



# The Pavior

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## Nigel Kempner Installed as Master

Nigel Kempner was installed as the new Master of the Worshipful Company of Paviers at a ceremony at St Martin-within-Ludgate on 6 March. Nigel is 57 years old and lives in the heart of the City with his wife, Rosalind, and daughter Natasha. Nigel was educated at Charterhouse School, where he is now a Governor, and then Reading University, where he obtained a degree in Estate Management and became Founding Chairman of the Reading Real Estate Foundation.

He has been in the property investment and development business since 1977, specializing in property in Central London. He has founded and later sold two property companies quoted on the London Stock Exchange. Nigel is currently a Director of Quintain Estates and Development PLC. This listed property company specializes in London regeneration projects, including Wembley, and manages assets in the West End, student housing, healthcare property and a science park. He has been Chairman of Westminster Property Owners Association.

He has always loved sport and was a Senior Vice President for some 10 years at Chelsea Football Club, is a member of the MCC, plays golf at Huntercombe, the Royal and Ancient Golf Club St Andrews and St Tropez Golf Club, and is a member of The Queen's Club. He and his family love good food, wine, travel, opera and ballet; in fact all the good things of life that they have an opportunity to sample!



*The Master with  
Rosalind and Natasha*

At the Installation Ceremony, Terry Last was made Upper Warden and Ian Lumsden installed as Renter Warden. Other appointments this year are Miles Ashley as First Warden-in-Nomination and Dyfrig James as Second Warden-in-Nomination. Alex Malmaeus has been elected to the Court of Assistants and Past Master Tom Barton moves from the Court to the Court Emeritus.

At the Installation Dinner, the new Master said 'I am privileged to be become your Master, and honoured and humbled by the trust that the Livery has put in me to lead it over the next 12 months. I am looking forward to representing the Paviers in the City at as many events as possible and I hope to attend all Paviers' functions so I can get to know you all. My approach is based on a respect for history and tradition but, if things need to be done, I will find a way to get them done. I want every Pavior to think they are valued, and anyone who considers they are not, should talk to me so that I can put it right.

I am lucky to have two great women in my life: my wife, Rosalind, who has given me great support and is most excited about the next 12 months of being my Mistress; and my daughter, Natasha, who enjoys everything to do with the Paviers and who hopes one day to become a Pavior.

I would like to congratulate the new Wardens, Terry Last and Ian Lumsden, with whom I look forward to working closely throughout the year. We currently have 278 members, including 19 ladies. I am keen to attract new members and would like to achieve a membership of 295 by the end of my year. I urge members, outside the Court particularly, to put forward candidates.'

The Master is planning a number of activities and events and some of these are outlined on Page 2.



# The New Master's Plans

The new Master is planning a number of activities and events for the year ahead:

- There is an agreement to lease and refurbish additional space at The Charterhouse, by early summer, to house our artefacts and cellar our wines
- The Master's Mid-Summer Event will be a visit to greyhound racing at Wimbledon on 27 June
- The Mansion House Banquet is on 26 September to enable our Honorary-Liveryman Lord Mayor, Fiona Woolf, to be with us; throughout the year, we shall be supporting her Power of Diversity programme
- The technical visit will be on 17 September to a regeneration project in Wembley managed by my company, Quintain
- I thank our working party who have led the initiative to set up a London Highways Academy of Excellence (see Page 5) and my objective this year is to try to fund at least five apprentices from this scheme
- My Master's Charity this year will be Families of the Fallen, which is a charity with very low administrative costs and provides funding for families and partners of servicemen killed in action in Iraq or Afghanistan when there is no other place for them to obtain financial help; the charity is chaired by TV presenter Martyn Lewis who will be the principal guest at the Spring Livery Dinner
- The Charity Golf Day will be on 14 July at Bearwood Lakes
- On 24 January next year, the Upper Warden and I plan to hold a Burns Night Supper at the Guildhall to raise money for Paviers' charities



The Master, Nigel Kempner

I would like to congratulate and thank John Dance, our Immediate Past Master, and his partner Dorian for the huge amount of effort they have put into their roles over the past year, leading our Livery forward and representing it so well throughout the City. I will continue to build on this in the coming year.

*Nigel Kempner*

### Ten things you probably did not know about Nigel Kempner

1. He took ballet lessons until seven years old when a rugby ball was discovered
2. He did a pas de deux with Sabrina Franklin (daughter of William Franklin of the Schweppes advert) at the Scala Theatre which brought tears to the nannies' eyes
3. Aged 12, he appeared as Jessica in *The Merchant of Venice*, described by Darlington in the *Daily Telegraph* as 'a tour de force'
4. He was a proficient player of the cello until soccer practice took over
5. He was a handy wing-three-quarter rugby player in his leaner and fitter days
6. In the 1990s, he appeared regularly on CNBC and Bloomberg commenting on property
7. He gave the eulogy at his aunt's memorial service at Westminster Abbey to 2,000 people
8. He has won, with his family, a reality cooking show on TV, winning a frying pan
9. He owned a racehorse which only ever raced once
10. He was a Senior Vice-president of Chelsea Football Club from 1984 to 1992

## From the Past Master

My congratulations to our new Master and Wardens: I know you have plans to challenge the status quo and move the Company forward, continuing to grow from strength to strength. I hope you enjoy every minute. Having retired from the role, here is some feedback on my year as your Master. I attended as many events as possible and, I hope, listened to your ideas and shared a few of mine with you. It added up to 129 days of activity, all of which were fantastic, except the rain at the Lord Mayor's Show. Highlights were:

- The Queen's Garden Party with the Mistress Pavior and my daughter, one on each arm
- Being guests of the Royal Navy at the Edinburgh Military Tattoo, with seats in the Royal Box
- Lunch in the private quarters of the Mansion House as the guest of Nicholas Woolf, the Lord Mayor's Consort
- Visiting St Paul's Cathedral, attending numerous services, and meeting and sharing time with other livery masters

- Great times with our affiliates HMS Argyll and 29(R) Squadron, such as reported elsewhere in this issue
- Joining the Third Battalion The Princess of Wales's Royal Regiment for dinner at their Kent Barracks, Christmas carols at Canterbury Cathedral, an evening of regimental boxing in London and dinner with the Colonel at the Tower of London
- Sutton Sea Cadets' music at the April Dinner

I would like to give my sincere thanks:

- To you all for your support at our dinners and events, for increasing your charitable giving, and for raising over £13,000 for my charity the Lords' Taverners
- To our committee chairman and the members, together with the Chaplain, Almoner, Cellarer, societies and, particularly, to John White for organizing the Charity Golf Day
- Importantly, to the Learned Clerk: I could not have done it without you
- Last, but not least, to the Mistress Dorian - who I would also like to congratulate on becoming a Freeman of the City of London

*John Dance*



Immediate Past Master John Dance



# Flooding and Water Management



Court Assistant Sue Illman, in her role as President of the Landscape Institute, led a group of 12 professional organizations, which regularly work together on projects designed to manage water, prevent flooding and increase resilience, to ask government for a properly considered long-term approach to river-catchment planning to avoid further flooding devastation in the UK. The group, which includes the Chartered Institute of Water and Environmental Management, the Institution of Environmental Sciences, Royal Institution of Chartered Surveyors and Energy Institute, asked government to convene a cross-departmental conference, and offered to assist in this process. They also called for sustained long-term funding of catchment-management works to build the necessary resilience across the country. The approach was widely reported by the press, radio and TV.

*Sue Illman*

## 2014 Imperial College Paviers' Lecture

The 39<sup>th</sup> Paviers' Lecture was delivered at Imperial College on 11 February by Ginny Clarke, Director of Strategy and Planning for the Highways Agency, thus returning the subject of the Lecture to 'roads' after a gap of five years. The audience were welcomed by Professor Nick Buenfeld, Head of Civil and Environmental Engineering at Imperial College, and the lecturer was introduced by the Master, John Dance.

Ginny gave an excellent overview of the Agency's responsibilities for the strategic motorway and trunk road network in England, reminding us that it was all started by the Romans. The magnitude of the management task can be judged from the fact that two-thirds of our 230 billion tonnes per year of freight goes by road and that a population of 34 million now runs 62 million vehicles. The Agency's budget for maintaining this strategic network is £2.4 million per year for an asset worth £107 billion. This network amounts to just three per cent of the total length of road in England, although this accommodates one-third of all journeys.

Ginny drew attention to some of the changes that are taking place in the way the network is maintained, such as the wider use of concrete crash barriers, which have proved more robust than steel, and the fact that the road lighting specification has been changed to save energy without making roads less safe. Although the UK's roads are second only to Sweden's in terms of safety, there are still over 1,500 people each year who are killed or suffer serious injury, with two or three major crashes and 6,000 other disruptive incidents occurring each month. Journey predictability and reliability are preferred by the public to shorter but less reliable journey times and, to this end, Ginny explained about the success of the variable speed-limit zones that have improved traffic flow. The controls are introduced when traffic flow reaches about 1,900 vehicles per hour per lane, and she demonstrated the relationship between traffic flow and speed with a complex graph - which some of the audience understood. The Highways Agency's *Action for Roads* report was discussed as it sets out the Agency's future plans and challenges in the context of a predicted growth in traffic of 40 per cent by 2040. Ginny leads the team that has the responsibility for developing the planning and investment strategy that will be required.

After an excellent lecture and a lively discussion period, a vote of thanks was given by Past Master Tom Barton. The lecture was followed by an enjoyable drinks reception, and then by dinner in the College Rector's House.

*Stephen Brown*



*Prof Nick Buenfeld FEng of Imperial College introduces the Lecture*



*Ginny Clarke CBE FEng of the Highways Agency*



*Prior to the Paviers' Lecture, a number of liverymen took up the offer of a tour of Imperial College's structures research facilities, and the Head of Structures, Professor Ahmed Elghazhouli, led a fascinating tour of the Structures Laboratory (above left); Paviers were also shown some of the instruments for carrying out detailed testing by Dr Hong Wong (shown above right with the Master), including the electron microscope for analysing the micro-structure of thin sections of concrete*



## Craftsman Certificates

The annual presentation of Construction Liveries Group Craftsman Certificates took place at Carpenters' Hall on 10 February. These were made by the Rt Hon the Lord Mayor, Alderman Fiona Woolf. Two Apprentice Certificates were awarded by the Paviors Company.

### *Kenneth Bird*

has been employed by Aggregate Industries since 2007, starting with nothing except enthusiasm and experience of asphalt testing. After a 30-year break from academic studies, he has now gained a Diploma in Asphalt Technology from the University of Derby following four years of hard work. Ken is now using his new knowledge carrying out a wide range of tests on asphalt materials.



*Mark de Carteret (L) and Kenneth Bird (R) with the Master and the Lord Mayor*

### *Mark de Carteret*

has been employed by Ronez since 2007. He initially joined as a laboratory technician and, since gaining the Certificate in Materials Testing and Diploma in Asphalt Technology from the University of Derby, he has been promoted to Laboratory Supervisor and then to Technical Manager. He is now an integral part of the management team at Ronez. Mark is currently half-way through his NVQ Level 4 in Quarry Operations as part of his on-going professional development

## Paviors' Budding Brunels



*Former Budding Brunel, Salman Ahmed, now studying engineering at the University of East London, addresses Common Hall: here shown with Dyfrig James, Chairman of the Charity Committee, and Joanne Carr of the Construction Youth Trust*

This programme continues to expand and develop. In the four years since the Paviors started to sponsor the programme, the number of students from Cambridge Heath Sixth Form taking up construction-related courses at higher education has increased from 3 per cent to 39 per cent. The three feeder schools to Cambridge Heath - Morpeth, Swanlea and Oaklands - are now included in the scheme which brings younger people (ages 11-15) into the programme. A single event of career presentations at Oaklands involved 125 Year-8 (age 13) students. The main focus remains with Cambridge Heath, with more intensive support for about 30 students. This has involved a three-day programme of career presentations, site visits and employability advice. Work placements were provided last autumn and this spring for 11 students.



A new shared campus for the University of East London and Birkbeck College University of London was opened by HRH the Princess Royal last November in Stratford. The building was designed by Make Architects whose founder is Pavior Ken Shuttleworth. The Paviors provide financial assistance grants through the UEL to students who are suffering severe financial hardship whilst studying engineering or related courses.



*The two new Paviors-sponsored Arkwright Scholars, Ian Kegler (L) and Tudor Puszet (R) with the Master*

Photo: Arkwright Scholarship Trust



The success of this Scholarship scheme has led to the sponsorship of two students concurrently for the first time, starting this academic year. Tudor Puszet is attending Merchant Taylors' School at Northwood and Ian Kegler is studying at Alleyn's School, Dulwich. Griffin Daly, who started her scholarship in September 2012, will shortly be taking up a work placement with Arup. Max Hacon, who was the first Arkwright Scholar to be sponsored by the Paviors in 2011, has now commenced his Civil Engineering course at Bristol University. He was awarded an ICE QUEST scholarship and is being sponsored by Sir Robert McAlpine. The Master and Assistant Ian Edwards attended the Arkwright Awards ceremony last November at which sponsors presented 372 scholarships.

*Ian Edwards*



# London Highways Academy of Excellence

Plans are being developed by the Paviers' Charity Committee to support a London Highways Academy of Excellence ([www.lhae.co.uk](http://www.lhae.co.uk)). The Academy would take students from deprived areas of London and train them to become skilled apprentices in the highways industry. We believe we can positively change the outcomes for individuals who would not normally be offered employment. The Academy would aim to provide an opportunity to gain self-respect, self-reliance and a career.

The Academy is being set up initially as a company limited by guarantee and would have a number of stakeholders. In addition to the Paviers, the first company involved is FM Conway, which has helped to develop the concept of the Academy. Other Paviers' construction companies are being encouraged to participate.

The current proposal is for the Paviers to contribute up to £50,000 in the first year to support 30 candidates to achieve a 'Bronze London Pass' and help develop them as apprentices. The Pass would involve attending a two-week training course costing around £400 per person. This would provide a pool of vetted individuals with some tangible training from which member companies and their supply chains could select apprentices to work towards a Level 2 NVQ. The educational element of the apprenticeship programmes would be grant-funded by government and claimed via their employers. In addition to this, the employment cost would be to provide the London Living Wage for those in apprenticeship schemes. The Paviers could contribute, as appropriate, to help all people attaining a Bronze London Pass to have the chance of an apprenticeship.

*Rob Kremis, Melanie Hampton and Jenny Mills*

## University Grants

The Paviers provide grants to the Universities of Birmingham and Nottingham to support small-scale MSc research projects and for prizes to the best students. The following has been compiled from reports sent by Professor Gordon Airey, Director of the Nottingham Transportation Engineering Centre and Dr Michael Burrow, Course Convenor of the MSc in Road Management and Engineering at Birmingham.

The Paviers' Prize at Nottingham went to Chibuzor Ojum, who undertook a detailed research project investigating the influence of residual binder in reclaimed asphalt pavements (RAP) using cold asphalt emulsion mixtures. The research was designed to address areas where there is a lack of understanding about the use of RAP in these mixtures, including a) is RAP acting as essentially an aggregate, b) is the binder rejuvenated by the addition of new bitumen emulsion, and c) Is RAP binder hardness important? Mr Ojum used the Nottingham Asphalt Tester to carry out a number of tests to determine and evaluate the stiffness modulus, fatigue resistance and permanent deformation characteristics of the mixtures. The results enabled the original research objectives to be addressed and more details of these can be obtained from [gordon.airey@nottingham.ac.uk](mailto:gordon.airey@nottingham.ac.uk).



*Chibuzor Ojum with the equipment used for his research at the University of Nottingham*



The Birmingham Paviers' Prize went to Clare Breckin whose project investigated whether an adequate methodology exists for specifying the polished-stone value of aggregate on non-trunk road networks in the UK. Clare undertook her MSc on a part time basis, completing it over a two-year period. During this time she juggled her MSc studies with work in the Highways Department of Devon County Council. Her research project married a review of the literature to establish the theoretical basis, plus interviews with engineers in local authorities to determine current practice and future needs. More details can be obtained from [m.p.burrow@bham.ac.uk](mailto:m.p.burrow@bham.ac.uk).

*Clare Breckin receives her Paviers' Prize from Professor Mark Sterling, Head of Civil Engineering at the University of Birmingham*



The Paviers have made a donation to the children's charity Coram to support their new 'Life Education Centre' that was opened on 6 December 2013. Coram is a children's charity based in London and was one of Sir Michael Bear's chosen charities during his time as Lord Mayor.

*Former Lady Mayoress Barbara Bear, surrounded (from L to R) by the Clerk, the Master, Court Assistant Charlie Laing and Mark de Rivaz from Bedford Estates at the opening of the new Centre*





# Devonport to London with HMS Argyll

The Master John Dance, the Mistress Pavior Dorian Grier, Past Master Christopher Laing and Dr Christine Marshall met at the Devonport naval base on the evening of Sunday 12 January. We boarded HMS Argyll early the following morning for what was to be an exciting and memorable three-day voyage along the south coast and then up the Thames to the Pool of London, with the ship under the captaincy of Commander Paul Hammond, Royal Navy.

An action-packed schedule had been planned for us and, as well as tours of different parts of the ship, we witnessed several intense exercises, all of which were in preparation for Argyll's forthcoming deployment. Monday's exercise involved a helicopter ('helo' in naval parlance) flying out from Yeovilton and landing on the ship's flight deck. It was the first time the young American pilot had performed this manoeuvre. Force 6 winds, a three-metre swell and squally torrential showers did not make it at all easy! However, all went to plan and the ship circled and repositioned as he flew off and made repeated landings, even after dark. The major exercise for the entire ship was a galley fire simulation. Even though not for real, the enormity of the consequences of an uncontrolled fire on board made for a tense situation. The sheer professionalism shown by all was very impressive and it was interesting to learn how lessons from the Falklands crisis have informed naval practice.



*The Paviors' party dining with Cdr Hammond and Lt Cdr McCormack*



*'Helo' exercise*



*'Firex'*



*HMS Argyll passes through the Thames Barrier*

We sailed along the south coast, at one time making 27 knots, to wake early on Tuesday morning 20 miles off the southern coast of the Isle of Wight. It was then up through the Straits of Dover before a left-hand turn across the Traffic Separation Scheme and into the Thames Estuary for the highlight of the voyage – the transit up the Thames. With an expected clearance of just 300mm below the keel, planning the operation was intense. Matters were further complicated by the possibility of the Thames Barrier being closed, which would scupper all the plans, not least our tight time-slot for the opening of Tower Bridge. As it was, all went very smoothly and the excitement began to build as we passed under the Queen Elizabeth II Bridge, through the Thames Barrier and then guided (not towed!) by two tugs as the Thames narrowed. There was one nerve-racking moment: as we approached Tower Bridge, we could clearly see traffic still crossing but, at the very last moment, the bridge was raised to let us sail through without even a change in speed. It was 02.15h when we came alongside HMS Belfast with the ship's company not turning in until after 04.00.



*Approaching Tower Bridge at 01.45h and passing under the raised 1000-tonne bascules*



*Raising of the Colours ceremony*

Wednesday 15 January dawned one of those still January days with a pale grey sky to witness the Raising of the Colours ceremony against the backdrop of Tower Bridge. This was a very fitting end to a memorable voyage, thanks to Commander Hammond and everyone on board HMS Argyll.

*Christine Marshall*



## Affiliates

# Seaman of the Year

During the voyage on HMS Argyll, The Master had the pleasure of presenting the *Paviors' Seaman of the Year Award* to Leading Engineering Technician (Marine Engineering) Daniel Temblett. The citation states that Daniel has proved himself to be an outstanding member of HMS Argyll's ship's company, setting exemplary personal and professional standards for peers and juniors alike. LET Temblett undertook a Section Head role for over three months in the absence of his immediate superior, shouldering considerable additional responsibility and working tirelessly to maintain and rectify defects in both diesel engines. He took this significant increase in workload and responsibility in his stride; the high level of availability during his tenure is a testament to his efforts. The Paviors Company is delighted to support this Award and offers its sincere congratulations to Daniel.

*LET(ME) Temblett receiving his Award from the Master*



Photo: MoD/HMS Argyll

# HMS Argyll visits London

The four days from 15 January were the first time that HMS Argyll had visited the Pool of London since it had been affiliated with the Paviors Company. On the evening of the ship's arrival, the Master, Mistress and six lucky Paviors had the opportunity to attend a reception on-board and to have a guided tour of the ship. Two days later, the Paviors Company was able to return the compliment by hosting a reception for members of the ship's company at The Charterhouse. The photos below capture some of the events of the ship's stay.



Photo: MoD/HMS Argyll

*Berthed alongside HMS Belfast in the Pool of London*



www.sandrarowsephotography.com

*Members of the ship's company in front of the Paviors' window in the Guildhall Crypt and (below) with the Master and the Mistress at The Charterhouse*



Photo: MoD/HMS Argyll

*Cdr Paul Hammond RN addresses the reception on HMS Argyll with Liveryman Jenny Mills and the Paviors' Editor looking on*



*On board with the Clerk and his family (above) and for the Sunset Ceremony (right)*



Photo: MoD/HMS Argyll



# 29(R) Squadron

Wing Commander James Heald has recently been appointed as the Commander of our RAF affiliate 29(R) Squadron. We wish James good luck with his appointment and look forward to welcoming him to Pavior functions in the coming year.

Since the last issue of *The Pavior*, the Master and some representatives of our Company were privileged to be invited to spend a day at RAF Coningsby to view the facilities and to meet with members of 29(R) Squadron. It was a very special day for Liveryman John May, who was invited to fly in a Typhoon jet. This proved to be an exhilarating experience-of-a-lifetime for John, and the Company is very grateful to the Squadron for providing this rare opportunity.



Wg Cdr James Heald DFC  
CO 29(R) Squadron



John May (above left) in his flying-suit with his pilot, Wg Cdr Graham Pemberton, and (right) 'ready to go!'



## Autumn Livery Dinner

Just over 200 Pavios and their guests enjoyed the Autumn Livery Dinner at the splendid Merchant Taylors' Hall. The event was held in the Great Hall, which dates back to 1347 and, with its epic triple-height design, is one of the largest livery halls in the City. Musical entertainment was provided by Nicholas Morris, Organ Scholar at Queens' College Cambridge, playing from the impressive organ gallery.

The principal guest was Chris Cowdrey, who captained the Kent, Glamorgan and England cricket teams, and played six test matches and three one-day internationals. He is the eldest son of cricketer and Life Peer, Colin Cowdrey. When Chris's son, Fabian, made his debut for Kent in May 2012, he became the family's third generation to feature on that County's team sheet. Chris regaled the audience with a few anecdotes, including the time he suffered a heart attack while in hospital: 'people always said I was a lucky player and, if you're going to have a heart attack anywhere, the middle of a hospital is probably it', he said. Chris is currently the President of The Lord's Taverners, the Master's Charity, so the Master, John Dance, took great pleasure in handing him a cheque for £9,000.

*Bill Merry*

## Ladies' Dinner



The 14th Pavior Ladies' Dinner was held at Merchant Taylors' Hall on 18 February attended by 37 people. The evening commenced with a champagne reception and a talk in the King's Gallery, so named as it was here that King James I dined in 1607. We learnt that it was at this event that the National Anthem was first performed. Dinner was taken in the Drawing Room, sumptuously decorated in hand-painted Chinese wallpaper. Guests were welcomed at the dinner by the Mistress Pavior, Dorian Grier, with a response from the immediate Past Mistress, Lady Bear.

*Christine Marshall*



### Message from the Almoner

Please note that, following a recent initiative, Pavios' widows, widowers and partners are most welcome to participate in certain livery events, such as this, in their own right.



## Societies plus the City

# Luncheon Club

The Luncheon Club Christmas Dinner was held on 16 December, for the first time in the splendid surroundings of Stationers' Hall. After a meal featuring excellent goose, diners were entertained with traditional carols sung by students from the Guildhall School of Music and Drama (right). A highlight of the evening was a raffle of fine wines. The event provided an excellent start to the Christmas festivities.



*Stationers' Hall (left) with the Mistress Pavior drawing the raffle winners assisted by Chairman George Chapman (right)*



The first event of 2014 was a lunch at the Oriental Club (right) off Oxford Street - a new venue for the Club - and was well-attended by 38 members and guests. The Oriental Club is famous for its curries, and a good selection were enjoyed, dining in the Library surrounded by a unique collection of Oriental books and outstanding paintings. Thanks are due to John Francis for hosting the event.

*George Chapman*

# Involvement in the City Corporation

Pavior and former Lord Mayor, Alderman Sir Michael Bear, is encouraging other Paviors to become involved with the City of London Corporation. He suggests there are three main ways to do this: Court of Common Councilman, Sheriff of the City of London and Lord Mayor. All of these provide interesting and rewarding opportunities.

One entry-point for the Court is to stand for election in one of the 25 wards of the City for a four-year extendable term as a Common Councilman. Candidates must have Freedom of the City and be an individual rate-payer or a representative of a Limited Company doing business in the City. Time requirements are reasonably modest, and involve looking after the electors in your chosen ward, attending monthly meetings of two committees, plus a requirement to attend the monthly Court of Common Council meeting. Councilmen also represent the Corporation on major civic occasions. Three of the 25 wards are predominantly residential and require greater time commitments for elected members than those wards where electors are mostly business commuters.



*Alderman Sir Michael Bear when Lord Mayor*



*City Aldermen outside the Guildhall*

A second entry-point is to stand for election as an Alderman, which has an extendable six-year term. Until recently, an Alderman needed to be a Magistrate, but entry requirements now just require having a clean police-record, good character and public-service record. Aldermen sit on a minimum of two committees and attend the monthly Aldermanic Court meeting. They participate in more civic events than Common Councilmen, including the election of Lord Mayor and Sheriffs. Aldermen also sit on a number of outside bodies and charities.

Two Sheriffs are elected annually by the Livery, so need to be well-known and popular to gain the support of fellow liverymen, and be seen as 'senior' in the Livery. This position provides support for the Lord Mayor and Lady Mayoress. The Sheriffs have an apartment in the Old Bailey and look after the welfare of HM Judges who reside there, with duties taking up 50 to 60 per cent of their time.

The Lord Mayor is an annually elected position for which the candidate needs to be a sitting Alderman, have served as a Sheriff of the City of London, be the preferred candidate of the Court of Aldermen and be elected by the Livery to the position of Lord Mayor. This is a full-time role.

Having another Pavior supporting Sir Michael in the Corporation presents a great opportunity for individuals, and would enhance further the reputation of the Paviors Company in the City.

*Michael Bear*



# From the Archivists

Work on the Company's paper archive has been in progress for over 10 years and now includes approximately 1,000 catalogued items, covering the period from the Company's resurgence in 1889 to the present day. Bearing in mind the increase in both livery numbers and activities, the contents are expanding rapidly. Attention has also been given to the Company's plate and regalia, including the start of a repair programme for some of the items that have been damaged in the past, principally due to insensitive handling during transport to dinners and other functions. The first project has been the repair of two loving cups, presented by Isidore Jacobs, which required major surgery. We are most grateful to the Cutlers Company for their advice that enabled the cups to be restored to the condition in which they were originally presented to the Company.



*The restored Isidore Jacobs loving cups*

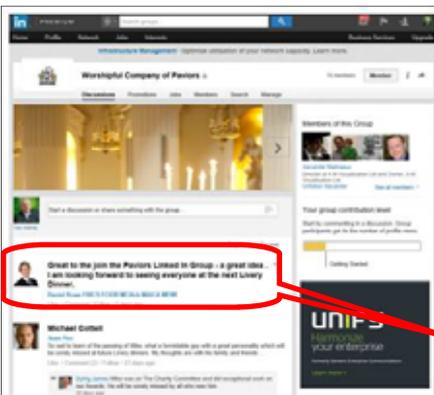
Preparations are in hand to transfer the archive, plate and regalia from Cutlers' Hall to Pavors' House. Arrangements for this have been proposed by Past Master John Mills and the Clerk to improve access and handling, with space for future storage.

Since 2012, we have spent much time in the Guildhall Library, researching aspects of the Company's history and membership. Whilst the work is still incomplete, we now know the names of many masters, wardens and liverymen since the 16th-century. This is proving helpful in answering queries received by the Company from descendants of past Pavors and members of the public. The information so far collected has been processed for practical access by Mrs Sadie Charles, formerly of the University of Birmingham, to whom we express our thanks.

*Ian Dussek and Martin Snaith*

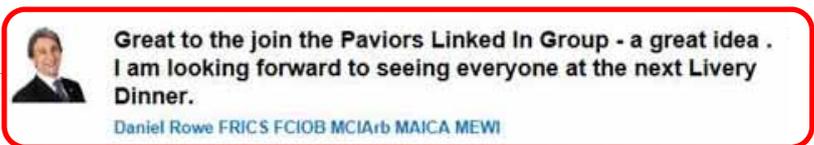
# Paviors on Social Media

The Pavors have had a presence in social media for a few years now through its *LinkedIn* group, which continues to grow steadily and now has nearly 70 followers – currently the ninth largest group among livery companies. The group allows its members to start discussions, post information on upcoming events and then share experiences of them with the group.



Increasing the membership of this group has a number of benefits for the Company. It can provide a source of new members from individuals who find the group on *LinkedIn*, but who may not be known to present Company members, and those asking to join will already have shown a positive interest in the Company. The information available publically within *LinkedIn* enables the Company to see quickly who the applicant works for, what they have done to date in their career, and which members already know them. As the group grows, it will have more influence in the market place and, over time, this will help the Company become more influential and could help with fund-raising.

*Tim Fitch*



*The Master draws 200 Club winners at Common Hall, shown here with organizer Sean Yeo*

# Nominations

This is the last call for nominations for the 2014 *Paviors' Medal for Excellence* and the *Master's Medal*. Details of the awards can be found on the Pavors' web-site ([www.paviors.org.uk](http://www.paviors.org.uk)). Nominations should be sent in writing to the Clerk at Pavors' House.

# 200 Club

There have been two draws for the Pavors' 200 Club since the last edition of *The Pavior*. Congratulations to the winners, listed left.

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.

	16 December 2013	16 January 2014
1st prize £200:	Richard Stevens	Philip Anderson
2nd prize £150:	Bill Bolsover	John Price
3rd prize £75:	Tom Barton	Keith Lambert
4th prize £50:	Peter Hart	John Lelliott



## The Company

# Common Hall

Common Hall was held on 16 January at Trinity House and was attended by about 80 Paviors. The formal proceedings were kept brief and, after an introduction by the Master, the chairmen of each of the Paviors' committees gave a short account of their activities. The presentations were followed by a reception and dinner, during which comments and questions were taken from the floor. During the evening, there was also a presentation from former Budding Brunels student, Salman Ahmed, and information was given about the proposed London Highways Academy of Excellence - both of which are reported elsewhere in this issue of *The Pavior*. The following are some of the issues raised:

- The cost of functions is being reviewed continuously, and the Company is conscious of the need to provide value-for-money
- There is a need to increase the capital base of the Charity Fund
- The use of legacies to raise charity funds can be very effective and it can reduce the inheritance-tax burden on families
- Individuals may wish to be able to target their charity donations (e.g. to the proposed Paviors' academy foundation)
- The Company might seek to reinvigorate its support for Amberley Museum
- Members should know that the auctions to sail on HMS Argyll and the 29(R) Squadron contribution to the golf auction raised nearly £4,000 for this year's Charity Fund; the Company needs to do more directly to support our affiliates (the Company is contributing £750 towards recreational facilities at RAF Coningsby)
- There was a need to encourage more young people from industry to get involved with the Paviors, and there was merit in running invitation evenings for interested individuals to learn about the Company
- Recruitment should be based primarily on 'quality of person' rather than on 'industry' or other criteria



## New Members

Liverymen admitted 19 November 2013



**Matthew Bolton**  
*Director*  
*Luxcrete*  
*Sponsor:*  
**Admissions Committee**



**Glyn Kyle MBE**  
*Company Director*  
*Age UK*  
*Sponsor:*  
**Sir Michael Bear**



**James Morgan**  
*Supervising Engineer*  
*BAM Nuttall*  
*Sponsor:*  
**Malcolm Stephen**



**Simon Brazier**  
*Civil Engineer*  
*Network Rail*  
*Sponsor:*  
**Malcolm Stephen**



**Paul Salmon**  
*Managing Director*  
*Byrne Bros (Formwork)*  
*Sponsor:*  
**Terry Last**

Liverymen admitted 16 January 2014

## Obituary

Honorary Court Assistant Michael Cottell OBE FREng (1931-2014)



Mike Cottell died in February, aged 82. He joined the Livery in 1994 and was elected an Honorary Court Assistant, particularly for his work judging the Paviors' Award. After military service, Mike's career was a litany of highway engineering, working for five counties before becoming County Surveyor of Northamptonshire in 1976 and then Kent in 1984. He took an early interest in the application of computers to highway design. In Kent, he led a 1,000-strong team with £210-million programme covering all aspects of major projects, including the Channel Tunnel. He was President of the County Surveyors' Society, became President of the Institution of Civil Engineers in 1992, and was also active in both the Municipal and Highways Institutions. He was a member of the construction industry group that produced the National Economic Development Office report *A New Approach to Road Planning*. Mike was a forceful and enthusiastic leader whose integrity and diplomacy inspired loyalty from his staff. He lived near Sittingbourne in Kent. His wife, Joan, predeceased him, but our condolences go to his sons Paul and Robert.  
*Ian Dussek*



## Forthcoming Events

Date and time	Event	Who can attend	Venue
<b>2014</b>			
Tue 29 Apr 19.00	Spring Livery Dinner	Liverymen and guests	Carpenters' Hall
Wed 07 May	Golfing Society Spring Meeting	Members and guests	Crowborough GC
Wed 21 May	Inter-Livery Clay Pigeon Shoot	Shooting Section members	Holland and Holland
Wed 28 May	Wine Circle	Members, partners and guests	Travellers' Club
Wed 04 Jun	Luncheon Club Day Out	Members, partners and guests	All England Club, Wimbledon
Tue 24 Jun 11.30	Election of Sheriffs	Liverymen	Guildhall
Fri 27 Jun	Midsummer Event	Liverymen, partners and guests	Wimbledon Greyhound Racing Stadium
Mon 14 Jul	Charity Golf Day	Liverymen and guests	Bearwood Lakes GC
Tue 15 Jul	Gala Concert	Luncheon Club members, partners and guests	Guildhall School of Music and Drama, The Barbican
Tue 02 Sep 12.30	Luncheon Club	Members	RAF Club
Mon 08 Sep TBC	Golfing Society Late Summer Meeting	Members and guests	The Shire GC
Wed 17 Sep	Technical Visit	Liverymen	Wembley Regeneration Project
Fri 26 Sep 18.30	Annual Banquet	Liverymen, partners and guests	Mansion House
Mon 29 Sep 11.30	Election of Lord Mayor	Liverymen	Guildhall
Wed 01 Oct	Wine Circle	Members, partners and guests	Travellers' Club
Wed 22 Oct	Luncheon Club Evening Event	Members, partners and guests	TBC
Wed 05 Nov	Golfing Society Winter Meeting	Members and guests	Tandridge GC
Sat 08 Nov	Lord Mayor's Show	Liverymen, families and guests	St Martin-le-Grand/ MV Erasmus
Wed 12 Nov 12.30	Luncheon Club	Members	Guildhall
Wed 26 Nov 19.00	Autumn Livery Dinner	Liverymen and guests	Clothworkers' Hall
Mon 15 Dec 18.15	Luncheon Club Christmas Dinner	Members, partners and guests	Stationers' Hall

## From the Editor ... and Finally

The Editor thanks all those contributing articles to this edition and, particularly, to the following for contributing photographs: 29(R) Squadron RAF, Arkwright Scholarship Trust, Michael Burrow, Coram, Corporation of London, Tim Fitch, Penny Fussell, Billy McCoubrey, Sue Illman, Christine Marshall, MoD/HMS Argyll, Oriental Club, Michael O'Sullivan Photography, Chibuzor Ojum, Sandra Rowse Photography and Martin Snaith.

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.

This is my final edition as Editor of *The Pavior* after four years. It has been a particularly interesting time: my first edition coincided with the acquisition of Paviors' House, I have reported the election of two Pavior Lord Mayors and, most recently, I was privileged in welcoming the crew of our affiliate HMS Argyll to our home in London. I need to thank many people: firstly, to all those who I have managed to cajole into submitting articles and photographs, and particularly to Billy McCoubrey who has contributed so many photographs; to our Learned Clerks, the two Johns, who have suffered my constant requests for information with grace and good humour; and finally to my partner, Linda, who has read every word of each edition, checked my spelling and grammar, and tried to ensure that copy is readable and understandable by those not immersed in Pavior matters on a day-to-day basis.



Liveryman Bill Merry takes over as Editor from the August edition, and I ask everyone to give him the same support that I have enjoyed. Many thanks.

## Contact the Paviors Company

To learn more about the **Worshipful Company of Paviors**, check our web-site [www.paviors.org.uk](http://www.paviors.org.uk)

The Clerk, John Freestone, can be contacted at Paviors' House,

The Charterhouse, Charterhouse Square, London EC1M 6AN

Tel: 020-7253-2220; e-mail: [Clerk@paviors.org.uk](mailto:Clerk@paviors.org.uk)

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