

KierLink

The Magazine for Kier Group Fellowship Trust

FELLOWSHIP MATTERS

Reports from
Trust Chairman Dick
Side and Group
Chief Executive
Paul Sheffield

FEATURE

Kier's 100 Years on
Merseyside

From the archives:
Greenwich Onion
Dome

NEW MEMBERS

Who has recently
joined?

REGIONAL REPORTS

What has everyone
been up to?



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Welcome



Welcome to the 28th edition of KierLink magazine. We are pleased to bring you this spring edition and very thankful to everyone who has made contributions - without your interest and support this magazine cannot exist.

As much feedback as possible is always welcomed and can be directed to your respective area organisers. All feedback will be taken into consideration when designing the next edition of the KierLink.

Kind regards
Marel Strydom
(KierLink Designer)

Editors' notes

We hope you have all survived the winter weather and the terrible flooding and storms in some parts of the country. Let's hope we can now look forward to a warm summer and enjoy the Fellowship events in your area.

It looks as if there was a record number of Christmas events held up and down the country judging by the number of photographs of smiling faces in festive mood.

In this issue of KierLink we have an interesting article about the history and development of Kier North West over the last 100 years. We would very much like to have similar articles covering your area. Many of the areas have their roots in companies that were acquired by either French or Kier in the distant past. Amongst our members we are sure there are some budding authors and historians who would relish the challenge of writing such an article!

Once again our crossword competition attracted a record number of entries most of which were correct. This time the £50 prize went to Ray and Renate Plassard who are members of the Maple Cross area.

We look forward to meeting some of you at this year's Tempsford Garden Party when you can give us your ideas for future issues of KierLink.

John Simson & Geoff Brown

John Simson: johnsimson@live.co.uk

Geoff Brown: geoffbrown13@sky.com



Our front page

Our Loughton and Witham members enjoy a candlelit traditional turkey dinner at the Greenwich Naval Royal College's newly refurbished Painted Hall.



Features for the next edition of KierLink

Please send all features to Geoff Brown or John Simson by no later than

21 July 2014

Many thanks!



Chairman's Fellowship matters



I am pleased to be able to report that the Fellowship continues to flourish with membership numbers being maintained in excess of 1,250 and overall the number of events being staged by our 13 areas continue at a good level.

It is particularly pleasing to see the Newport and Bristol area is being rejuvenated and the relatively newly formed Solent Area, based on the Southampton office, has produced an impressive programme of events for 2014.

In both instances the resurgence of activity is due to new volunteers coming forward to help organise and run events as part of a team led by the Area Organiser and it is interesting to note that almost all of our more active areas now have committees assisting the Area Organiser deliver their programme of events. This shared responsibility spreads the workload and introduces new ideas for a greater number of functions.

There are unfortunately a small number of our areas that are dependent on the input from staff at their local Kier office and whilst we are truly appreciative it would be better if we did not have to rely on this help to maintain our programme of local events.

We also have notable instances of active Areas where delivering a high number of successful events is achieved almost single

handed by the Area Organiser alone. We are extremely fortunate to have Area Organisers who achieve very creditable results time after time but whom I am sure would benefit from help offered by volunteer members who would enjoy being part of a team producing excellent Fellowship events.

One of my concerns is where the Area Organisers of the future are coming from, and the best answer is to have some of our newly joined members become involved in the team approach.

A number of our organisers have been involved in staging Fellowship functions since the creation of the Trust over 15 years ago and they were retired then! So I am taking this opportunity to appeal to all members, but particularly those recently retired, to see if they can become involved on a team basis, in producing Fellowship Trust events in their area.

You can offer your help confidentially via Brendan O'Boyle or me in the first instance if you feel this might be the best way forward.

I do hope you will be able to attend as many Fellowship events as you can in 2014 and enjoy the company of friends and past colleagues.

Dick Side



Administrator's report

It is encouraging to report that the Trust is continuing to thrive with a diverse list of events taking place across the country with December alone recording fourteen different events.

I have been fortunate to join three different areas for events recently and have been amazed at the numbers in attendance, in some cases the same event being split into two groups and spread over two days.

This success is due to our hard working area organisers and the continued assistance provided by the administrative contacts at each local Kier office and I would like to take this opportunity to thank them all for their commitment

It was good to learn recently that the Fellowship message had reached the other side of the world when an ex Kier employee now based in Australia told me he keeps in touch with news of old colleagues by reading the Fellowship Trust section on the Kier website especially the previous editions of the KierLink magazine.

Members should be aware that the Trust section of the Kier website includes a calendar of future events and a 'read more' tab giving information about those events. Members are not restricted to events in their own area so if you are interested in meeting and joining other areas for a function please get in touch with the relevant area organiser. Those of you with online facilities should use the short cut address of www.kier.co.uk/about/fellowship-trust.aspx which will take you direct to the Fellowship Trust section of the Kier website. Another recent enhancement to the website was the inclusion of contact e-mail addresses for our thirteen areas.

The Kier Plus Benefits Scheme remains popular with our members and we now have over 370 members enjoying the benefits. Membership of the scheme enables you to obtain preferential discounts and cashback rewards at a vast array of retailers including supermarkets, electrical stores, travel companies, DIY outlets and many more.

A number of new members have asked me how they can join the KierPlus Benefits Scheme and in order to clarify the procedure new applicants should provide either the area organiser or myself with your full name, date of birth and National Insurance number. Lists are uploaded once a month to the KierPlus Benefits team on the 20th of each month and become 'live on the system' by month end.

We still hold a small stock of limited edition KGFT ties and these are available to members on request at £5 each.

Finally may I remind members to advise us of any change of address or circumstances so that they continue to receive invites to events and copies of our Trust magazine.

If you require help or assistance with any matters relating to the Fellowship please contact me by e-mail or at the address shown below.

Brendan O'Boyle
Kier Group Fellowship Trust
7 Chestnut Drive
Harrow Weald
Middlesex
HA3 7DL

E-mail: brendan.o'boyle.ext@kier.co.uk

Regards

Brendan O'Boyle

Message from the Group chief executive

2013 was an extremely busy year for the Group. The acquisition of May Gurney in July created a great opportunity for the enlarged group to position itself to deliver more services to more customers right across the country.

In order to get the best out of the combination of the two businesses and to set the Group up for further expansion in the future, we have spent a lot of time and energy on the integration of the two companies. This has resulted in an unprecedented amount of change across the business over the last six months but as we enter 2014 I am pleased to say that most of it is now behind us and we can focus on what is likely to be a very busy year of delivery.

Without doubt there is a strong improvement in the amount of work available across the whole country and we have had some very encouraging contract wins in the last few months.

The redevelopment of RAF Lyneham in Wiltshire for the MOD (£120m), a 3-year extension to our housing maintenance contract with Sheffield City Council (£100m), a £170m contract for Thames Water at Beckton sewerage plant (yes - the same one we worked on 30 years ago) and a £70m contract with Western Power Distribution in the Bristol area are the key big ticket contracts, but we shouldn't forget the myriad smaller contracts that are starting to pick up too. I didn't expect things to turn quite

so fast, but wouldn't be surprised if 'inflation' and 'resources' are the key words to look out for this year.

As always, the achievements of the company reflect the quality and dedication of the people who work for us. 2013 certainly demanded a huge amount of commitment from all of them and we should thank them for creating a strong and stable business - one that will be able to support the Fellowship for many years to come.

I was particularly pleased that we won a national award in November when we were recognised as "The Most Admired" company in the construction sector, knocking Balfour Beatty off top slot for the first time in a number of years. This ties in nicely with our vision statement to be "...the most highly respected business in our industry."

Many of you may have heard that I will be leaving the Group at the end of June. I have committed 31 years to Kier and we have achieved many of the targets we set ourselves when I took over as CEO four years ago - size, diversity, capability, share price and succession plans. Haydn Mursell, currently my CFO, will take over the huge responsibility of steering the Group into the future and I wish him every success in his role.

I wish you all a peaceful and healthy 2014 and I hope to see some of you during the year.

Paul Sheffield



Name	City / Town	Area	Worked For	Years of Service
Julian Armitage	Thurleigh	Tempsford	Kier Group	15 Years
Tim Barke	Sawtry	Tempsford	Kier Residential	12 Years
Graham Boyle	Biggleswade	Tempsford	Kier International & Others	44 Years
Brenda Brien	Plymouth	Plymouth	Kier Construction Southern	12 Years
Linda Carney	Maguull	Liverpool	Kier Construction Northern	10 Years
John Philip Crampton	Lofthouse	Boston Spa	Kier Construction Northern	30 Years
Richard Brook Filer	Fareham	Solent	Kier Construction Southern	14 Years
John Fleming	Havant	Solent	Kier Construction Southern	27 Years
Derek Grant	St Albans	Maple Cross	Kier Construction London	4 Years
David Heard	Taverham	Wisbech	Kier Construction Eastern	6 Years
Roger Keymer	Wisbech	Wisbech	Kier Construction Eastern	40 Years
Phillip Knechtel	Southampton	Solent	Kier Construction Southern	14 Years
Hannah Lester	Watford	Maple Cross	Kier Construction Southern	6 Years
David Macleod	Maidenhead	Maple Cross	Kier Construction Southern	10 Years
Kenneth Charles Marriott	Bedford	Rushden	Marriott Construction	19 Years
Margaret Ann Morgan	Birmingham	Cheltenham	Kier Construction Central	10 Years
John Redmill	Chelmsford	Wisbech	W C French	17 Years
Graham Thomas Rose	East Haddon	Rushden	Marriott Construction	15 Years
Peter Shuttleworth	Newbury	Cheltenham	Kier Moss	13 Years
Lynda Smith	Bristol	Bristol	Kier Construction Western	10 Years
Keith Topham	Yewerton	Plymouth	International	42 years
Trevor Waller	Palmers Green	Loughton	Kier Construction London	43 Years
Alastair Watson	Morton-in-Marsh	Loughton	Kier Construction London	42 Years
Mervyn Whiley	St Lawrence	Wisbech	Kier Plant	30 years
Melvin Wilkins	Chelmsford	Witham	Kier Construction Eastern	46 Years

Welcome to New Members



Bristol & Newport



Hampton Court Castle & Gardens, Hereford

Our visit to Hampton Court Castle & Gardens, Hereford, at the end of August was a great success with a good turnout, despite diversions and slow roads, en route. It was particularly appreciated that Jim and Averil French managed to make the journey from the Cotswolds.



We had arranged a guided tour of the castle, which was well informed and entertaining. We heard how this ruin had been re-built and decorated by an American in the style he thought an English medieval castle should have.

Our Chairman, Jack, correctly identified the one suit of armour that was genuine! Following this, members enjoyed the varied and very well-maintained gardens, complete with visiting birds of prey and meerkats – a thoroughly enjoyable day.



Landsdown Golf Club, Bath

Our golfers played at the Landsdown Golf Club, Bath, in September. No 'holes in one', that day. Jim Parker and Jack Laughton shared the honours.

Retirement

David Orr, who helped start KFT locally and then 'resurrect' it more recently, has decided to take a well-earned retirement from our Committee. His advice has been invaluable in re-forming a now active region. Our thanks to David; he will be missed from the meetings.

Tortworth Court, Bristol

We had good attendance for a meal at the elegant country house hotel, Tortworth Court, just north of Bristol, in October. The autumn weather was beautiful so, after a most enjoyable and excellent value lunch in splendid surroundings, we were also able to stroll in the arboretum and gardens.



David Priddis



I would like to invite all our golfing members, both ladies and gentlemen, and their spouses/partners to join us for an enjoyable day's golf on Wednesday 3rd September at Channels Golf Club, Chelmsford, Essex.

The cost for the day is £40 and includes coffee and bacon roll on arrival, 18 holes of golf and a two course meal.

We have players of all standards taking part and I look forward to hearing from you.

Calling all Golfers to our National Golf Day!

For more information and to book, please telephone me on 01234 823041

or Email me on admin@johnstamfordassociates.com

John Stamford



National Golf Day

Canons Brook Golf Club Harlow



Neil Meixner's Golf Club at Canons Brook Harlow hosted the 15th Annual Fellowship Trust's National Golf day on Wednesday 4th September when 36 golfers took part in near perfect weather. For the last few years the sun really does seem to have shone on the righteous!



Listening to the views expressed last year, we included the offer of soft drinks and a refreshment at the half way stage served by June Holland and Christine Meixner. Duncan Mort had offered to do the refreshments last year but was successfully recovering from cardiac surgery so was unable to be with us. Hopefully we will see Duncan next year.



The Canons Brook course was challenging to say the least and the majority of players soon lost the golf balls which had been given to them at the start of the day.



The event concluded with a three course meal in the clubhouse. Two players George Geisa and Colin Busby had scored the same number of points, but on a count back Colin Busby was declared the winner by scrutineer Brian Painter. This was the second year running that Colin has won the major prize which was the Fellowship Cup and a golfing voucher which was presented by Dick Side, the Fellowship Trust chairman.

- Overall Winner - Colin Busby
- Ladies Winner - Inga Adlington
- Best Front Nine - Terry Holland
- Best Back Nine - Steven Archer
- Nearest the Pin - David Dupree



So here's to another successful day next year, which has been booked at Channels Golf Club Chelmsford, on the 3rd September. Details to follow.

John Stamford





Christmas Lunch

Our Christmas lunch on 15th December was held at the Milford Lodge Hotel where 31 members enjoyed a quiz and a raffle during the meal. The ladies all received a small basket of chocolates and everyone enjoyed the day and look forward to further lunches at the Milford Lodge Hotel on 23rd March and 7th September 2014.

Katherine Leadley



Boston Spa

Christmas Lunch

The Cheltenham area Christmas lunch was held on Friday 13th December at Lilleybrook Golf Club, Cheltenham. In spite of the date there was nothing ill-fated about the event, which was attended by 50 members and spouses. This was a new venue for the Fellowship, and was a most successful choice, providing an excellent lunch in very pleasant surroundings.

As always the Fellowship received great support, both administrative and financial, from Kier Central's Cheltenham office, and it was good that Janet Ballinger, Sandra Lawrence and John Mackman were able to attend, and that we members were able to express our appreciation.

Events for 2014 are in the process of being planned - watch this space.

Hugh Sweet

Cheltenham

Loughton - Witham

Since the last issue of kierLink we have held eight events.

Hidden London and Regents Canal Trip 15th & 16th August

This event was so popular that we had to split it over 2 days. In total 90 members enjoyed a morning walk around the lesser known backstreets and alleyways of London.

After lunch we re-joined our coach for the trip to Little Venice where we climbed aboard our narrow boat for a journey along the Regents Canal. We arrived at Camden Lock where there was time for a quick look around the markets before heading home.



Royal Pavilion Brighton 11th September

Thirty Eight members enjoyed a day in Brighton. In the morning we visited the Royal Pavilion, built as a seaside retreat for the Prince of Wales, later to become George IV. We started with morning coffee, a guided tour and then lunch.

The afternoon was spent walking around the many lanes of Brighton and for some a walk along the pier. Nobody admitted to a dip in the sea.



Carols and Supper at the Greenwich Royal Naval College 13th December

Sixteen members travelled by mini coach to listen and take part in a carol concert in the Chapel of St Peter and St Paul. The Old Royal Naval Choir sang mostly unaccompanied and were conducted by Ralph Allwood.

After a short walk to the Painted Hall a traditional turkey dinner was served to over 300 guests seated at long candlelit tables in the magnificent newly refurbished hall.



Legal London 30th & 31st October

This was another event that due to popularity had to be split over two days.

On our arrival by coach in London by the Law Courts we were met by our guide for the day.

After morning coffee we were taken around the back streets of Fleet Street in the area where the Chambers of our Legal Profession are situated.

After a very good carvery lunch we then had an hour or so to stroll round the Law Courts and most of us sat in on some cases being heard.

The afternoon concluded with a further walk in the area behind the Courts. In total 90 members attended over the two days.



Musical "Cats", Southend-on-Sea 9th October

Our theatre trip took us to see 'CATS' at the Southend Pavilion on a sunny warm autumn afternoon and was enjoyed by 48 members.

Thursford Christmas Spectacular 12th December

Once again our trip to Thursford proved to be a great day out for the 24 members who made the journey.

The show is the largest nationally acclaimed Christmas Extravaganza in Britain with a cast of 130 singers and dancers.

Geoff Brown & John Simson

Liverpool / Manchester

Christmas Lunch

On Friday 6th December 2013 a Xmas lunch was held at The Liner Hotel, Liverpool and was attended by 36 members. It was a fabulous afternoon.

Once again Father Christmas (our very own Barry Cook) made an appearance, getting everybody in the spirit of things by assisting Pat Rostron with the Xmas raffle which contained some very interesting prizes. Of course, lots of us wanted to sit on Santa's knee including Northern Managing Director, Gary Wintersgill.

50th Wedding Anniversary

Congratulations to Dawn and Eric James who celebrated their 50th Wedding Anniversary on the 21st December 2013 with a cruise to the Canaries.

Planned Events

The next event is the annual Kier Fellowship/25 Year Dinner which is to be held on Friday 7th March 2014 at The Liner Hotel.

Sharon Jenkins

Devon & Cornwall

Christmas Lunch

The Devon and Cornwall membership joined together once again at the Quality Hotel overlooking Plymouth Hoe for their Christmas lunch on 12th December. As usual the weather had been ordered and some splendid views overlooking Drake's Island were enjoyed along with our festive cheer.

There were 24 members with a further 12 guests attending and adding years of service together we achieved an incredible average of 30 years service for each member - of these 8 had over 40 years' service with the Company – two of these completing over 50 years. As you can imagine there were some fabulous stories going around the tables!!!



Shirley Riddle

Royal Albert Hall

On Sunday 24th November 56 members visited the Royal Albert Hall to see the Classical Spectacular. The show certainly lived up to its name and everyone enjoyed the matinee performance.

The conductor held the audience in the palm of his hand as he organised us all to clap to the orchestra's music, after which he promptly interrupted everyone clapping, explaining that we had all started at the wrong time! Needless to say everyone was in raptures of laughter.

On our way home our coach driver had a surprise for us as we stopped at a fish and chip restaurant for a delicious meal. Back on the coach we completed our quiz and the answers were read out by Warwick Stevens who can be seen in the photograph presenting the prize to John and Elizabeth Archer.

The proceeds of the quiz were donated to the charity Barnardo's which is sponsored by Kier Group.

Planned Events

Dates for Your Diary:

-
- Apr 2014 Currently sorting - The Bodyguard (a must for any Whitney Houston fans)
 - Fri, 30 May 2014 Lunch and afternoon performance of The 60's Show at Brick Lane
 - Sun, 22 Jun 2014 Tempsford Garden Party (tickets £18 each)
 - Jul 2014 Hog Roast at Hadlow Manor
 - Nov 2014 Classical Spectacular (to be booked in March due to demand)
 - Tue, 16 Dec 2014 Christmas Lunch (this date is provisional and yet to be confirmed)
-

Anne Ransley

Maidstone

Christmas Lunch

At our Christmas lunch we had 84 members and guests at Wealden Hall on the 17th December and everyone enjoyed the meal and catching up with friends and colleagues.



Rushden

Portsmouth Day Out

At the end of July we had a mystery trip which saw 39 members visit Portsmouth.

Norfolk Lavender Fields

Our August extravaganza was to The Norfolk Lavender fields on the Sandringham Estate, when 24 made the trip, which finished with fish and chips in Hunstanton and as the coach departed a flypast by the Red Arrows.

European Senior Masters Golf at Woburn Golf Club

On the 31st August a group of 40 attended the European Senior Masters Golf at Woburn Golf Club which was won by Colin Montgomerie.

Barcelona Trip

Early in October ten members flew to Barcelona and joined a cruise ship for an eight day all inclusive sail around the Mediterranean – plenty of sun, food and drink at a bargain price.



We have been very busy in the last few months!

National Golf Day at Harlow and Malvern Food Show

In early September four members enjoyed the National Golf Day at Harlow Golf Club and on Sunday 29th September 41 members attended and enjoyed the Malvern Autumn Food and Garden Show.

Annual Ferret Race Night

In mid October we held our Annual Ferret Race Night to raise funds for the local Mencap club when over £1,000 was raised.

Christmas Shopping day

For our Christmas shopping excursion we went to the Westfields Centre at White City in London.

Potters Leisure Resort, Norfolk

A three day break at Potters Leisure Resort in Norfolk was enjoyed by twelve members who indulged in the many sports available. The music and entertainment was provided by Bjorn Again which was enjoyed by all.

Christmas Lunch and Carol Service, London

On Sunday 8th December 2013 we visited London for a Christmas Lunch and Carol Service at the Guards Chapel where 47 members started Christmas in the traditional way.

BBC Concert Orchestra, Watford Colosseum

Two days later we were invited to attend the BBC Concert Orchestra at Watford Colosseum Theatre where we expected a Christmas concert, unfortunately it turned out to be a Winter Wonderland Concert broadcast live on Radio 3 – a little bit heavy going! We welcomed Brendan and his wife who joined us for drinks before the concert



New Year's break Breda, Holland

Our New Year's break this year took us to Breda in Holland where 40 members joined in the festivities wearing dinner jackets on New Years Eve, and dressing up in fancy dress for a party on New Years Day night.



Kier Group Fellowship Trust presents...

The Italian Dolomites

INCLUSIVE PACKAGE

Price £699.00*
per person based on 40 passengers with 2 sharing in a twin/double room

7 days/6 nights • Friday 27th June 2014

With breathtaking scenery each and every way you turn, this region offers a myriad of itineraries and scenic days out with stunning backdrops of meadows and mountains that provide a charming getaway.

Located in north-eastern Italy, the Dolomites provide a dramatic rocky rooftop, previously known as the 'Pale Mountains'. The beautiful spa city of Merano is a must, enjoy strolling around this town's vibrant centre with plenty of shops, bars and cafes and experience the sights along the Adige Valley's famous wine route with a stop for wine tasting at Lake Caldaro. A paradise for nature lovers with rolling hills and picturesque lakes, the idyllic scenery will make a memorable mountain experience.

Hotel Paganella

This small and friendly family run hotel is ideally located in the enchanting Dolomites near Lake Molveno. Fausto and his family ensure a warm welcome in this typically Austrian chalet style dwelling. There is a cosy bar, a traditional restaurant serving excellent home made fare, a comfortable lounge and sitting areas. All rooms have hairdryers and TV.

Your Tour

What's Included

- Return flights from London to Northern Italy
- Return airport transfers with English speaking assistants each way
- Divide stop for lunch (dine out meal) at Trattoria Da Arturo and time at leisure in Lazise
- 6 nights accommodation at the 3 star Paganella Hotel, Fal della Paganella
- Porterage in and out
- Welcome drink (grapecco or non-alcoholic drink) on arrival
- Cold buffet breakfast each morning of your stay
- 4 course dinner each evening with a choice from the menu for the starter and the main course, with a fixed dessert (choice made at dinner)
- Unlimited wine and water with dinner each evening
- Tea/coffee following dinner each evening
- Farewell candlelit Tivolis dinner with music on your last evening
- Free bar between 9pm to 11.30pm each evening (beard beer, wine, national spirits & soft drinks)
- Wine tasting evening in the hotel restaurant before dinner one evening
- Quiz/games held on one night at the hotel
- Grotto evening in the hotel bar on one night at the hotel
- Full day guided coach excursion to Merano & Lake Caldaro, which includes wine tasting
- Full day guided coach excursion to enjoy a scenic dolomite mountain drive
- Mystery day out with the hotel owner (guided walk of Fal which includes a pizza/wine picnic)
- Full day guided coach excursion to Merano
- Full day guided coach excursion to Biva and Lienz

What's not included

- Personal travel insurance at £28.00 per person
- Single supplement at £55.00 per person
- Tip, gratuities, items of a personal nature and meals other than those specified

HOW TO BOOK
To book your place, contact Brian Hill on
01933 460963 • sandrahill@live.co.uk

SUCCESS TOURS

Group Awards WINNER

Planned Events

- Sat, 15 Mar 2014 Albert Hall Mountbatten Festival of Music
- Fri, 9 May until Mon, 12 May 2014 Potters Leisure Resort with Chas and Dave 4 days 3 nights
- Fri, 27 Jun until Thu, 3 Jul The Italian Dolomites 7 Days 6 nights all inclusive
- Thu, 25 Sep until Sun, 28 Sep The Rotterdam International Military Tattoo 4 day 3 nights

Other trips in the programme will include:

A Mystery trip
A visit to Gardens
Royal Military School of Music Kneller Hall
Woburn Abbey.

- Tue, 30 Dec 2014 until Fri, 2 Jan 2015 4 days 3 nights at Hotel Carat Monchau in the Rhineland.

Brian Hill

Tempsford

Lunch at the Green Man, Stanford

Our lunch on 10 October at the Green Man, Stanford was another enjoyable outing for thirteen of us, whilst the lunch on 12 November at the Anchor, Great Barford proved more popular with an attendance of 20. Our Christmas lunch on 10 December saw our record for a lunch with 34 present, when we were thrilled by the quality of the food and service at the Tavistock Pub and Carvery, Bedford.

Thursford Christmas Spectacular

Our group's first visit to the Thursford Christmas Show was a great success in November – as we expected it would be from the reports received from other areas in earlier years. Twenty Five made the journey, stopping off on the way for lunch at the Green Man, Little Snoring, where we were made to feel most welcome. We hope to do the trip again in 2014.

Lunch at the Anchor, Great Barford

In January we had no events so we start again on 4 February with a buffet lunch at the Anchor, Great Barford where we will be addressed by one of our members on the History and Reconstruction of St Pancras Station.

Harold Thompson



Planned Events

Date	Detail	Comment
Thu, 6 Mar 2014	Lunch at the Wheatsheaf, 42 Church Street, Tempsford, SG19 2AN (tel: 01767 641065). Rendezvous 12:15pm – a very popular, regular venue.	Pay as you go
Tue, 8 Apr 2014	Lunch at the Eaton Oak, Cross Hall Road, Eaton Socon, PE19 7DB (tel: 01480 219555). Rendezvous 12:15pm.	Pay as you go
Thu, 8 May 2014	Lunch at the Danish Camp, Chapel Lane, Willington, MK44 3QG (tel: 01234 838709). Rendezvous 12:15pm - another regular venue. Lovely spot for a stroll.	Pay as you go
Thu, 29 May 2014	Tempsford/Rushden Areas Joint Golf Day at Pavenham Park Golf Club. Bacon bap and coffee on arrival at noon; T-off for 18 holes at 1.00pm; three-course meal. More details from John Stamford. (tel: 01234 823041)	Pay as you go
Sat, 7 Jun 2014	Visit to Whitechapel Bell Foundry, London Date etc to be confirmed. Contact Harold Thompson by 31 December 2013 to register interest (tel: 01480 40427) £12 plus coach and lunch	Pay as you go
Tue, 10 Jun 2014	Lunch at the Five Bells, 101 High St, Henlow, SG16 6AE (tel: 01462 811125). Rendezvous 12:15pm.	Pay as you go
Sun, 22 Jun 2014	Summer Garden Party in the grounds at Tempsford Hall. The ever popular mix of good food, wine, live music, dance floor and raffle.	Ticket Price £18
Thu, 10 Jul 2014	Lunch at the Greyhound Inn, 68 Northwood End Road, Haynes, MK45 3QD (tel: 01234 381239). Rendezvous 12:15pm	Pay as you go
Tue, 12 Aug 2014	Lunch at The Three Tuns, Biddenham. Rendezvous 12:15pm.	Pay as you go
Wed, 3 Sep 2014	Fellowship National Golf Day at Channels Golf Club, Chelmsford. Details from John Stamford. (tel: 01234 823041).	£40 per player
Thu, 11 Sep 2014	Lunch at "The Orchard" Harvester, 1, Riverfield Drive, Bedford, MK41 0UE (tel: 01234 271339). Rendezvous 12:15pm.	Pay as you go
Tue, 14 Oct 2014	Lunch at the Green Man, Stanford Lane, Stanford, Beds, SG18 9JD (tel: 01462 812293). Rendezvous 12:15pm.	Pay as you go
Thu, 13 Nov 2014	Lunch at the King's Arms, 31 The Green, Cardington, Bedford, MK44 3SP. (tel: 01234 838533). Rendezvous 12:15pm.	Pay as you go
Nov / Dec 2014	Travel to Thursford for the afternoon performance of their Christmas Show. Lunch on the way. Date and price not yet fixed – contact Harold Thompson by 31 December 2013 to register interest (tel: 01480 404271)	Per head cost about £65 including coach and lunch
Tue, 16 Dec 2014	Our Christmas get-together. The Tavistock Pub and Carvery, 117 Tavistock Street, Bedford, MK40 2SB. Rendezvous 12:15pm. Tel: 01234 219595. £10 Deposit required in October	£10 deposit required in October



Solent

Deja Vu

While commuters were struggling through fog bound traffic jams on 21st January KF Solent members were enjoying winter sunshine walking along the South Downs Way above Petersfield.

This photo shows Louis Price with Dave Fleming, Gary Mackie, Ian Burrell and their wives climbing Beacon Hill. Clouds from a temperature inversion, hang over South Harting village with only Butser Hill and the Hangars poking through in the far distance; a really Alpine scene.

The 17km walk with 560m of ascent in the National Park also managed to encompass the Royal Oak at Hooksway for an excellent lunch and pint of local ale.

Deja Vu? Well back in 1985 a very similar walk was organised by the Henry Jones team.

Graham Willoughby



“From the Archives”

The 'Onion Dome' at Greenwich Observatory

A recent trip to the Royal Observatory at Greenwich by the Maidstone area brought back happy memories for one of our members, Ken Brooks.

In 1974 he was working for G E Wallis and found himself along with Site Agent Ted Hadley on the contract to install the new "Onion Dome" in time for the 300th anniversary of the construction of the observatory by Charles II. It was originally built for the Astronomer Royal to observe and plot the stars as an aid to navigation "to find the longitude of places" and to measure time.

The £130,000 contract involved the construction of a new tubular steel framed "onion" to be covered in a grey-green glass reinforced plastic and set on a new ring beam on the repaired brickwork. The second dome on the site which had been erected in 1895 to house the bigger 28-inch telescope had been destroyed in the Second World War. Fortunately the telescope survived and had been reinstalled in 1971 in a temporary corrugated iron enclosure.

Planned Events

Type	Date	Detail	Organiser
Walks	Mar	Walk - Gentle + Pub	Roger Osgood
	Apr	Hayling Is. + Inn on Beach - lunch	Tony Wager, John Gains
	May	Gentle + pub	Ian Burrell
	TBA	Isle of White	Peter Barker
Lunches	7 Mar	Fellowship Lunch , Lysses Hotel	Graham Willoughby
	Nov	Guests at Long Service Staff Lunch	Graham Willoughby
Site Visits	TBA	London Area	Peter Wallbank, Graham Baker
Cruise Ship Tour	Apr	TBA	Ian Burrell
National Trust etc.	May	(Bluebells) - Hinton Apner	Ian Burrell
	May	(Rhodies) - Abortum Romsey	Ian Burrell
	June	Borwnsea Island / Richmond	Ian Burrell
RHS Wisley	Autum	TBA	Graham Baker
Horse Racing	4 Sep	Horse Racing - Goodwood	Ian Burrell

Type	Date	Detail	Organiser	Type	Date	Detail	Organiser
Vinyards	TBA	TBA	Susan Bridger	Pitch & Putt	TBA	TBA	Graham Baker, John Gains
Archery	TBA	TBA	Susan Bridger	BBQ	TBA	TBA	Gary Mackie
Skittles / Ten Pin Bowling	TBA	TBA	Peter Wallbank	Cycling / Off Road	TBA	TBA	Peter Wallbank
Golf	TBA	TBA	Graham Cross	Quiz	TBA	TBA	Peter Wallbank



The tubular steel dome frame, weighing 12 tons, is lowered towards waiting workmen who will help in setting it into position atop the Great Equatorial Building.



The new 12 ton dome was carefully lifted over the telescope and the contract was successfully completed.

To mark the 300th anniversary the Queen and the Duke of Edinburgh visited the Observatory on 20th May 1975 and Ken Brooks and some of his colleagues had official invitations to the event from the National Maritime Museum.

Some great memories for Ken and those involved 40 years ago!

John Simson

Maple Cross

Late Summer Luncheon

On 13th September we held our Late Summer Luncheon at Freddie's Restaurant in St. Albans where 20 members enjoyed a three course meal and put the world to rights.

Kier Southern Long Service Luncheon

The Kier Southern Long Service Luncheon was attended by 32 members at the Aldenham Golf Club in October and our Winter Warmer Lunch attracted 25 members to Ruby's Restaurant in Bushey Heath.

Terry Delany



Christmas Luncheon

Our Christmas Luncheon was held once again at the Aldenham Golf Club and 36 members enjoyed a traditional turkey meal with all the trimmings together with some fine wines. We were very pleased that Norman Elliott joined us for his first Fellowship event.

Planned Events

So far for 2014 include:

March 2014 A trip to London theatre.

Sun, 22 Jun 2014 Tempsford Garden Party
(tickets £18 each)

Wisbech

Billy Elliott

In July a group travelled to London to see a performance of Billy Elliot which was enjoyed by all.

Farewell Party to the Wisbech Office

At the end of August a large number of Fellowship members joined the Wisbech staff at a Farewell Party to the Wisbech Office. We were joined by members from other areas including John Simson, Geoff Lindsey-Smith and Martin Rooke.

Seaside Special, Cromer Pier

In mid September a group of members again enjoyed a matinee performance of the Seaside Special on Cromer Pier.

Christmas Lunch, Crown Lodge Hotel

Our Christmas lunch was held at the Crown Lodge Hotel in Outwell which was again enjoyed by all, but our numbers were down on last year. Our programme of events for this year is currently being put together and we will be writing to our members shortly.

Obituaries

Our deepest sympathies to the families of the following members who have passed away.

Name	Date Passed Away
Elizabeth Ashenden	19-Jan-13
Edward (Ted) Austin	14-Jul-13
Ronald Badman	03-May-13
Frank Barnett	20-Jun-13
Calia Bawcombe	27-Mar-13
Joy Beckingham	27-Jun-13
John Bell	12-Feb-13
Sid Bennett	11-May-12
Anne M Bernau	24-Jan-13
Margaret Brighton	13-Mar-13
Lena Brodie	11-Apr-13
Mary Cassidy	27-Mar-13
Angela Chadwick	21-Apr-13
Len Chapman	24-Aug-13
Olive Collins	27-Nov-13
Joseph Gerald Connor	30-Jun-13
Alfred Crabb	16-Oct-13
Charles Cutting	04-Dec-12
May Davey	20-Apr-13
Jon Davies	03-Jul-13
Jacqueline Day	01-Feb-13
Ivan Diprose	30-Oct-13
Gladys Drummond	01-Feb-13
James Dunster	26-Dec-12
Peter Everett	01-Jan-14
Doris Exley	08-Jul-13
Nigel Falkus	29-Jul-12
Lily Fisher	05-Dec-12
Ethel Forder	01-Aug-13
Wilson Fox	12-Nov-13
Ronald Freer	11-Nov-12
Richard Fuller	23-Mar-13

Name	Date Passed Away
Bill Gillbanks	14-Feb-13
James Graham	07-May-13
Walter W Grant	18-Jul-13
Derek Gurner	05-Oct-13
David J Harding	14-Jul-13
Denise Harker	27-Nov-12
Walter Harrison	10-Jun-13
Harriet Harwood	01-Oct-13
William Hawkins	08-Dec-13
Frederick Heard	18-Feb-13
Joan Hills	10-Nov-13
John Hogg	18-Sep-13
Gordon Holt	08-Apr-13
John Hughes	21-Mar-13
Beryl Hunt	23-Dec-12
Jean Ivell	09-Aug-13
Francis Jackson	22-Feb-13
John Jeffrey	04-Jun-13
Eric Jenkins	04-Dec-12
John Johnson	29-Jan-13
Dave Kew	04-Jan-14
Phyllis E Lane	26-Jan-13
John Lawson	06-Mar-13
Robert Malyon	01-Oct-13
Frances Mansfield	24-Feb-13
Darrell March	27-Aug-13
Frederick Marsh	31-Jul-13
Christopher Mason	14-Jun-13
Vera Matcham	02-Apr-13
Norman Matthews	12-Mar-13
Frank Miller	08-May-13
James Moore	28-Aug-13
Philip Murdoch	16-Jul-13
Thomas Myerscough	04-Apr-13
Eric Neilands	27-Aug-13

Name	Date Passed Away
Michael Nowell	13-Jun-13
Edward O`Neil	06-Mar-13
John Palmer	08-Jan-13
Douglas Payton	13-Aug-13
Graham Pearce	01-Dec-13
Patrick Phillips	10-Jan-13
Kathleen Powell	04-Jun-13
Terence Pratt	25-May-13
Gerald Price	09-Oct-13
Eric Pritchard	24-Sep-13
Les Reeve	01-Jan-13
Philip Reilly	06-Jun-13
Florence Riley	23-Sep-13
John Riley	25-Aug-13
Berry Robson	26-May-13
Leslie Roderick	20-Aug-13
Ivor Rogers	10-Oct-13
Phyllis Rudd	11-Mar-13
John Rush	26-Oct-12
Bernard Ryan	08-Dec-12
Martin Ryan	05-Nov-12
Ethelind Saunders	19-Sep-13
Brian Scull	22-Jul-13
Mike Scullion	03-Nov-13
Edwin Sherwood	11-Oct-13
Thelma Short	06-Mar-12
Mavis Slater	04-Jan-13
Peter Stevens	10-Dec-13
Eileen Stevenson	15-Jul-13
Paul Stribling	10-Oct-12
Mervyn (Spud) Taylor	22-Aug-13
John Tebbutt	02-Nov-12
Bertie Thipthorpe	08-Dec-12
Ernest Thrower	01-Dec-12
Peter Tierney	23-Feb-13
Bob Todd	22-Sep-13

Name	Date Passed Away
Frank Topliss	27-Nov-12
Mary Townrow	30-Mar-13
Andrew Tuffield	21-Dec-12
Harry Turner	26-Oct-13
Ernest Twell	30-Oct-12
Sheila Upsall	13-Jul-13
Ian Urquhart	05-Mar-13
Joan Veneer	04-Apr-13
Sheila Venn	05-Feb-13
D F Wallis	08-Oct-13
Charles Walsby	26-Dec-13
Christopher Webb	16-May-13
Raymond Wellard	20-Jul-13
Winifred Wells	13-Nov-13
Dorren Weston	10-Oct-12
Graham Wheelhouse	22-Mar-13
Walter Wilson	13-Aug-13

John Clerk Hughes BEM

Written in memory of John Clerk Hughes BEM customarily known as 'Jack' but sometimes also as 'Jock'.

On Tuesday 9th April 2013 at 12.30pm a sprinkling of Kier veterans, who had travelled from various parts of the country and mainland Europe, joined the large congregation that filled the chapel of Bramcote Crematorium on the edge of Nottingham. We were there to pay our respects and remember our valued colleague and friend of many years standing, John Clerk Hughes, who passed away on 21st March 2013.

Within a moving, family orientated service conducted by the Reverend Ian Wiseman, a Scottish Minister, we heard the skirl of the bagpipes, listened to a reading of Robert Burns's poem "A Man's A Man For A 'That'" and sang the great hymn 'Amazing Grace'. All very fitting for a proud 'Jock' who enlisted at age 18 years into the Scots Guards and served during WWII as a Churchill tank driver in the Guards Armoured Division. Jock saw active service during the Normandy Landing in June 1944 and the subsequent push through France, Belgium, Holland and over the Rhine into Northern

Germany. On VE Day, at the end of the struggle in Europe, Jock's unit found itself in Munster.

A post-war fear that Tito and his Partisans would attempt to occupy Trieste in Northern Italy was countered by moving Allied forces up to the Italian/Yugoslav border. Jock's unit was moved there. Subsequently he served as a heavy goods vehicle driver until demobilised in 1947.

Among the officers under whom Jock served, to his subsequent surprise it always seemed to me, there was a future Archbishop of Canterbury, Robert Runcie and a Conservative politician of the old school, William Whitelaw, who became a Government Minister and a loyal and trusted adviser to Margaret Thatcher.

Jack was born at Rosyth in Fife on 4th October 1924. During the thirties' depression the family moved to the USA in search of a better life but returned in 1934 when activity in the Naval Dockyard in Rosyth picked up. When Jack left school aged 14 he was apprenticed as a carpenter and it was to his trade that he returned following demobilisation. While working locally on housing sites he met and married Terry, a serving Wren (WRNS) who was stationed at Pitreavie.

I believe Jack's first job with Kier was as a carpenter/shutter hand working on a cooling tower contract at the Grangemouth Oil Refinery in the late 1940s and doubt if he then realised how long he would stay with the company. For several years, as was common in the civil engineering industry, he moved to meet the needs of the contracts Kier was awarded.

Jack and Terry had their first married home in Northampton (Cooling Towers). Son Nick was born in 1952 in Plymouth (Cement Works). A spell in Hackney (Power

David Wallis

David Wallis, or Mr David as he was known at work, had a long and happy retirement and during that time was very involved with his local church, St. Johns in Sidcup.

He also enjoyed his hobby of marquetry, but had to give this up when his eyesight became too poor and eventually even watching television became too much of a struggle.

David was a quiet and reserved man who also enjoyed his mystery trips to the countryside with his wife Jean doing all the driving.

He was a true gentleman in every sense.



Anne Ransley

Station) was followed by a longer stay in Liverpool (Gas Works) which started in June 1953. It was my first contract as the appointed Agent, Jack was the General Foreman and we were joined by Tony Kelleher as the site Engineer. John Pritchard (Mr P) was recruited locally as the Office Manager. All four of us stayed with Kier until our retirements. On the Garston Gasworks contract we were given a thorough going over by the politicised shop stewards of the unionised 'scouse' work force. Completing the construction while learning how to manage through such a situation provided us with a 'university' education in industrial relations, disputes procedures and rule books which none of us ever forgot.

Painful though it was at times there were moments of high humour and the experience stood us in good stead throughout our subsequent careers. It also provided us with many laughs whenever we met in later years and over a drink reminisced about the interesting characters we matched our wits against and their devious machinations.

Jack, Tony and I next worked together on the construction of the foundations and coal store for Richborough Power Station sited on the Kent coast between Sandwich and Ramsgate which we started in October 1959.

Our families moved with us and we were joined as a site engineer by newly demobilised Peter Robinson, 'Chalky' or 'Rommel' as Jack nicknamed him. Jack and Terry lived in Cliftonville where son John was born in May 1960. When Kier was awarded the contract Jack took charge of the construction of the three cooling towers built there. These stood as a landmark in the surrounding flat coastal area until they were demolished recently.

At the end of the Richborough contract, the move that Jack and Terry made to Nottingham for the Ratcliffe on Soar Power Station Contract was their last move as a family.

At some stage all 'gypsies' recognise the need for a family home to provide a settled base for the children's education. Jack and Terry made the decision to make their permanent home near Nottingham and from then on Jack 'travelled' while the family stayed put.

Jack's travels took him to a wide variety of contracts at many locations all over the country. He also had a spell in Saudi Arabia. With increasing experience Jack achieved and maintained positions of great responsibility as a Works Manager. Directing and controlling a large works force on a construction site requires a strong personality, a multitude of technical, organisational and human skills, all of which Jack had in abundance.

Because Employers came to require that the Agent on large civil engineering contracts should be professionally qualified I think that sometimes Jack felt this requirement held back his career but in truth Jack was at his best and in his element among the 'muck and bullets'. Several younger qualified men, including Richard (Dick) Allen and the late Alan Frettsome, would acknowledge that they learned much from Jack and remember him as a wise adviser and a driving force who helped them by pushing on and 'getting the job outside done'.

Some will understand what I mean when I write that Jack Hughes, from his early formation, embraced the best military virtues. He was a 'Kier RSM'. Presented to Her Majesty the Queen in 1981 on the completion of the Garstang Project, he was awarded the British Empire Medal 'for services to the Construction Industry' in 1988, while he was engaged on the civil engineering works for Stansted Airport. Jack retired in 1990 having completed 42 years with Kier, during which time he contributed to its progression from a small private business to a respected national and international company.

In the congregation gathered for Jack's funeral service were representatives from Probus and the Masonic Society, evidence of Jack and Terry's long, active and mainly happy retirement. Like Terry, Jack had been a President of the local Probus association and particularly enjoyed joining in the walking group. He and I kept in touch through the occasional letters, phone calls and Christmas cards.

Throughout this correspondence Jack left me in no doubt that he took the greatest interest, pride and pleasure in the activities and progress of his sons, grandchildren and great-grandchildren. He remained close to his nieces and nephews, to his sister and all of his brothers and sisters in law.

The family retain and at the funeral younger members spoke lovingly, of their many happy memories of times spent together, laughing, enjoying each other's company and partaking of the odd dram. Jack is survived after 62 years of marriage by his widow Terry.

Distressingly for the last few years Terry has suffered from dementia and Jack, until his death, unfailingly cared for her, first at home and subsequently in daily visits to hospital or residential nursing home. Latterly Jack's phone calls and letters to me contained expression of the pain and bewilderment he felt at the loss of communication with and recognition from "his Terry". Jack was aged 89 years when he died.

During the drive home to Cambridge, after spending some time with the family following the service, there was much to turn over in my mind remembering a long association with a fine, warm human being who contributed and gave so much to those around him.

As Burns wrote "Wha's like us? - Damn few!"

John Mott

Kier Celebrates 100 Years on Merseyside

Back in 1913, Kier Construction, then known as William Moss & Sons began work on Wallasey Town Hall. This landmark project sparked over a century of success for the regional business, which has been instrumental in changing the face of Liverpool City Centre's skyline through the construction of many of the city's landmark buildings.



Over the past ten decades Kier has undertaken more than 650 projects on Liverpool and Merseyside totalling £2.5 billion, creating over £7 billion for the Liverpool and Merseyside economy. To commemorate this, a water colour painting was commissioned by Gary Wintersgill Managing Director by a local artist, which highlights key landmark projects that Kier have been involved with across Merseyside.

“Today it’s hard to stroll through Liverpool city centre without passing one of Kier’s impressive creations and not feel a sense of pride that the organisation that built these impressive building is still trading 100 years on.”

Merseyside is still seen as very important for Kier’s business in the north and this has been proven by the securing of recent contracts such as Liverpool schools, Abbotts Lea and Palmerston SEN schools and the Joint Control Centre project. Today we are still creating landmark buildings for the city with the latest, most recent venture being the £55 million Hilton Hotel at Liverpool One within the city centre.

Not only was Kier responsible for the construction of a wealth of magnificent landmark buildings within the region, we were also responsible for shaping the area’s cultural heritage. During the 1920s and 30s William Moss and Sons supported the city in their bid to conquer the depression by investing heavily in civic and commercial architecture. Partnered

with Herbert Rowse, the company created Martins Bank along with the Queensway Tunnel entrances and ventilation stations.

Today we still continue to support the region’s regeneration, with a recent focus on the Baltic Triangle area of Liverpool where we delivered WICED and UTC projects.

Kier started from humble offices on the site of Wallasey Town Hall in 1913. Opportunities increased forcing the business to move into Roscoe Street in 1919 combining a workshop and an office. Kier remained there until 1960 when they moved to Kirkby into a brand new office complete with plant yards and workshops. Kier vacated the Kirkby office in 2009 and relocated to a new modern office development in Speke where we are still currently based. Over the past century the company has undergone a number of changes since the days of William Moss & Sons, but there is one fundamental thing that has not changed, which is that it remains very much a family business. This can be evidenced by the number of staff having over 25 years of service. Throughout the company’s 100 years there have been generations of families who have worked for the business such as the Harwoods, the Michaels and the Neilds, some of whom are still working at Kier today, alongside their children.

We have also left legacies behind on our projects. A.E Bradley was the project manager on Wallasey Town Hall back in 1913 from start to completion. Through his pride and devotion, he decided to move his family to Wallasey for seven years. There is also James Harwood whose commitment and dedication to the construction of the Centre Hotel, now the Liner Hotel, resulted in a suite within the hotel being named after him in his honour.

As part of the celebrations, David Jenkins Operations Director organised a Kier Fellowship lunch at the Liner Hotel in Liverpool City Centre back in February 2013. Included in the day’s events was the delivery of a presentation to



the Fellowship by Adam Hughes (Assistant Framework Manager), along with the presentation of old documents and photos of the company and the various projects and iconic landmark buildings that the company was involved in. This allowed the Fellowship to reminisce and share old stories and memories about their time at the company.

To mark Kier's centenary a reception with drinks and canapés was held in June 2013 at Martins bank building on Water Street, which the company originally built and completed in 1932 under its former name, William Moss & Sons. The event was located in the main Grade II listed banking hall, which was decorated with Kier memorabilia both past and present and included a tour of the infamous bank vault from the days of the 'Bullion Boys'. The event was made even more special with the attendance of William Moss the great, great, great, great grandson of the original founder of William Moss and Sons and his wife Paula Moss.

"Kier Construction wouldn't be the organisation it is today without the hard work and dedication of all its past employees. So on behalf of all of the current Kier employees, thank you, for laying such a strong foundation to which we can build on and hopefully continue for another 100 years."

Adam Hughes



Wallasey Town Hall



Roscoe Street



Kirkby



Speke

Crossword Competition

**£50 Prize for
the first correct**
solution drawn
out of a hat!

Last edition's winner
and the recipient
of £50:

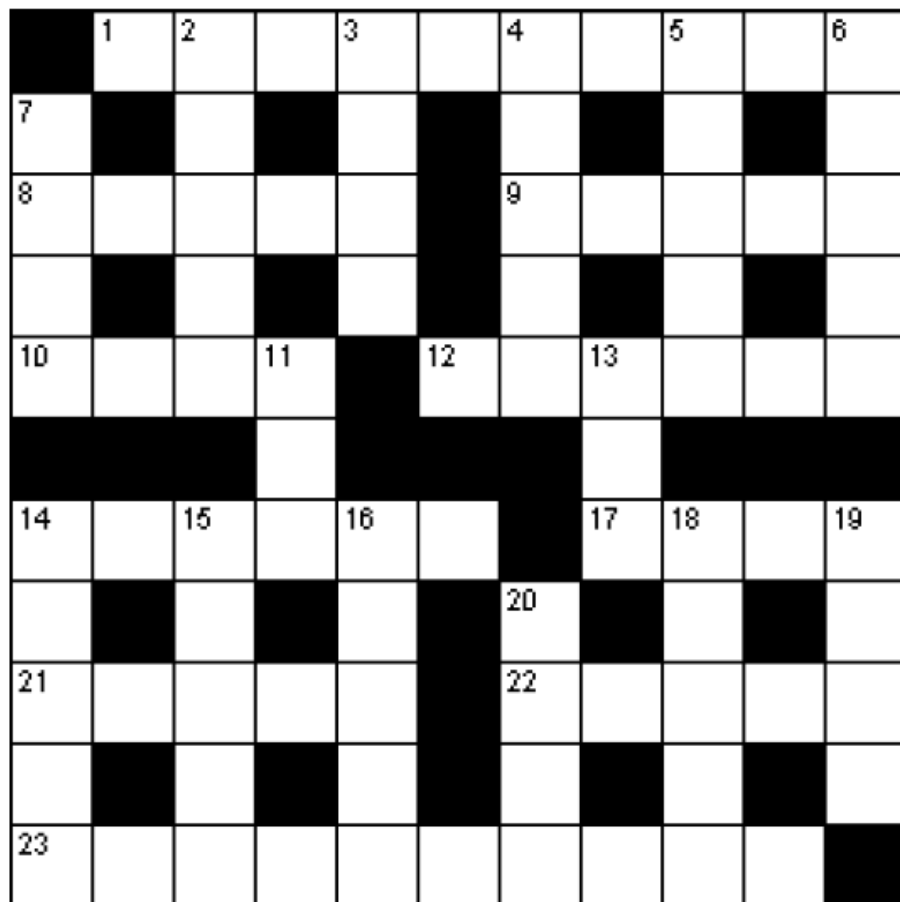
**Ray & Rene
Plassard**

Maple Cross Area



**Deadline Date:
7 July 2014**

**Don't forget to
include your name
and address with
your entry**



Across

- | | |
|-----|--------------------------------------|
| 1. | Biased (10) |
| 8. | Vacant (5) |
| 9. | Sharp pointed plant
outgrowth (5) |
| 10. | Hoodlum (4) |
| 12. | Bookmaker (6) |
| 14. | Move Slowly |
| 17. | Move along in a stream
(4) |
| 21. | Garment (5) |
| 22. | Rings of a chain (5) |
| 23. | Stiffness in the joints (10) |

Down

- | | |
|-----|--------------------------|
| 2. | Become ripe (5) |
| 3. | Delights (4) |
| 4. | As before (5) |
| 5. | Earthenware pot (5) |
| 6. | Move rythmicaly |
| 7. | Shed tears (4) |
| 11. | Young goat (3) |
| 13. | Idiot (3) |
| 14. | Prevent (5) |
| 15. | Flinch (5) |
| 16. | Doctor's replacement (5) |
| 18. | Makes a loan (5) |
| 19. | Insect (4) |
| 20. | Narrow opening (4) |

Entrants must be members/partners of the Fellowship.
All solutions to be sent either by post or email to:

John Simson, 5 Gainsborough Place, Hutton, Essex, CM13 2R
OR: johnsimson@live.co.uk