



The Pavior

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John Dance installed as Master

John Dance was installed as the Worshipful Company of Paviers' new Master at a ceremony in St Martin-within-Ludgate on 7 March. John was born in North West London in 1947 and educated in the local schools of Willesden. He later swapped the London boroughs for the Chiltern Hills, where he lives with Dorian, his partner of 18 years. John has a daughter, Alex, and a son, Matt. He became a Liveryman in 1991.



The Beadle, Barry Blumson, leads the new team from the Installation ceremony at St Martin-within-Ludgate; behind him are the new Master, John Dance, Upper Warden Nigel Kempner and Renter Warden Terry Last; Immediate Past Master, Alderman Sir Michael Bear, is at the rear

Following completion of his education at Willesden School of Building, John's career in construction started when he joined Trollope and Colls in 1964, working in the City of London as an indentured management trainee. He continued with the company, eventually serving at board level: 24 years of challenges from architects, engineers and property developers. He continued in corporate life in construction with Walter Lawrence, Morgan Sindall and Rok until 2006, when he formed his own interim management consultancy, working with companies at board level. John is a Fellow of the Chartered Institute of Building.

Sport has always played a large part in John's life. His first love is cricket and now, with his playing days over, he shares other people's sporting stories. He is a Past President and an Honorary Life Member of Kew Cricket Club, a member of Middlesex County Cricket Club and a Lord's Taverner, his chosen charity for his year as Master. John's exercise routine now consists of tennis at Great Missenden and golf at Burnham Beeches.

New Chaplain

The Reverend Canon Hugh Williams has been appointed the Paviers' Honorary Chaplain and presided for the first time at the Installation ceremony and dinner. Since 2010, Hugh has been the Preacher and Deputy Master at Sutton's Hospital, The Charterhouse. Immediately prior to this, he was the Vicar of Christchurch, Dorset, and Honorary Canon at Winchester Cathedral. Born in 1945, Hugh was educated at Christ's Hospital, Horsham, and then at Guildford College of Building and Hertfordshire College of Building in St Albans. He has worked for two local authorities in their engineering and surveying departments. Previous church appointments included positions at both St Paul's Cathedral and Westminster Abbey. He is married to Joanna, and has four children. We trust he will enjoy an interesting and fulfilling time with the Paviers.



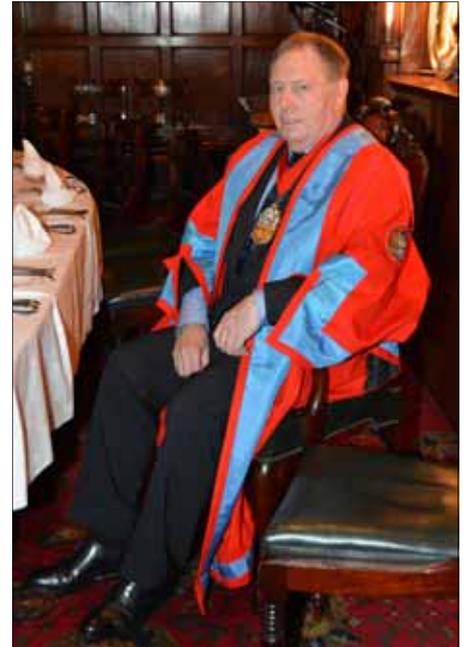


Master's Message

One of the great things about our Livery is its friendliness and sociability. I can promise you that it is my intention to enjoy the experience of being Master and have fun, sharing it with you. I do hope to attend as many events as possible and to meet as many of you as I can, listening to your ideas and sharing a few of mine with you. I would just add that I cannot remember everybody's name, so please remind me of yours if I look a little blank. I have had tremendous support from Dorian, the Mistress Pavior. I know she is looking forward to supporting me throughout the year and has already started planning a Mistress event or two.

I would like to welcome to Canon Hugh Williams, who has kindly accepted our invitation to become Chaplain to our Company. We wish him a long and enjoyable association with the Paviors. May I record the Company's thanks to the retiring Chaplain, Bernard Metcalfe, and offer my best wishes to him and Penny in their new home. In cricketing terms: a great innings, well-played.

A number of things are already planned for the coming year. Paviors' House can no longer be called our 'new home' and things are changing. I would like to record my thanks to the Clerk, John Freestone, who has brought alive our home and encouraged its greater use by members. The Company is currently in discussions with The Charterhouse to bring our archives and wine there during the coming year. I am hopeful we can also negotiate for the Master's Midsummer Event to be held at The Charterhouse for a less formal gathering in the grounds, providing a chance to mix without sitting around the dinner table - weather permitting.



John Dance FCIQB



The Master with (L) new Upper Warden Nigel Kempner and (R) new Renter Warden Terry Last



The Master with Dorian, son Matt and partner Lydia, and daughter Alex (R)

The four strands of the livery movement are: charity, education, fellowship and maintaining the traditions of the City. I am determined that, through my year, we try to do our best to live up to these objectives.

We are re-planning our charity golf day, with proceeds going both to the Paviors' charitable funds and to the Master's chosen charity, the Lord's Taverners 'giving young people a sporting chance', with the funds raised being used to purchase specialized wheelchairs to provide more sporting opportunity for youngsters. I dedicate this choice to the memory of my father, who suffered with polio at the age of three. He was lucky to survive, and did not have the sporting opportunity I was given due to his disability. I hope I can count on your support for all our charity events. The Charity Committee is also looking at expanding our educational-giving and will make an outline proposal for this. One area being considered is the provision of apprenticeships in the paving profession.

I am pleased that, in the coming year, we will meet at livery halls that the Company has not recently visited. In the City, we expect to see Pavior Fiona Woolf elected as the next Lord Mayor. I am sure we shall have many opportunities to support her during her year in office.

I would like to thank and pay tribute to Alderman Sir Michael Bear: Lord Mayor of London one year and, without drawing breath, taking office as Master of the Paviors Company. Sir Michael's profile has helped our Company considerably: we are now recognized as a modern, successful livery company, addressing issues and continuing to go from strength-to-strength in what have been very difficult times. Through Barbara Bear's connection with the arts, those attending dinners have been provided with musical accompaniments that will be remembered for many years. Barbara's support of Michael and the enjoyment she brought to ladies' events has been greatly appreciated. May I wish them both a very well-earned break; although we look forward to seeing them on many future occasions.

Although somewhat daunted by the honour that the Company has bestowed on me, I am looking forward to the coming year, confident that I will have your support.

John Dance



Promotion of Excellence plus Charity

2012 Paviers' Award



Representatives of the client, contractor and designer with the plaque commemorating the 2012 Paviers' Award (above); the completed scheme is shown below

The Paviers' Award is a national competition run by the Company with the help of *Local Government News* magazine, which awards prizes in a number of categories for schemes in the built environment. The Paviers' Award is given for a paved surface that has unique design features or is constructed to a particularly high quality. This year, the judges considered a number of schemes and concluded that the best in the paving category was The Groves, on the banks of the River Dee in Chester.

The Groves is an example of an early Victorian promenade and is one of the most attractive parts of Chester. Many people who visit the city are unaware of this riverside walk as it is separated from the main shopping areas. The scheme has involved replacing tarmac paths with British York Stone, replacing grit-stone surfaces with stone setts in a pleasing 'fantail' pattern. Six large trees have been planted to replace those removed because of their poor condition, and these are provided with bespoke tree grills with ornate detailing. Around 100 benches have been refurbished, and new waste bins and signs provided. The setts were laid in the traditional manner without the use of cement. This was a courageous decision by the Council, as hard-set mortars are now much more commonly used. The result has been to create a robust surface with a soft appearance.

Presentation of the Award was made in Chester by the Master-Elect, John Dance, and the Company's Clerk, John Freestone. Certificates were presented to: Magnus Theobald of Chester Renaissance; Edd Snell of Chester and West Cheshire Council, who designed the scheme; and to Dominic Goodwin of S J Goodwin and Sons (Manchester) Ltd, the contractor for the works. A plaque was also presented to be incorporated in the scheme advising the public that the project had won the Paviers' Award for 2012.

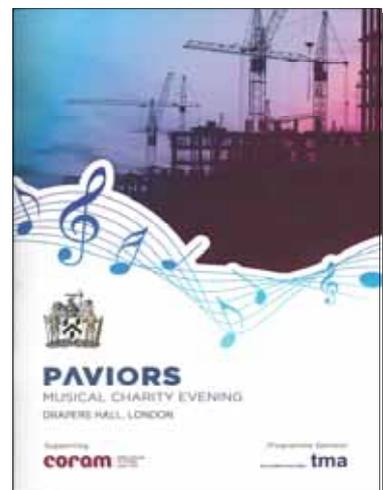
Mike Cottell



Musical Charity Evening

Drapers' Hall was packed to capacity on Saturday 26 January in support of the Paviers' Musical Charity Evening. Over 240 members and guests enjoyed dinner and musical entertainment by the Concordia Foundation, whose talented musicians treated everyone to a sumptuous programme of violin, flute, piano and opera. Mistress Pavior Barbara is Honorary Patron of Concordia, and the Foundation played a key role in the Bear Mayoralty Overseas Programme 'building bridges through music and the arts'. The evening was a great success raising over £70,000 for two worthy causes: the Master's Charity *Coram*, London's foremost children's charity, and the Paviers' charity funds. Thanks to all those who sponsored the evening, donated prizes and helped with the organization of an exceptional event, especially the Events Committee, set up for the purpose, and whose own performance excelled.

Barbara and Michael Bear



Members of the Concordia Foundation who entertained at the Charity Evening

coram | better chances for children since 1739



Student Awards



Bernard Brincat of the University of Birmingham and Yawen Liu of the University of Nottingham

The postgraduate highways activities at the Universities of Birmingham and Nottingham have, for a number of years, received bursaries from the Worshipful Company of Paviers to nurture their student-teaching and research. The bursaries are used to provide equipment and to support students undertaking research towards their Masters degrees. Those benefiting from this year's awards were:

- Miss Yawen Liu of the University of Nottingham to support her work investigating the moisture-damage of asphalt pavements (see article on page 3 of the August 2012 edition of *The Pavior*)
- Mr Bernard Brincat of the University of Birmingham to support his work examining the transferability of highway deterioration modelling to waterways systems

A presentation ceremony took place at the University of Birmingham in December 2012 at which both students received certificates to commemorate their awards. The presentations were made by the Master, Alderman Sir Michael Bear, and Dyfrig James, Chairman of the Paviers' Charity Committee. Also present were Professor Peter Byers, Pro Vice Chancellor, and Professor Mark Sterling, Head of the School of Civil Engineering, both of the University of Birmingham. Professor Gordon Airey and Dr James Grenfell of the Nottingham Transportation Engineering Centre represented the University of Nottingham.

The Paviers are now sponsoring a second Arkwright Scholar, Griffin Daly, through the Arkwright Scholarships Trust scheme. The Trust is a registered charity, which started in 1991, and provides scholarships to young high-fliers who have aspirations to be one of the next generation of leaders in the engineering industry.



The Trust undertakes a rigorous selection process among talented students with A and A* GCSE results who are studying sixth-form subjects, such as maths and physics, that suit an engineering degree. A prospective Scholar's details are sent to the Paviers Company for approval. Arrangements are then made for the Scholar to meet with members of the Company. This usually takes place at the annual awards ceremony held at the Institute of Engineering & Technology.

Last year, 1103 students applied for scholarships, of which 496 were invited for interview and 335 received scholarships. At last October's awards ceremony, the presentations were made by our Honorary Freeman Sir John Armitt.

The Paviers donate £2,000 to fund a two-year scholarship. This money is distributed in three ways: to the scholar to enhance their engineering-related studies; to the school, typically for the purchase of design and technology equipment; and to the Trust for mentoring, school visits, career days and organizing the awards ceremony. Liaison Officers from the Trust receive progress reports from the Scholar and the school, and approval of the second year of funding is subject to satisfactory progress. We are kept informed throughout. The Trust is always keen to hear from industry mentors or companies who can open their doors and help inspire Scholars at this crucial stage of their education.

Ian Edwards

Photo: Geraldine Dyos, Putney High School



Presentation of Arkwright Scholarship Award certificate to Griffin Daly of Putney High School by Court Assistant Professor Martin Snaith, shown here with Griffin and Dr Denise Lodge, Headmistress of Putney High School

Charity Fund-Raising

The Paviers entered a team in this year's Inter-Livery Swimathon on 4 March at the RAC Club in Epsom. The event is organized by the Chartered Surveyors Company in aid of the Lord Mayor's Charity. The Paviers' team were (L to R) Charlie Laing, James Dickson, Dick Robinson, Alexander Malmaeus (captain) and Steve Sutton who, between them, swam 5,000 metres and raised around £1,600.



The Paviers' Swimathon team

The last draw of the Paviers' 200 Club took place at Common Hall on 15 January, and the winners are shown (below). The 200 Club is organized by the Liverymen's Committee and raises money for the Company's charity trust fund. Contact Sean Yeo for details of how to participate.

1st prize £250:	Catherine Usher
2nd prize £175:	James Atkins
3rd prize £125:	Malcolm Stephen
4th prize £75:	Cedric Hollinsworth
5th prize £50:	Brendan Brophy



Master Certificates



The Construction Liveries Group held a presentation ceremony for recipients of this year's Master Certificate awards on 5 February. Many congratulations go to the three recipients of Pavior certificates:

- Journeyman Chris Moore (Tarmac)
- Journeyman Ed Thompson (Tarmac)
- Apprentice Jack Maddocks (Lafarge)

The Master presents an Apprentice certificate to Jack Maddocks



Sheriff Nigel Pullman with Ed Thompson



Certificate recipients (L to R) Chris Moore, Ed Thompson and Jack Maddocks with the Master

All photos: www.michaelosullivan.co.uk

Rare Owl Spotted on HMS Argyll



Pallid Scops Owl on board HMS Argyll

Christine Marshall, the wife of our Almoner David Marshall, is a member of the Royal Navy Birdwatching Society. Christine saw a report in the RNBWS journal *Sea Swallow* by Warrant Officer Tony Tindale concerning our affiliate, HMS Argyll, and the sighting of a rare bird, a Pallid Scops Owl, which had come on board whilst the ship was in warm waters. Tony has kindly written the following for inclusion in *The Pavior* and we are very grateful to him for this.

'During HMS Argyll's Operation KIPION deployment back in 2011/12, I was nominated as a temporary relief on board for a two-week period in November. Consequently, instead of sailing out of Portsmouth on Argyll's sister ship HMS Iron Duke, I found myself taking off on a trooping flight from RAF Brize Norton bound for the Persian Gulf. I joined the ship alongside in Kuwait and remained on-board throughout the following operational patrol until the next port of call in Dubai.

Being an enthusiastic ornithologist, my intention was to visit the upper-deck regularly on the off-chance of encountering a grounded migrant or two. Unfortunately, my 'birding' opportunities were severely limited because I won the 12-hour night shift (19:00-07:00) rather than the day shift and, consequently, lived a nocturnal existence. Initially, I got up a couple of hours before the early-evening sunset and stayed up on completion of my watch for an hour. However, the constant exercises during my 'off watch' took their toll, and the duration and frequency of my bird-watching vigils reduced.

However, at dawn on Saturday 12 November 2011, I was rewarded with a real treat and the 'champagne moment' of my time on-board. As I stood beside the hangar on the port side of the ship, I noticed, out of the corner of my eye, the movement of a small bird. I turned around to see a small Scops Owl, no more than two metres away from me, perched on a metal conduit beneath the deck above. Aware that there was more than one species of Scops Owl in the region, I hurriedly made mental notes of its features. As it turned out, there was no need to hurry because HMS Argyll patrolled the same area throughout the day, and the Pallid Scops Owl remained on its perch all day to be enjoyed and photographed by many members of the ship's company. Consequently, when the bird continued its journey the following evening, it was no closer nor any further away from its final destination.'

Warrant Officer Tony Tindale





Railways for the 21st Century

The 18th Century brought us canals; the 19th, railways; and the 20th, roads. The 21st Century is likely to see railways reinvented. The present, largely Victorian, rail network is overcrowded and carries all forms of traffic, while demand from passengers in and around large cities is increasing rapidly. This was the background to a fascinating 38th Paviors' Lecture delivered by Andrew McNaughton at Imperial College on 5 February that explained the design parameters being used to develop a network of high-speed railways for the 21st Century.

Professor Nick Buenfeld, Head of the Department of Civil and Environmental Engineering, welcomed the audience of 170 Paviors, guests, university staff and students, and members of the Institution of Civil Engineers. He introduced our Master who, in turn, presented the lecturer as an engineer who has been at the forefront of railway developments over many years, presently as Chief Engineer and Technical Director of HS2, the proposed high-speed rail project to link London with the Midlands and the North.

Andrew hoped his lecture would provide a voyage of discovery for the audience. High-speed railways have been around since 1964, when the first Japanese line was opened. Closer to home, the French TGV routes and HS1 from London to the Channel Tunnel are now well established. Major developments have also taken place elsewhere in Europe, in China, South Korea and the USA. The French hold the speed record of 574.8km/h but, for public use, the highest current operational speed is 350km/h and the projected maximum design speed for HS2 is 400km/h (250mph).

The rates of return for high-speed railways are highest when large numbers of people can be moved between major cities over medium distances. The capacity of each line is maximized by all trains operating at the same speed with the same stops so that separation distances can be minimized. Frequent departures can then be scheduled to suit the travelling public, around whom the system is designed for maximum convenience, including last-minute electronic booking. The audience were relieved to hear that 'stopping distance' is the leading parameter for train design. Computer controls will enable the trains to operate within six seconds of their scheduled position on the route.

The location of stations is based on the size of the cities being served, with the largest having stations both on the outskirts and in a central location. All stations are regarded as hubs with services from other lines, trams, roads and buses acting as feeders.

An important design consideration is the minimization of the noise for people adjacent to the route. The main sources of noise are the wheel/rail interface, the aerodynamics of the nose of the train and those of the pantograph. The track is designed to be set two to three metres below ground level wherever possible to assist with noise mitigation.

Past Master Tom Barton proposed a vote of thanks to the lecturer before the audience enjoyed a drinks reception hosted by Imperial College. Paviors and their guests then retired to dinner in the Rector's Lodge. Talk over dinner naturally turned to the identification of a suitable speaker for next year, so the organizer, Stephen Brown, would be pleased to receive proposals in confidence.

Stephen Brown



*Professor Andrew McNaughton delivers
The 38th Paviors' Lecture*



The Alstom AGV high-speed train now operating in Italy

Visit to **coram** better chances for children since 1739

The Mistress Pavior Barbara hosted 34 ladies at The Coram Foundling Museum in Holborn on Monday 18 February. Coram was set up in 1739, under charter from King George III, by sea captain Thomas Coram as the UK's first charity to help vulnerable children. The group were introduced to Coram's current work and then treated to a guided tour of the museum, showing the threads connecting its historic and current work. The museum houses works of art by founding governor Hogarth, as well as the original score of *The Messiah*, gifted by Handel, who was also a governor. On display were Handel's will and an exhibition, 'Faith, Hope, Charity', displaying tokens left for children by their mothers in the hope that, should fortune provide, the mothers could identify and reclaim their own. Luncheon was held at the Spanish restaurant 'Cigala', a short walk away through Coram Fields, where guests were entertained by Ruth Rosen, one of England's foremost prose and poetry readers.

Barbara Bear



Events plus Societies

Autumn Livery Dinner

The Paviers' Autumn Livery Dinner took place on 27 November 2012 in the magnificent surroundings of Goldsmiths' Hall with its candle-lit chandeliers. The event was attended by 220 liverymen and guests, who were entertained by members of the Concordia Foundation: Maire Carroll, Jordan Black and James Larter (L to R in the photo below). The Company is extremely grateful for the sponsorship provided by London Concrete towards the evening's dinner.



Diners enjoyed a meal of salmon followed by shank of lamb, accompanied by Veranza Chardonnay and Château Brane-Cantenac. Afterwards, diners listened to a very entertaining speech on behalf of the guests and toasting the Master by Murray Craig, Clerk of the Chamberlain's Court at the Guildhall (below R).



Luncheon Club

Last year was rounded-off with the Club's Christmas Dinner at Cutlers' Hall. Diners enjoyed traditional Christmas fare of roast turkey and Christmas pudding, accompanied by the Society's Vin d'Alsace, Copertino Eloquenzia and a Muscat dessert wine. A highlight of the evening was the singing of carols, led by the Paviers' bursary scholar, baritone Piran Legg (below left) and colleagues from the Guildhall School of Music and Drama. Many of the diners were able to stay on after this most enjoyable evening to take a 'stirrup cup'. Next December the dinner moves to Stationers' Hall, which has a larger capacity, so enabling invitations to be extended to all Paviers and more friends.



The first event of this year took place on 30 January, with 24 members enjoying the usual conviviality and good food at the National Liberal Club. The summer day out has now been booked for 12 June, with a visit to Woburn Abbey in Bedfordshire.

George Chapman



Wine Circle

The first tasting that the Paviers' Wine Circle ever arranged was in 2002. It was held at the offices of Berry Brothers and was devoted to claret. Afterwards the party strolled down Jermyn Street and had a light supper at a nearby Italian restaurant. It therefore seemed appropriate that, some ten years or so later, we should return to Berrys and again taste claret - but this time, it was all much grander.

Since our previous visit, Berrys have developed and enlarged their cellars into a large tasting room and two dining areas. Prior to the meal, with a glass of sparkling wine in our hands, we were told about the history of the company and, in particular, the shop in St James. We heard about the aristocratic clients and the famous dandies of the day, including Beau Brummel, and how clients would come and be weighed on an enormous set of scales which hung from the ceiling. All their weights were recorded in vast ledgers dating back three centuries. We were then led down into the vaults and into a tasting room where six Cru Bourgeois clarets were served by our host Demetri, who gave us a detailed description and slide-show on the wines.

We then proceeded to dinner, passing into a large vaulted cellar surrounded by dusty venerable bottles. In these classic, subdued and atmospherically-lit surroundings, members and guests were treated to a superb meal complete with a fine Vouvray, two clarets and a Madeira. Hopefully we shall return before the next ten year anniversary. *John Cruse*



Host Demetri Walters describes the history of the Berry Bros building and then illustrates the Bourgeois area before Circle members sit down for dinner in the cellar

Rioja Wine

Signor Guillermo de Aranzabal Agudo, Chairman of La Rioja Alta, gave a presentation to the Paviers' Wine Circle in 2011, when he offered to show his company's operation to any Pavior who was passing through their part of Spain (Haro). Anna and I took Guillermo up on this kind offer and visited their Haro Headquarters of La Rioja Alta in June last year.

As a company, La Rioja Alta aims to produce over 270 million litres of premium quality wine each year. To achieve the desired quality, they own nearly all the vineyards used for the wine production and are therefore able to take direct control of the choice of grape variety and in which part of the vineyard the vines are grown. As a first level of quality control, grapes are picked by hand, rather than by indiscriminate machine-stripping of fruit. As far as possible, the company follows the old traditions of wine making, hand-turning the casks used for ageing the wine, and using gravity to rack the ageing wine off its lees directly from one barrel to another. The clarity of the wine during the racking process is still checked using a glass and the gentle light from a candle, which takes considerable skill learnt over many years. La Rioja Alta is a family business that began in the 19th century and has gone through many difficulties. Guillermo is this generation's current chairman and is positive that increasing the quality of the wines and the image of their company and brands is the only possible way of being successful in the future. *Paul Higerty*



Loading old barrels for transport to Scotland for use in whisky-making



Wine casks being held during the ageing process



A million bottles of wine maturing in the cellars (Paul and Anna did not count them!)

Inter-Livery Shoot

The Inter-Livery Clay Pigeon Shoot will take place at the Holland and Holland Shooting Ground in North London on 22 May and will raise money for a number of charities. The Paviers intend to enter several teams of four, and anyone interested in participating should contact Ian Lumsden. The day starts at 09.00 and finishes with a hog-roast.



The Company

Paviors' Window in the Guildhall Crypt

The West Crypt was probably the oldest part of the Guildhall, dating back to the second half of the 13th century, but was destroyed in the Great Fire of London. The Crypt was restored in the 20th century as faithfully to the original design as possible, although it proved impracticable to use Kentish Ragstone in the vaulting and columns, as there was insufficient quantity available. A feature of the restoration is the 19 stained-glass windows that were presented by individual livery companies, including the Paviors. The windows were designed by Brian Thomas OBE and made by the Chapel Studios in close collaboration with the artist.

The Paviors' window features the Company's coat-of-arms with its three paving stones, with supporters of the arms being Paviors dressed in the costume of the reign of Edward I, when the Company first appeared in records. The ancient craft of road-making is illustrated in two roundels at the base of the window, which are copied from the Master's badge of office. An interesting detail is the depiction of a pig such as formerly infested London streets. Modern development is represented by a flyover road system in Liverpool that was built by the Master of 1972-3, and which received the 1971 Award for outstanding merit for the use of concrete. The coat-of-arms at the base of the window is that of Lord Mais, a Pavior and Lord Mayor of London in 1972, when the window was installed. The emblem at the top of the window is intended to indicate the 'essential romance of roads', as expressed in once popular songs, such as 'The Road to Mandalay' and 'The Golden Journey to Samarkand'.



Role of the Court

The governing body of the Paviors Company is the Court of Assistants, which exercises general control according to the Objects and Ordinances of the Company (see Members' Area of the web-site www.paviors.org.uk). The Court consists of the Master, the Upper and Renter Wardens, and 27 Assistants. Court meetings are normally chaired by the Master.

The Court determines the annual subscriptions and other fees and fines to be paid by members. It also considers and approves annual reports on the Company's trust funds, the statement of the Company's accounts and the Auditors' report. Particular responsibilities are to elect Freemen and Liverymen of the Company. It can also elect Honorary Freemen and Liverymen, and Honorary Assistants.

The Court appoints a Clerk, who is the Company's Executive Officer, and a Beadle, who is the ceremonial officer. It also appoints an Almoner, an Archivist, and Stewards to welcome guests at formal functions. A Cellarer is responsible for purchasing and managing the Company's wines. A Chaplain is also appointed to provide spiritual guidance to the Company and its members.



Meeting of the Court

The Master is supported during his year in office by the two Wardens who, in normal circumstances, are expected to follow him. There is a four-year ladder to Master: 1) Second Warden-in-Nomination; 2) First Warden-in-Nomination; 3) Renter Warden; 4) Upper Warden; and 5) Master. The Court holds a secret ballot for each position annually, with successful candidates requiring at least two-thirds of the vote.

A Nomination Panel reports to the Court and recommends candidates for election by the Court as Wardens-in-Nomination, plus senior Liverymen for election to the Court as Assistants, and the Chairman and Deputy of the Court's committees. The Panel consists of the current Master and Wardens, the three most recent Past Masters and the Wardens-in-Nomination. The Panel invites nominations from the Court and from the chairmen of committees. New Assistants are elected by the Court. Those filling vacancies need to have been a member of the Company for at least five years. All candidates must be a 'fit and proper' person to serve, have given good service to the Company and been active in support of its functions. Normally, candidates are below the age of 60 and have served on the Liverymen's Committee. In addition, candidates must have the potential to become Master. Assistants are elected for a five-year term renewable, if they wish, for a further five years. At the end of 10 years, if not on the ladder to Master, the Assistant transfers to the Court Emeritus.

Court Elections 2013

Following elections by the Court of Assistants for positions in 2013, congratulations go to Ian Lumsden on becoming First Warden-in-Nomination, to Miles Ashley on becoming Second Warden-in-Nomination, and to Liverymen John Nutt and John May on being elected to the Court. Past Master Andrew Panter moves to the Court Emeritus. Committee Chairmen for the coming year are: Terry Last (Finance), Dyfrig James (Charity), Miles Ashley (Admissions), Sue Illman (Marketing) and Anthony Morter (Museum). The Almoner is David Marshall, the Cellarer is John Cruse and the Archivists are Ian Dussek and Martin Snaith. Charles Bradley has been elected by the Liverymen's Committee as their Chairman.



New Year's Honours



Jacqueline White MBE

Many congratulations to Honorary Freeman Jackie White on becoming a Member of the Order of the British Empire in the 2013 New Year's Honours. The award recognized her work as a volunteer swimming instructor, and was given 'for services to disability swimming and to the community in Enfield, Middlesex'.

Increase in Permitted Size of Livery

The Clerk to the City of London's Chamberlain's Court, Murray Craig, has written to inform the Company that its request to increase the permitted size of the Livery by 10 per cent has been approved under his delegated authority. The permitted Livery of the Worshipful Company of Paviers is now 330.

Common Hall

Paviers' Common Hall took place at the Vintners' Hall on 15 January. This year, the meeting adopted a new format, which most agreed worked well, and there was a spirited discussion on a wide range of topics. Amongst the issues raised, the Master has highlighted the following ideas and comments for the Company to consider.

1. *Membership* What is the optimum size of the Livery and what should be the profile and quality of new members?
2. *Marketing* Consideration should be given to the use of social networking tools, such as LinkedIn, for communication and PR.
3. *Role of the Livery* A form of words should be drafted, targeted at the general public, to describe better the work of the livery movement, its raison d'etre and how the Paviers fit in.
4. *Charity*
 - a) There was a general view that we could improve the quantum and strategy of our charitable giving. There were specific proposals that the individual contribution should be increased, with a comment that '£100 is too low, but £1,000 is too high'.
 - b) A more focused approach on our industry was needed, and there was a particular need to make an impact at the apprenticeship level.
 - c) A 'pathfinder' initiative should be considered, where the Company can act as a facilitator to charitable initiatives through connections to companies in the industry.
 - d) There was a need to mobilize more effectively liverymen's individual interests in charity as expressed, for example, in applications for membership.
 - e) Should there be a specific 'Paviers Charity'?
 - f) The Liverymen's Committee could do more to support the Company's charity work.
 - g) New initiatives are needed along the lines of the Golf Day that can raise substantial sums of money.
5. *Merchandise* There should be a review to make more use of merchandizing, including accessories for lady members (such as scarves and alternative badge attachments for dresses).
6. *New members* There can still be a problem of engaging new members in the activities of the Livery, so there was a need to a review how to improve the induction and harnessing of skills and enthusiasm of new members on a continuing basis.
7. *Legacy* We should encourage members to leave a provision in their wills for the Company.
8. *Strategy* It was noted that, although there are multi-year revolving plans for finance and charity, the Company would be well served by updating its strategic plan across all activities looking at a longer time horizon.



An attentive audience of Liverymen in the splendid surroundings of Vintners' Hall

Michael Bear, Master



Liverymen's Committee activities summed up by its out-going Chairman, John Nutt



Master-Elect, John Dance, addresses the gathering



New Members

Liverymen admitted 27 November 2012



Simon Clubb
Accountant
J Clubb
Sponsor:
Richard Stevens



Andrew Cooper
Contracts Manager
Cameron Black
Sponsor:
Jason Briner



Patrick Edwards
Commercial Director
Tarmac
Sponsor:
Terry Last



Jeremy Greenwood
Managing Director
Lafarge Concrete
Sponsor:
Dyfrig James



Melanie Hampton
Insurance Broker
Alexander Miller
Sponsor:
Nigel Kempner



Joshua Last
Quarry Manager
Tarmac
Sponsor:
Terry Last



Jenny Mills
Project Manager
Mott MacDonald
Sponsor:
George Chapman



Lee Rushbrooke
CEO
Colas
Sponsor:
Mark Joel



Stuart Wykes
Managing Director
Lafarge Aggregates
Sponsor:
Dyfrig James

Forthcoming Events

Date and time	Event	Who can attend	Venue
Thu 18 Apr 19.00	Spring Livery Dinner	Liverymen and guests	Skinner's Hall
Wed 01 May	Golf Society Spring Meeting	Members and guests	Burnham Beeches GC
Wed 22 May	Inter-Livery Shoot	Shooting Section	Holland and Holland
Wed 22 May	Wine Circle	Members and guests	Travellers' Club
Jun TBC	Golf Society Horners' Challenge	Members and guests	Ashridge GC
Tue 04 Jun	Master's Summer Event	Liverymen, partners and guests	TBC
Wed 12 Jun 10.30	Day Visit	Luncheon Club members and guests	Woburn Abbey
Sun 16 June 18.15	City Liveries' Concert	Liverymen, families and guests	Barbican
Mon 24 Jun 11.30	Election of Sheriffs	Liverymen	Guildhall
Thu 27 Jun	Copy-date for August Pavior		
Tue 09 Jul 17.00	Luncheon Club Gala Evening 'Rags'	Members and guests	Guildhall School of Music and Drama
Mon 15 Jul	Golf Society Charity Day	Members and guests	Brocket Hall GC
Tue 03 Sep 12.30	Luncheon Club	Members	East India Club
Wed 11 Sep	Golf Society Autumn Meeting	Members and guests	The Hertfordshire GC
Wed 18 or Thu 19 Sep TBC	Technical visit	Liverymen	TBC
Thu 26 Sep 18.30	Annual Banquet	Liverymen, partners and guests	Mansion House
Mon 30 Sep 11.30	Election of Lord Mayor	Liverymen	Guildhall
Wed 16 Oct	Luncheon Club Evening Event	Members and guests	The Magic Circle
Wed 23 Oct	Wine Circle	Members and guests	Travellers' Club
Wed 06 Nov	Golf Society Winter Meeting	Members and guests	Tandridge GC
Wed 06 Nov 12.30	Luncheon Club	Members	Guildhall
Fri 08 Nov	Copy-date for December Pavior		
Sat 09 Nov	Lord Mayor's Show	Liverymen, families and guests	St Martin-le-Grand
Tue 19 Nov 19.00	Autumn Livery Dinner	Liverymen and guests	Merchant Taylors' Hall
Mon 16 Dec 18.45	Luncheon Club Christmas Dinner	Members and guests	Stationers' Hall



The Company Obituary

Liveryman Ian MacPherson 1940-2012

The Worshipful Company of Paviers extends its condolences to the family of Ian MacPherson who died recently after a period of illness. Ian became a Liveryman in 1988. He spent his entire working life in the asphalt industry, starting with H V Smith in Edinburgh and moving with the firm through successive take-overs to Amalgamated Asphalt, Briggs Amasco and Tarmac, where he became Chief Executive of Tarmac Building Products. He spent a period as Chief Executive of Tarmac in the USA, before returning to the United Kingdom to lead a buy-out from Tarmac of Ruberoid, which was eventually absorbed into IKO of Canada. Although semi-retired, he then fronted the buy-out of Marley Waterproofing. He was interested in golf and shooting, and had been married with two sons.

Nominations

This is the last call for nominations for the *Paviers' Medal for Excellence* and the *Master's Medal*. Details can be found on the web-site (www.paviers.org.uk). Nominations should be sent in writing to the Clerk at Paviers' House (details below).

From the Editor

The Editor thanks all those contributing articles to this edition and the following for contributing photographs: Barbara Bear, Chester and West Cheshire Council, Paul Higerty, Andrew McNaughton/HS2, Michael O'Sullivan Photography, Putney High School, WO Tony Tindale, University of Birmingham and, particularly, to Billy McCoubrey. We are also very grateful to TFL Scaffolding and Loughlin for their recent support with advertising.

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.

The Pavior is printed with vegetable inks on paper that is Forest Stewardship Council (FSC) accredited. All waste paper is sent by the printer for recycling.

Contact the Paviers Company

To learn more about the **Worshipful Company of Paviers**, check our web-site www.paviers.org.uk

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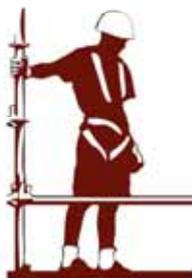
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