-capitalist protest camp in front of the Cathedral. She thanked the Paviors for allowing her husband to achieve a life-long ambition by riding on the steamroller at the recent Lord Mayor's Show and then focused her speech on the importance of industry to the British economy. The Master, John Price, described some recent activities of the Company and thanked those Paviors who had been involved. He finished by wishing everyone a Happy Christmas.

Dick Robinson



Alderman Fiona Woolf

Ladies' Luncheon

I was delighted to welcome 40 ladies to Drapers' Hall on 22 February. Amongst my special guests were the Mistress Draper, Susan Walker, the Master Mariner's Lady, Anne Jewell, and Lady of the past Master of the Chartered Surveyors, Jenna Bould.

Drapers' Hall stands on the site of Thomas Cromwell's Mansion, originally built in the 1530s, and rebuilt after its destruction during the Great Fire of 1666. We were treated to a tour of this beautiful hall by Penny Fussell (our new Clerk's partner), who took the ladies round the main rooms and the silver vault. Penny, who is the Drapers' Archivist, gave us a most interesting and comprehensive history of the Hall and recounted some humorous stories developed over the years. The Legend of the Golden Fleece is a theme that is present throughout the Hall in stunning paintings, murals, sculptures and Gobelin tapestries, originally made for King Louis XV of France; these tapestries were eventually auctioned and acquired by the Drapers. The tour was followed by a drinks reception and a delicious lunch.



Some of the Drapers' silverware



Ceiling at Drapers' Hall showing the Legend of the Golden Fleece



The Mistress Pavior with the Mistress Master Mariner and the Mistress Draper

I have thoroughly enjoyed my year as Mistress Pavior and feel extremely privileged to have been able to support John in representing the Company. I wish to thank all Pavior ladies for their kind support and friendship; also, a special thank you to the past and new Clerks for all their help throughout the year. Our year of office has gone by in a flash, and will be treasured as one during which we have made many new acquaintances and friends. All that remains is for me to wish the next Mistress Pavior, Lady Barbara, a wonderful year!

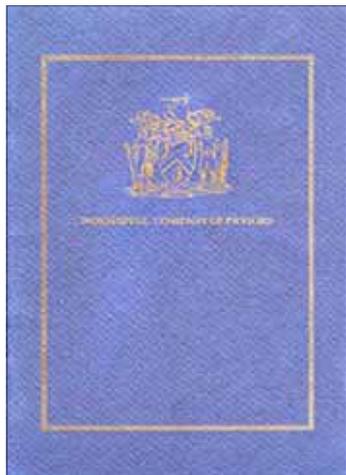
Dani Delcourt

Membership of the Court

The following changes took place to the membership of the Court on 1 March. Congratulations to Neil Sandberg and to Malcolm Stephen on being elected as Court Assistants. Past Master Christopher Laing has moved to the Court Emeritus. Committee chairmen for the coming year are: Terry Last (Finance), Dyfrig James (Charity), Sue Illman (Marketing), Ian Lumsden (Admissions), Anthony Morter (Museums) and John Nutt (Liverymen's Committee). A full list of current Court members and the make-up of all of the Company's committees are given in Members' Area of the web-site www.paviors.org.uk.



History of *The Pavior*



The first issue of *The Pavior* was published in the summer of 1991. It was edited by Peter Pawsey and designed and published by Pavior John Malyan of Broadway Malyan Graphics. It came about through an initiative of the newly-formed Liverymen's Committee, with the aim of facilitating 'good and effective communication within the organisation'. The format was A5, initially with 12 pages, growing to 24 pages, and stapled within a booklet cover. The first edition had a Foreword and contained articles about the Master, the Clerk, the Golfing Society, Luncheon Club and Paviers Lodge. It also contained a brief history of the Company, written by Ivan Nellist, and based on a pamphlet first compiled in 1909 by Charles Welch, a former Librarian at Guildhall. Interestingly, seven of the twelve pages of the magazine carried advertisements from members' companies and one page was sponsored by an individual who subsequently became a Master.

Cover of Volume 1 of *The Pavior*

This publication format changed after Volume 10 in the summer of 1998, when John Mills became Editor. John had recently taken over as the first Chairman of the newly-formed Marketing Committee. He re-designed the magazine into its current newspaper style in A4, with full colour printing by DC Graphics. Issue Number 1 of the new series was published in March 1999 and the format has evolved gradually since then. Successive editors have been appointed by the Liverymen's Committee and have included Stephen Richardson, Mike Cottell, John Price, George Chapman, Billy McCoubrey (two stints), James Dickson and Robert Scriven. In 2003, George Chapman introduced the use of desk-top publishing software to produce final page layouts that can be printed directly by DC Graphics. *The Pavior* has also been published on-line since this time. *The Pavior* continues to evolve to reflect changing times and needs of the Company. The Editor always welcomes comments on both content and presentation, since the aim is one of continuous improvement.

George Chapman

History of the Company

The following notes on the history of the Company were written by Past Master Ivan Nellist and were published in the first issue of *The Pavior*.

'The Worshipful Company of Paviers is ancient in its origins and its members practised the 'craft and mystery of paving' throughout the Middle Ages. Surveyors of pavements were appointed as early as 1311. Tolls were levied intermittently by the City Corporation on traffic using the streets, and Paviers were contracted to repair the highways. In the year 1479, during the mayoralty of Sir Richard Gardner, the Company received its first Ordinances. At that time it was governed, not by a Master, but by a Warden, whose duty was to oversee all paving work within the City, and who had the unenviable task of answering complaints made by the Court of Aldermen.

The records of the Company survived the Great Fire and the minute books of the Court of Assistants run in unbroken sequence from 1565 to modern times. Meetings seem to have been quite lively affairs, especially in the 17th century. For example, on 30 March 1618, Thos Griffin was fined 3s6d for 'abusynge Mr Reynolds, a bro. of this Company'. Mr Griffin clearly made amends, for in 1625 he had become Warden! Sundry other fines are recorded for using 'slandorous words' and for 'provocation of anger', as well as fines of liverymen for employing 'foreigners'. A foreigner was someone who attempted to practise a trade in the City without having been admitted to an appropriate company, something to which the City Corporation were strongly opposed. The Paviers never possessed their own hall and met variously at other livery halls and especially at taverns, which may have contributed to the liveliness of the meetings! Apart from overseeing the standard of work and regulating apprenticeships, the Company also regulated prices for paving. In these days of equal rights, it is worth noting that, if a Pavior died and his widow continued the business, she was able to become a member of the Company in full fellowship.

In the 17th century, a Royal Charter of Incorporation was granted by Charles II. Unfortunately, the Company appeared to have aroused the opposition of the Court of Aldermen who entered a caveat. Repeated appeals were rejected and, although the Company had existed since before 1479, it did not obtain a grant of livery until 1900. During the 17th and 18th centuries, liverymen of other companies often became Paviers as a secondary line of business, and some curious combinations of trades are recorded. The Company was very popular in the 18th century, but interest then waned and it was practically moribund by 1845. A rescue was effected and the Worshipful Company restored to a proper footing in 1889, thanks primarily to Mr George Burt JP, Mr William Hetherington and Mr Charles Welch. At the present day the Paviers Company, though not wealthy, is popular and well supported and there is every reason to think that it will continue to 'flourish root and branch'.'



The Company

2012 Common Hall

On 19 January, the Company held Common Hall for its members. This provides an opportunity for the Company's committees to update liverymen on their activities and achievements over the preceding year, to introduce the objectives for the coming year, and to give liverymen the opportunity to pose questions on any matter of concern.

Common Hall is structured in such a way as to encourage Paviors to mingle with each other. It provides networking opportunities both before and after the formal part of the evening. There is no table plan for the meal, with seats being assigned at random by the drawing of lots. The occasion thus provides an excellent opportunity for new liverymen and freemen to mix with more established members and to find out more about the many facets of the Company's operations.

At the meeting, we learned that membership of the Livery had decreased slightly, we heard about the efforts of the Legacy Committee in encouraging liverymen to bequeath monies to the Company in wills, and there was a testament to the Editor of *The Pavior* for his efforts in raising the standard of the magazine. We then heard about the plans of Alderman Sir Michael Bear, our Master for the coming year, who has been given special leave to take the role during the normal period of 'purdah' following his Mayoralty. The plans suggest a good year ahead!

The meal was, as always, excellent and the surroundings were breathtaking. Tallow Chandlers Hall was built in the 17th century on the site of the original Hall. Despite being damaged in the Second World War, the Hall has been refurbished, and is now a fantastic mix of beautiful wood panelling, with a gloriously ornate ceiling and a stunning stained glass window that, although not completed until 1969, fits in very comfortably with its surroundings.

Duncan Hughes-Phillips



Common Hall in the beautiful surroundings of Tallow Chandlers' Hall

New Paviors' Prospectus

Members joining the Company in the past have received a copy of the Paviors' *Conspectus*, which provided an overview of the Company and its activities. A copy of the *Conspectus* was also available in the members' area of the Company's web-site. The *Conspectus* has recently been updated as a *Prospectus* for the Company. The updating has provided the opportunity to restructure the document and to enhance its presentation by including colour photographs. The document contains pages on the present company, its origins, Paviors' House and the role of liveries in the City. Other pages describe the Company's activities in relation to charities, education and the promotion of excellence in the 'craft of paving', plus a summary of some of the social activities undertaken by the Paviors. Members may find helpful the *Prospectus* pages dealing with admissions to the Company, governance and the route from 'Liveryman to Master'. The *Prospectus* is now available for the public and all members to read or download in the *About the Company* area of the web-site www.paviors.org.uk.



The new Paviors' Prospectus

Obituaries

The Worshipful Company of Paviors extends its condolences to the families of the following, who died recently.

Past Master John Burt 1924-2012

John died on 14 February, the last Pavior member of an illustrious family who ran the John Mowlem family contracting business. His great-grandfather, George, was instrumental in re-forming the Company in 1889, serving twice as its first modern Master. In all, members of the Burt family were Masters on eight occasions, John holding the office in 1982. He had a great interest in information technology, and this was utilised by the Paviors Company to produce livery lists and other information. John is survived by his wife Belinda and three children.

Ian Dussek



Liveryman Ron Steward 1933-2012

Ron died on 30 December. He was a great supporter of the Livery and its charities, was a popular member of the Company and, particularly, the Luncheon Club. A former keen amateur sportsman, he was a regular in the Swimathon and Inter Livery Shoot until quite recently. He loved life, and his capacity for fun and gentle mischief was immense. He leaves his partner, Janet, and two children.

John Price





The Company



Honorary Court Assistant

Congratulations to Phillip Hyde on being elected an Honorary Court Assistant in recognition of his outstanding service to the Company. Phillip has been a key player in organising the Paviers' participation in the Lord Mayor's Show in recent years and has been an active member of both the Marketing and Liverymen's Committees. He is now a committee member of the Luncheon Club and his larger-than-life presence is recognisable at many Livery functions.

New Members

Liverymen admitted 24 November 2011



Rupert Burne
Head of Strategy
Tarmac
Sponsor:
Cedric Hollinsworth



Jim Cook
Project Director
Buro Happold
Sponsor:
Malcolm Stephen



Paul Craggs
Proprietor
Xannat International
Sponsor:
Cedric Hollinsworth



William Kemp MBE
Retired
Consulting Engineer
Sponsor:
Stephen Brown



Steven Smith
Architectural Designer
Trevor Patrick Partnership
Sponsor:
Robert Scriven

Liverymen admitted 19 January 2012



Rob Kremis
Divisional Director
McLaren Construction
Sponsor:
Colin McLoughlin



Nathan Last
National Account Manager
United Wineries
Sponsor:
Terry Last

Freeman admitted 19 January 2012



Marc Bear
Student
Balfour Beatty
Sponsor:
Alderman Sir Michael Bear

Liverymen admitted 1 March 2012



Paul Johnson
Group Commercial Director
Apollo Property Services
Sponsor:
Ian Lumsden



Jim Lomas-Farley
Business Development Specialist
Vinci Construction
Sponsor:
Bill Merry

Anthony Morter FIAT

Retirement



Liveryman Anthony Morter has retired after 14 years as Company Secretary of the Institute of Asphalt Technology. Active in the highways industry since 1965, he worked for Limmer and Trinidad, Wimpey Asphalt, Tarmac and Amey Roadstone/ARC.

Anthony has actively developed the co-operation between the Paviers and IAT through the prizes at the University of Derby and the Master Certificate scheme. He is the current chairman of the Paviers' Museum Committee.



The Company

Forthcoming Events 2012

Date and time	Event	Who can attend	Venue
Thu 19 Apr 19.00	Spring Livery Dinner	Liverymen and guests	Saddlers' Hall
May TBC 12.00	Prince Arthur Cup Inter-Livery Competition	Golf Society	Walton Heath GC
Thu 03 to Sun 06 May	Master's Jolly	Court and partners	Lake Garda, Italy
Tue 15 May	Festival Sons of Clergy	TBC	St Paul's Cathedral
Wed 16 May	Inter-Livery Shoot	Shooting Section	Holland & Holland
Tue 29 May 08.45	Spring Meeting	Golf Society members and guests	Swinley Forest GC
Jun TBC	Midsummer Event	Liverymen and partners	TBC
Fri 22 Jun 08.30	Horners' Challenge	Golf Society members	Ashridge GC
Wed 13 Jun	Day visit	Luncheon Club members and guests	TBC
Mon 25 Jun 11.30	Election of Sheriffs	Liverymen	Guildhall
Wed 27 and Fri 29 Jun	Double tasting and dinner	Wine Circle members and guests	Sonia and Neville Blech
Thu 28 Jun	Technical visit	Liverymen	Tottenham Court Road Station
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
Thu 05 Jul 08.00	Charity Day	Golf Society members and guests	Woburn GC
Sep TBC	Amberley Family Day	Liverymen and families	Amberley Museum
Tue 04 Sep 12.30	Luncheon	Luncheon Club members	RAF Club
Wed 12 Sep	Autumn Meeting	Golf Society members and guests	Burhill GC
Thu 27 Sep	Annual Banquet	Liverymen, partners and guests	Mansion House
Mon 01 Oct 11.45	Election of Lord Mayor	Liverymen	Guildhall
Wed 10 Oct	Chilean wines	Wine Circle members and guests	Travellers' Club
Wed 17 Oct	Dinner	Luncheon Club members and guests	Cabinet War Rooms
Wed 17 Oct 08.30	Winter Meeting	Golf Society	Tandridge GC
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, fireworks and supper	Liverymen and their families	St Martin-le-Grand/ MV Erasmus
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

Advertising and Sponsorship

It is intended that future editions of *The Pavior* will contain advertising, as a minimum to finance the cost of its production and distribution. This is in keeping with precedents set in earlier issues. Members whose companies wish to place advertisements or to provide sponsorship are invited to contact the Clerk, John Freestone, at Paviors' House.

From the Editor

The Editor thanks all those contributing articles to this edition and, particularly, to the following for contributing photographs: Belinda Burt, George Chapman, Dani Delcourt, Iain Gibb, Charles Green Master of Photography, John May, Billy McCoubrey, Anthony Morter, Michael O'Sullivan Photography, Natasha Sim, John White and Robin Wilson.

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.

Contact the Company

To learn more about the **Worshipful Company of Paviors**, see our web-site www.paviors.org.uk

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