

# KierLink

The Magazine for Kier Group Fellowship Trust

## FELLOWSHIP MATTERS

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

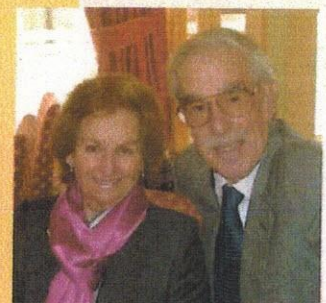
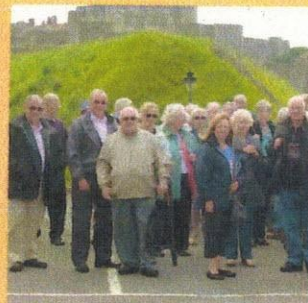
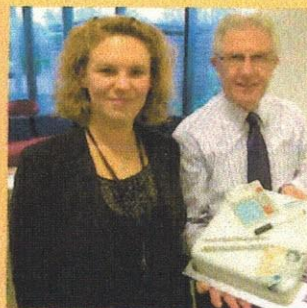
## UPCOMING EVENTS

What we can look forward to in the coming year

## REGIONAL REPORTS

What has everyone been up to?

Plus much more!



# Contents

- 2 Editors' Notes
- 2 • Administrators' Report
- 3 Chairman's Fellowship Matters
- 4 Message from Group Chief Executive
- 5 Orbituaries
- 4 • Liverpool Report
- S • Cheltenham Area report
- S Laughton-Witham Report
- 6 Boston Spa Report
- 7 Maidstone Report
- 8 Newport & Bristol Report
- g Maple Cross Report
- 10 Tempsford / Rushden Golf Day
- 10 Wisbech Report
- 11 Rushden Report
- 12 Tempsford Report
- 13 Fellowship Annual Garden Party
- 14 Can You Help?
- 15 Photo Competition
- 16 • 20th Anniversary of the Kier buyout from Hanson
- 16 •
- 17 • Crossword Competition
- 19 Buckdens Living Stones Developments  
Rushden Report



## Features for the next edition of the KierLink

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

**15 Jan 2013**

Many Thanks!

## Welcome!



Welcome to the 25th edition of KierLink Magazine. We are pleased to bring you this Autumn 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 Kierli nk.

Kind Regards  
**Mare! Strydom**  
(KierLink Designer)

## Editors' Notes



Welcome to the Autumn edition of Kierlink and we hope you have had an enjoyable summer even if the weather was unseasonably wet.

We are pleased to hear that most of you like the new format of Kierlink and we would encourage you all to send us articles for inclusion about yourself, your hobbies, your career with the Company or profiles of well known employees along with related photographs.

Unfortunately, the disappointing response to our crossword and photographic competition means that we will not continue with these items.

On a positive note, we have two excellent feature articles in this issue which we hope you will enjoy reading.

Once again the Tempsford Garden Party, which is featured in this issue, was very enjoyable with a near record attendance and we hope that all your area events leading up to Christmas will be equally successful.

We would like to wish you all a Happy Christmas and New Year in spite of the economic gloom and we look forward to hearing about your Fellowship events through the winter months.

*John Simson & Geoff Brown*

John Simson:  
[johnsimson@live.co.uk](mailto:johnsimson@live.co.uk)

Geoff Brown:  
[geoffbrown13@sky.com](mailto:geoffbrown13@sky.com)

## Administrator's Report



For the first time in the fourteen year history of the Trust we have completed an audit of member names and addresses which are held locally by Area Organisers and centrally by me. This has highlighted the need for members to advise us of any change of address or circumstance in order to continue receiving invitations to events etc.

Although the Trust currently has 1,216 members which is a new record, we are always pleased to welcome new members so if you know someone who has worked for Kier but is not yet a Trust member please encourage them to join the Fellowship and enjoy the numerous events that take place throughout the year. Joining is easy and free and can be done online at [www.kier.co.uk/about/fellowship.asp](http://www.kier.co.uk/about/fellowship.asp) or by completing a membership form which can be obtained from your local area organiser.

I have also received a number of requests from members who wish to re-acquaint themselves with old work colleagues with whom they have lost contact. If we have their details on our central database we will be happy to pass on messages or letters.

One of the pleasing aspects of the last twelve months has been the formation of small committees in some areas which has enabled us to re-launch the Newport & Bristol Area and also increase the number of events held across other areas. Please remember the website gives a programme of forthcoming events and members are not restricted to events held only in their local area.

Last year the KierPlus Benefits Scheme was made available to Trust members and well in excess of 300 members registered to take advantage of genuine savings and discounts from stores such as Marks & Spencer, B&Q and many more. Further information is available from your local Area Organiser and if you wish to join you will need to provide them with your full name, National Insurance number and date of birth. New applicants are uploaded to the Kier Plus provider on the 15th of each month.

A small stock of limited edition "KGFT" ties are still available at £5 each.

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

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*Brendan D'Boyle*

# Chairman's Fellowship Matters

July 2012

It was a real pleasure to see a near record number of members at the annual Fellowship Trust Luncheon in the grounds of Tempsford Hall where I was very pleased to be able to report that overall the Trust is progressing well.

We now have over 1,200 members, an increase of just under 2.4% over the last year and activity within the Trust has increased markedly with the total number of events staged across our 12 areas rising to 96 from 81, an increase of over 18%. The number of attendances at these events increased by 15% to over 2,600 which is a great credit to the Area Organisers and their supporters who have given many hours of their time organising and ensuring the success of the events they provide for their fellow members to enjoy.

Credit and thanks are also due to the Kier businesses that provide the admin assistance and financial support without which we would struggle to stage the number of events and maintain the high standards our organisers are achieving. The fact that in these financially troubled times the Trust is managing to operate on a break even basis and thus preserve our capital base, is only made possible by the support we continue to receive from Kier Group companies.

Unfortunately no organisation such as ours is without its difficulties and our biggest ongoing problem is finding our next generation Area Organisers and their support teams from within the membership.

We have been extremely fortunate to have had some outstanding organisers since the Trust was formed some 14 years ago and given that many were well into their retirement by the time they took on their role it is not surprising that in many areas we are now into our third generation of organisers. - and succession planning becoming a constant concern.

The Fellowship Trust cannot function fully without enthusiastic and diligent Organisers and their helpers so if you feel you could contribute or if you can encourage a member you know to become involved you would be providing a significant service to the trust and your fellow members.

There are some excellent visits and functions being staged across the Areas which I do hope you will be able to attend.

Best Wishes, Dick Siddons



# Lesauere 1r111lha GroupChill becuuve

"I do hope this Autumn edition of KierLink finds you all well after a busy summer season. I was delighted to be able to attend the Fellowship Garden Party at Tempsford again this year to welcome a record number of attendees, some 290 - an extraordinary turnout and it clearly shows that the Fellowship is in rude health.

I am delighted to say that the company is still performing very well despite the challenges of the economy. The construction sector "double dip" has helped suppress any recovery in the overall economy and the cut-backs in public spending have had a big impact on the availability of social infrastructure schemes. However, all is not gloom and doom, and the versatility of a business like ours is a real benefit in times like this. The Government is committed to increase spending in economic infrastructure schemes such as railways, water, power and waste projects. We have certainly seen a considerable growth in activity in this arena and also in the need for social housing schemes of all shapes and sizes. Because of our versatility, I would expect us to be able to maintain our overall revenues in construction at about £1,500m for the next year although the mix of work will be very different to that we have seen over the last decade, and the competitiveness is clearly increasing.

Our Services business is seeing a period of stability having grown considerably over the last 5 years. I would expect to see a growth in outsourcing from Government and Local Authorities over the next year as they finally come to terms with the need to outsource more of their operations. m-s-av wronney, a key target area for us.

Our Property business is going from strength to strength and is investing wisely in prime market sites to help create real value out of our hard earned cash. re\$Qt,1rc;e{md to create our own home grown construction opportunities.

I am delighted to see that the Company has recently received an award from our peers in the industry for having the best Apprenticeship scheme, a worthy recognition of the commitment to our people at every level in the organisation. We can only ever be good as the people we employ and I know they will leave a lasting legacy, something we are benefitting from today."

Paul Sheffiled



# Obituaries

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

Doreen Ball	09Feb 2012	"Betty Nuttafl	b1 bee 2011
Christopher Clarke	26 Feb 2012	Andrew Petrie	10 Dec2011
Leslie Coleman	17 Dec 2011	Frank Radley	11 Nov 2011
William Dewey	15 Feb 2012	Thomas Ratcliff	29 Sep2011
Sydney Oobbie	2-3Oct 2011	Thelma Short	06-Mar 2012
Norman England	07 Nov 2011	Daisy Stevens	04 Feb2012
Gladys Evans	24 Sep 2011	Victor Solway	24 Jan 2012
Nigel Falkus	29 Jul 2011	Brian Spencer	09 Dec 2012
John Fish	23 Feb2012	John Sutton	10 Dec 2011
John Goodacre	30 Nov2011	Henriette Thmne	08 Dee2011
Edward Gough	27 Feb2012	Frederick Toogood	25 Feb 2012
Raymond Griffin	27 Oct2011	William Turnton	01 Nov 2011
Edward Hills	26 Oct2011	Edwin Vargeson	15 Oct 2011
Len Hills	17Jul2012	Brian Walsh	01 Feb 2012
Don Knight	19 Jan 2b12	Dennis Willshire	03 Jan 2012
Joan Lewis	08 Feb 2012	Ernest Woods	16 Oct2012
Eileen McLaughlin	26 Dec 2011		

## Liverpool Report

Membership of Kier Construction Northern Fellowship, Liverpool and Manchester now stands at eighty members

A number of events have taken place over the last nine months.

### Autumnlunch

On the 3rd November 2011 an Autumn Lunch was held at a popular venue - The Fairways Restaurant at Houghwood Golf Club near St Helens. Sixteen members had a lovely lunch overlooking the panoramic views over the Lancashire plain and Welsh hills.

### Xmaslunch

16th December 2011 - Xmas lunch at the Village Hotel, Whiston was attended by thirty members. Everyone was in high spirits especially as we looked out of the windows and the snow began to fall. The only concern was would we be stranded, which some felt was a good idea, luckily we all managed to get home safely.

### Kier Fellowship/ 25 Year Dinner

The Annual Kier Fellowship / 25 Year Dinner was held on the 9th March 2012 in the Courtney Suite at the Suites Hotel, Knowsley. This was attended by forty two members and a fine time was had by all.

### Springlunch

After a lot of discussion it was decided this year we would try a new venue for our Spring Lunch - The Liner Hotel in Liverpool City Centre which is very near-to Lime Street train station.

On 29th May 2012 seventeen members enjoyed pre-lunch drinks on the terrace - would you believe it the weather was beautiful, followed by lunch.

The venue was a big hit with everyone who attended and hopefully in the coming year we will visit again.

*sharo//1,Je//1,le//1,s*

### Phantom of the Opera

Seven Kier Fellowship members and their partners took part in a trip to the Bristol Hippodrome on 14th June to see Phantom of the Opera. The show has been around for a few years, but only one couple had seen it before, and they, along with those who were seeing it for the first time, thought it was brilliant. One member even went so far as to give it a standing ovation.

As people were coming from different directions there was no communal meal beforehand, but all were able to meet for a drink in the bar in the interval.

An event for the Autumn is to be arranged, and there will be the usual Christmas lunch in December.

*Hugh sweet*

### Loughton-Witham Report

#### Kill or Cure

We started the year off with a visit to London on the 15th February for a guided tour of the History of Medicine. During the morning we had a whirlwind tour of 2000 years of the history of medicine and nursing on both sides of the Thames. The afternoon was taken up with a visit to the private collection of Sir Henry Wellcome. Thirty four members had a very pleasant day.

#### Bank of England Museum & Museum of London

Such was the response to this visit it was necessary to split into two days 7th & 8th March. We commenced the visit at the Bank of England Museum before moving on to the Museum of London in the afternoon. In total sixty members attended the visit.

#### Golf Day - Stock Brook Manor

This year our annual Golf Day was held on 24th April at Stock Brook Manor Golf Club. Seventeen members took part and although it rained hard in the early morning there was only a light drizzle when the first few teed off and had stopped after a few holes. It was a memorable day for Martyn Wright who managed to achieve a hole in one.

#### Spring Buffet

Once again this event was very well supported; now back to its usual slot on the 26th April. One Hundred and nine members enjoyed a very good buffet helped down with a few fine ales. We were joined by directors of the Trust as well as Mark Pengelly MD and John Abbott Director of Kier Construction - London.



#### River Trip

Once again because of its popularity this event had to be split over two days, 30th May & 1st June where in total seventy four members enjoyed a very good three course meal while meandering down the River Lea. The weather was very kind to us on both days.



## Film Music Gala

This year's annual visit to the Royal Albert Hall was on the 5th May where Thirty four members were entertained by the Royal Philharmonic Orchestra conducted by Paul Bate-man playin music "from Film Classics ana the Second World War.

## Tempshord Garden Party

Forty eight members attended this very popular event, giving the opportunity for our members to mix with friends and colleagues from other areas. This year's event was a near record attendance.



## Dover Castle

On the 18th July fifty eight members visited Dover Castle. Although we were promised rain we were fortunate it stayed dry for us, although there was a very strong wind coming off the sea once we were within the castle grounds... Although once again very tiring climbing the many steps to the towers and walking along the many tunnels every one enjoyed the day and said they would have to go back again as they had not managed to get around and see everything.

*c;etJff E;rtJwn §\_\_jtJhn S[m5tJn*

f

## Kew Gardens

On a rain free 15th June, forty five members visited Kew Gardens. Although a very good day it was very tiring for some of the members.



## Boston Spa Report

Twenty four attended the Milford Lodge Hotel on 24th April for Sunday lunch which was enjoyed by all.

We have another lunch arranged for 2nd September and a Christmas Party Night booked for December.

Mr Bill James was the proud father who gave his daughter Helen away to Matt at their wedding on 11th August 2012 at St Mary's Church in Soston Spa.

*Katherine Leadley*



## Maidstone Report

### Brick Lane Music Hall

On Friday 23rd March a party of forty three guests attended Brick Lane Music Hall for St Patrick's Irish Party Week. We enjoyed a 3 course Lunch before the afternoon matinee show, an excellent performance as is expected at this venue. This theatre is completely accessible for anyone who has a problem with walking as we are able to park almost outside the entrance to the theatre.



### River Trip

We had forty nine guests on the coach which was the maximum we could take on Tuesday 28th August for our trip on the River Lee. Our first stop was at Waltham Abbey in the morning for a short stop before we visited the Van Hage Garden Centre for lunch and then went on to the River Lee for our boat trip. 'Lady Lee Valley' departed at 3 p.m. to take us along the River Lee.

The duration of our boat trip was approximately 2 hours during which time we were served with cream teas. A bar was also available on board. This trip has proved to be very popular.

### Tempsford Garden Party

On 1st July thirty three members enjoyed one of our most delightful social events in our calendar year, namely our Annual Garden Party which was held in the grounds of Tempsford Hall. Guests were served with excellent food along with fine wine. We were entertained with live music and there was also a grand raffle during the afternoon.

### Hog Roast Lunch

On Tuesday 7th August forty eight members accepted the invitation to our Hog Roast Lunch which was held at the Crown Public House, Shoreham Village, which is not far from Brands Hatch and was a new venue for us.

This is a friendly old-fashioned three-bar village pub with open fires. There is beautiful scenery in the surrounding area and along with some local advice, have compiled a 20-30 minutes walk to take before lunch either to work up an appetite or maybe to walk off our meal and to take in some of the views of this lovely area.

It was a great day and fortunately for us the rain held off, although we had taken precautions and had gazebos erected in the Crown Pub Gardens, for good measure! Everyone was served with a drink of their choice before lunch and when we took our places to dine there were bottles of red, white or rose wine ready for our tables.

We were given a large roll with butter and Anthony, our chef, announced that the Hog was ready to serve.





We had a choice of lovely thick sliced pork with gorgeous crispy crackling, sage and onion stuffing, apple sauce, new potatoes, salad and pasta. For sweet there was a choice of lemon torte, strawberry gateaux and fruit salad and as much on offer as we could all eat! To round this all off we were served with tea and coffee.

Anthony told us that he had been given by his Butcher a rather larger hog than originally intended and delightfully, before leaving, those guests who wanted were given a doggie bag to take home some pork and crackling.

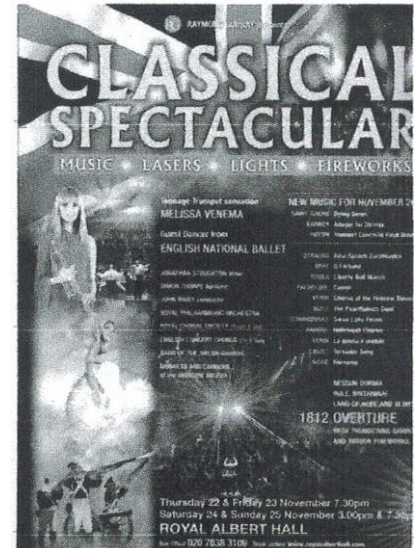
I am pleased to say that the event was a great success and thoroughly enjoyed by all.



## Classical Spectacular

On Sunday 25th November, we are off to see 'The Classical Spectacular' at the Royal Albert Hall for the matinee performance.

The seats for this performance have already been reserved and we will have forty guests attending.



## Christmas Spectacular

Our Christmas Lunch this year will be held again at 'Wealden Hall' who have, for the past couple of years, looked after us very well and everyone enjoys the ambience there.

*Anne Ransley*

## Newport & Bristol Report



## Junction 28 Lunch

Kier Fellowship Trust from South Wales and Bristol under our recently formed revised Working Group, all enjoyed lunch with an excellent turnout of members on 20th June 2012 at Junction 28 Restaurant near Newport, South Wales.

## Dewstow Gardens and Grottoes

A visit to Dewstow Gardens and Grottoes has been arranged for late August and a further luncheon meeting in the Autumn at an agreed venue is being organised.

*Jack Laughton*

## Maple Cross Report

### Theatre Trip

Twenty members enjoyed Theatre trip to Radlett on 28th January

### Lunch at Rubys Restaurant

On 10th February twenty five members enjoyed a three course lunch at Rubys Restaurant, Bushey Heath, where the ladies received a little gift on this special day.



### St Paul's Day Luncheon

On the 16th March thirty members attended a St Patrick's Day luncheon at Edgwarebury Hotel, Elstree.

### St George's Day Luncheon

Freddie's Restaurant was our venue for our St George's Day luncheon on 20th April where twenty eight members enjoyed a 3 course meal.

### Thorsby Hall

On 4th June a number of members enjoyed a 4 day break at Warners, Thorsby Hall Nottingham.



### Aldenham Golf and Country Club

Twenty four members enjoyed a three course meal at Aldenham Golf & Country Club on 15th June.

### Tempsford Hall Garden Party

A number of members attended the Tempsford Hall Garden Party on 1st July

### Golden Wedding Anniversaries

We also celebrated 2 Golden Wedding Anniversaries this summer.

First up **Duncan & Christine Mort** celebrated their 50th on 16th June. They enjoyed their day with a meal and plenty of wine with family and friends.

On the 25th August **yours truly and my Wife Pam** celebrated our 50th with family and friends at Aldenham Golf & Country Club.



## Future Planned Events

Future events for the remainder of 2012 are:

11th August - London Walk and Social event.

29th September - Visit to Kensington Palace, Lunch & Show.

19th October - Maple Cross Long Service award luncheon.

Early December - Christmas Market.

*Terry Ddany*

## Wisbech Report

Our members have attended five events since the last Kierlink and we have six more planned this year.

### Group Lunch Days

On the 16th May a group enjoyed lunch at the King of Hearts at West Walton and later in the month John Taylor organised another visit to the local Wetherspoons for a Pie and a Pint with about a dozen members and other previous employees.

### Cream Tea at Wisbech Office

On Thursday 31st May we had a Cream Tea in the Wisbech office for members and staff in aid of Banardo's at which over £100 was raised for the charity.

### Tempsford Garden Party

Fourteen members attended the Tempsford Garden Party which was enjoyed by all.

### National Golf Day

In September we anticipate some of our members taking part in the National Golf Day. Later in the month we are arranging a Chinese meal at a local restaurant.

### Cromer, S88 Shell SPBIBI

On the 13th September we went to Cromer for our Seaside Special.

## Tempsfordi Rushden Golf Day

**PAVENHAM PARK**

**TUESDAY 22 MAY 2012**

Because of my late cruise booking, the change of date from 16 May (when it rained all day) to 22 May meant we lost six players - what busy lives our members lead.

The good news was that Tuesday 22 May turned out to be a near perfect golf day at Pavenham Park for the thirteen players who took part. Azure blue sky, contrasting with the greens of the course and trees, and pleasant temperature.

Overall winner: Terry Holland  
 Longest drive: Mike Janes  
 Best front nine: Cyril Carter  
 Best back nine: Mike Ross  
 Nobody scored nearest the pin!

Next year we will stick by the original date - whatever happens!

*\_John Stamford*



### London Visit/ Hog Boas

On the 3rd November we are planning a day trip to London and on the 30th November we will be joining staff for a Hog Roast at Wisbech St. Mary.

### Christmas lunch

Finally, on the 7th December we will be enjoying our Christmas Lunch at the Crown Lodge, Outwell.

*Sonia Webb*

## Rushden Report

### Ferren Race

We started the year with our Annual Charity Ferret Race Evening at the local working men's club - always well supported and we raised a substantial amount of money for the social side of Mencap.

### Royal Albert Hall

Our annual pilgrimage to the Royal Albert Hall in April to watch and listen to the Massed Bands of the Royal Marines was a great success with 44 members travelling - always well received and appreciated.

### Malvern Spring Garden Show

After a soggy spring we ventured to the Malvern Spring Garden show armed with wellingtons and wet gear. What a shock - we had a dry, sunny and enjoyable day which twenty seven members enjoyed.

### 8111 Daval Pavenham

Mid May, six members enjoyed a Golf Day at Pavenham with our friends from Tempsford - no one reported to me that they had won but all enjoyed the occasion.

### Diamond Wedding Anniversary

On Friday 15th June Joyce and Arthur Deighton celebrated their Diamond Wedding Anniversary at a local club and many of the group attended to toast the pair - Many Congratulations..

### Tempstord Hall Garden Party

On the first Sunday in June a record number of sixty-three members attended the Summer Garden Party at Tempsford Hall and thoroughly enjoyed camaraderie.

### Future Events

The second half of the year will be just as busy with trips to Bristol, Westminster Abbey in London, Peterborough Greyhound Racing, shopping at the Westfield Centre in West London and our Annual visit to the Carol Service in the Guards Chapel in Central London.

## hrewell to our Brave Soldiers

Since our last report we have lost several old soldiers:- Alec Flinn, Les Coleman, Bill Turton, Nancy Andrew, Fred Clarke, Brian Hall, Ted Smart, John York, Alan Jordon, George Moddy, Brian Roberts.

### Malta Trip

Our trip to Malta began when we met at 6.00am on Saturday the 24th March for our coach ride to Gatwick Airport for our Air Malta flight which departed at 11:55 and arrived at Luga Airport at 16:00 local time. We were met and transported to the Rambla Bay Resort, arriving just in time for a relaxing shower and a couple of cocktails before dinner.

Entertainment was provided every evening after dinner. Sunday we had a relaxing day after travelling the day before, a leisurely stroll in the morning returning to the hotel for lunch and then just lounging by the pools in the afternoon.

On Monday a deal was struck with the sightseeing Red Bus Company, for a tour of the island; you could just hop on and off as you pleased.



We stopped off at Mdina, a very historic city that was once the capital city of Malta, and is famous for its glass blowing. We stayed too long and missed the bus back and so travelled on the new Arriva bus who have taken over this year from the old boneshakers that we travelled on last year.

On Tuesday because most of the party had booked for the sight seeing tour a Red Bus Co: threw in a trip to Sliema and around the harbour cruise which was great. We managed to arrive back in time for our return trip to the hotel, and those of us who had braved the open top upper deck thought the driver was late for his dinner as he drove so fast we thought he had taken a wrong turn and we were at Blackpool on the Big Dipper. We had a super time and so much laughter with the other passengers joining in with our fun.

Wednesday unfortunately was our last day, we had a stroll to the nearest coffee bar and relaxed in the sun. The hotel manager had laid on a special barbecue lunch for us and the picture below shows us making the most of the rest of our time at Rambla Bay. The food and friendliness of the staff was all we could wish for.



## 11 month Overseas Trips - Members of All Areas Invited

We have two overseas trips in the offing. Please get in touch if anyone from any area is interested.

Our New Year break is to Ypres in Belgium whilst next April we intend to visit 'Hidden Portugal' - the area not particularly associated with English tourism.

*Brian Hill*

## Bletchley Park

Our first coach trip for some years was on 1 May when forty one of us followed the example of Laughton/Witham area and had a group tour of Bletchley Park. The enthusiasm of their volunteer staff enhanced a most interesting and enjoyable outing. The weather though was \*\*\*\*.

## Golf Day

The area golf day in conjunction with Rushden, organised by John Stamford at Pavenham Golf Club, was postponed until 22 May. As luck would have it, the event took place in glorious weather, whereas it rained on the original date, but unfortunately, the change of date meant that some were unavailable to play.

## Tempsford Garden Party

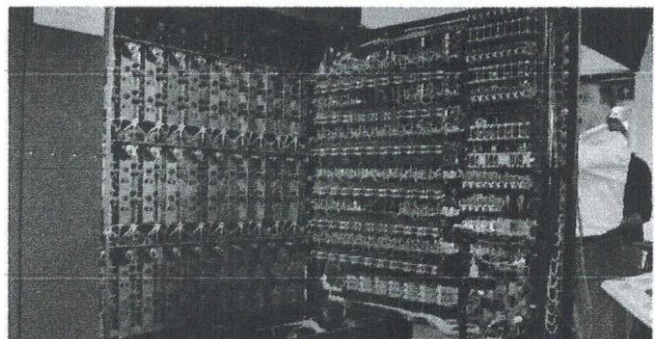
Sixty-eight members from Tempsford area booked for the Garden Party on 1 July and we were lucky, relatively, with the weather again. Another very successful event, thanks to the willing efforts of all those involved in organising it.

# Tempsford Report

## Monthly lunches

We started our monthly lunches earlier this year - in February - at a new venue, the King's Arms, Cardington. Our group of sixteen was made very welcome and we enjoyed good food. In March we went to the Wheatsheaf, Tempsford; there were so many of us that I thought we were going to be turned away - twenty five arrived when I had indicated a group of sixteen!

Despite being very busy, the staff pulled out all the stops and it was a great success once again. The Eaton Oak in Eaton Socon played host to our group of twelve in April. In view of the changeable attendance I am now asking members to let me know in advance if they intend to join us or not.



*HaroLd Thompson*

## Fellowship Annual Garden Party

**At Tempsford Hall - Sunday 1 JUN 2012**

The fourteenth Annual Fellowship Trust Garden Party took place at Tempsford Hall on Sunday 1 July and attracted a record numbers of guests. It was also notable that a number of those present ~~had~~ been, or were soon to celebrate, their Golden Wedding anniversaries.

After an initial period when members renewed old acquaintances, guests sat down to a three course lunch with wine.

During the formalities following lunch, Paul Sheffield, Chief Executive of Kier Group Pie, reassured members of the Group's performance in difficult markets. He also commented on extra measures taken by the Company to help the Pension Fund.

Dick Side, Chairman of the Fellowship Trust, thanked Paul Sheffield and his fellow Directors for making the function possible and said he was pleased to report that the Trust now had over 1200 members and the events organised by areas had increased by almost 20%.

The Chairman's Award for the Best Group of the Year went to Rushden and the award for the most Improved Group went to Maple Cross.

The person who had travelled furthers to the event was Eric Snowdon who had travelled over 200 miles from North Yorkshire to be present. Dick Side closed by proposing the Toast of "Absent Friends".

John Hebblethwaite was the cabaret slot with his "Tales for the Fellowship" which greatly amused those present and delivered in true Hebblethwaite style.

John Stamford provided a table quiz based on prices in 1992 (when Kier Group Pie gained its independence from Hanson). Memory plays tricks and some table answers were more reminiscent of 1942 prices!

Vivien Hesterfield/8endan O'Boyle organised a raffle which had many superb prizes purchased through the generosity of the Kier Group Companies with the proceeds of the raffle helping defray the costs of the day.

The afternoon concluded with music for dancing with the Terry Shorrock Duo and it was notable that some guests were still talking at 5.30 p.m.

So, here's to next year!

*..John Stamford*



## can1101Help?

I am carrying out some family research and am trying to locate a member of the family who work-ad for Kier in the 1940's, 50's and possibly 60's.

The name I am looking for is Frederick Stanely Quid and I believe he worked for Kier from the end of WWII until the sixties.

Frederick was born in 1904 in Bethnal Green and by the 1920's he was working as a draughtsman for SimonCarves. The ~~stump~~ in the late 1920's created a situation where his boss of the time organised a move to India where he became a main man in Simplex Piling. He stayed in India with his family throughout the war working with the Army. He returned to the UK in 1947 and from what I can gather Kier took over Simplex Piling.

Frederick worked for Kier until his retirement in 1969.

It would be good (if possible) to find some information on Frederick Ould that I can add to the history of the family at this time.

Yours sincerely  
David Jones

Please contact  
Geoff Brown or John Simson  
if you can help

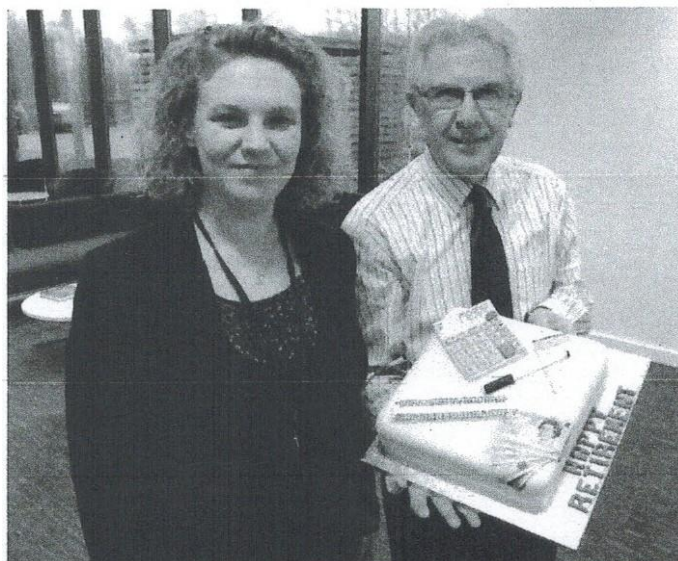
All photographs to be sent to:

John Simson, 5 Gainsborough Place, Hutton,  
Essex. CM13 2RF  
Or: [john.simson@live.co.uk](mailto:john.simson@live.co.uk)

Deadline Date: 15 January 2013

# Photo Competition

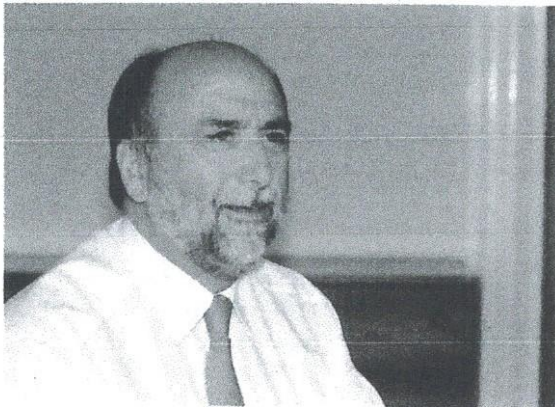
**£50 Prize for the best photograph taken by a member or partner at a Fellowship event in the last 6 months.**



## Last Edition's Winner!! Terry Jackson's Retirement from the Birmingham Office.

The winning photograph has been sent in by Jeanie Jackson which records her husband Terry's retirement from the Birmingham Office.

Terry had worked for Kier as a Senior Building Estimator since 1997 at both the Cheltenham and Birmingham offices. The lady presenting the cake is Rachel Kerr, who made the cake and who also works for Kier at the Birmingham office. The cake depicts one of the last tenders that Terry worked on together with some of the tools used everyday by the Estimators. Kier were successful with this tender and have subsequently gone on to build the job. It was a happy celebration of Terry's career and snowed off Rachel's incredible talent as a cake artist. Enjoy your retirement Terry, and Jeanie, enjoy spending your winnings!



## 20th Anniversary of the Kier buyout from Hanson

*It was twenty years ago in July that Colin Busby completed the buyout from Hanson, and here he recalls the events that lead to us becoming an independent company once more.*

It was a Monday morning in February 1992. I was in my office and feeling a bit nervous as I was expecting my latest new boss, Tony Cotton of Hanson PLC.

He had previously undertaken to tell me the results of the three month investigation that we had just been put through by Hanson, following their acquisition of Beazer, and I wasn't sure whether I would still have a job at the end of the day.

Tony arrived and said that the investigation had gone smoothly and that we were a very good business, professionally run, that would fit nicely within the Hanson organisation, but he also said that he would be interested in my opinion.

I said that my main concern in the medium term was for the quality of the employees in the business. Hanson was not thought by the industry as a long term player in the construction market and as a result our ability to attract the quality people would be compromised, the business would deteriorate, and the chances are I would be sacked.

I also said that Hanson had a reputation for selling businesses and if they were minded to sell Kier then I felt our current management team would like the opportunity to effect a buy out.

"If you are serious, then you should make us an offer for the business" he said, "if it is enough then we will agree". That was the start of the process of the Employee Buy Out, and what we needed was a plan.

We quickly realised that we had three main strengths. A respected industry name in spite of the turmoil of the previous six years, some superb employees and rather a lot of cash, about £100 million at the time.

The plan came together. We would use the Kier name, purchase the business using some of the cash holding within the business which was now allowed under a relatively recent piece of legislation known as the "Whitewash Procedure", and we would involve all employees who wanted to be part of it.

We thought it would be interesting to see the effect of having everybody on the same end of the rope and pulling in mostly the same direction.

The Employee Buy Out was completed on the 3rd July 1992, some 20 years ago, with shareholders' funds of £12.5 million, of which £10 million was left in by Hanson, and the balance of about £2.5 million invested by approximately 800 employees.

If we allow ourselves to look back over that time, was it worth it and what conclusions can we draw? Well, the Kier name has gone from strength to strength, to some extent helped by the demise of names such as Laing, Wimpey, Tarmac, Mowlem, etc., but primarily by the growth of the Kier business.

In 1992 Kier had a mostly contracting business, doing about £500 million per year with virtually nil operating profit.

Today it is a balanced construction industry business involved in contracting, services, property, homes, PFI, etc. with a turnover in excess of £2 billion per year and, most importantly, it is also profitable, in spite of the difficult recent times, having declared a profit before tax of £68.9 million in the year to June 2011. It also still holds a lot of cash. £165 million as at June 2011.



# e,oss 01d eo11netition

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

All employees will have benefitted from this involvement in a growing business but those that have gained the most were those who decided to become shareholders in 1992, a real act of faith at that time.

July 1992 subsequently proved to be the absolute bottom of the construction recession which had lasted for about five years and times were very tough.

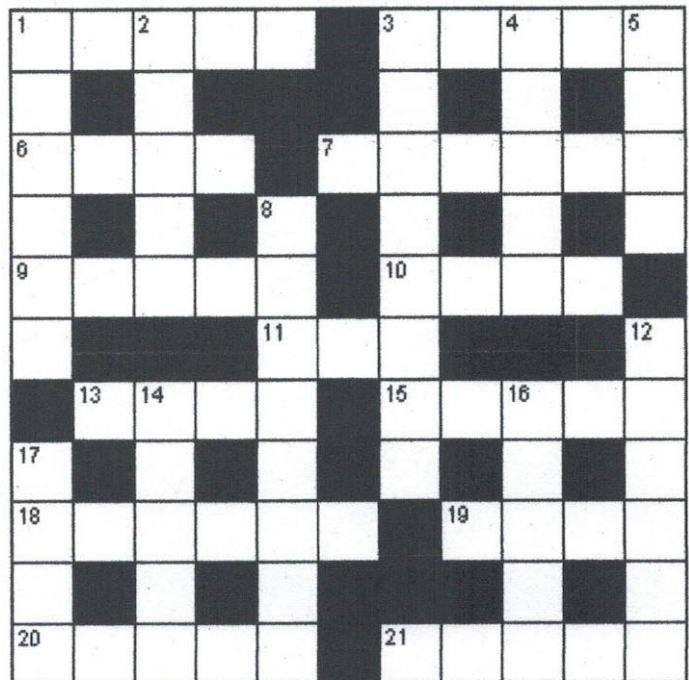
Those that did invest £1 for their share at that time were subsequently converted to 10 shares of 10p each, and in December 1996 Kier Group PLC was admitted to the Official List of the London Stock Exchange at a price of £1.70 per share.

Buoyed by growth in both the construction industry and the financial markets, the shares showed substantial growth over the next ten years and reached in excess of £25 per share for a while. However, the bubble burst and markets went into decline, but Kier has proved to be resilient.

They have remained profitable, management remain optimistic for the business, employees are still very professional and the shares are currently around £12 per share, still very good for a 10p investment.

The original £12.5 million of shareholders' equity now has a market value approaching £500 million.

*Colin Busby*



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 2RF or johnsimson@live.co.uk

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

**Deadline Date: 15 January 2013**

## Across

- 1 Unable to see (5)
- 3 Draws into mouth (5)
- 6 Thirst with knife (4)
- 7 Swiss city (6)
- 9 Banish (5)
- 10 Fail or misplace (4)
- 11 Open mesh fabric (3)
- 13 Small Island (4)
- 15 Speed (5)
- 18 Bigger (6)
- 19 Breathe Hard (4)
- 20 Incident (5)
- 21 Slumbered (5)

## Down

- 1 Woven container (6)
- 2 Inhabitant of Iraq (5)
- 3 Furtive (8)
- 4 Ships' companies (5)
- 5 Stately aquatic bird
- 8 Apartment (8)
- 12 Group of six (6)
- 14 Rush (5)
- 16 Frighten (5)
- 17 Sky colour (4)

# Buckdens Living Stones Development

## St Mary's Church Buckden

*Buckden has been a popular village for employees of Kier since 1967 and remains the place where several members still live. Among them are Peter Brittain (1969-2000), Robin Gibson (1958-2000), Ken Gray (1990-2002) and Philip Miles (from 1989-present) who are all members of the congregation of St Mary's. All are members of the congregation of St. Mary's, the parish church, as is Richard Noble who once worked for W & C French and whose father Sir Arthur Noble was a director.*

*We are delighted to report that the Buckden's Uving Stones Project has won an ICE East of England Merit Awards 2012 Physical Achievement Category*

*This is an amazing achievement and a tribute to all the professionals and volunteers who made the vision a reality.*

Here's the story of the project:

St Mary's Church lies at the heart of the lively village of Buckden and is central to village life. Built in the 13-15th centuries the church had no rooms for groups to meet and no toilet facilities, thus the vision was born to create a modern meeting space that would accommodate the requirements of the community.

The project was launched in 2004; deciding on a suitable site for the extension was difficult and was the subject of much controversy. The proposed site for the extension was particularly awkward both physically and historically; physically because it is long and thin and was encumbered by successively enlarged buttresses, and historically because the building is Grade I listed and adjacent to the scheduled historic monument of Buckden Towers. As such, much tenacity was required to satisfy government and church authorities, the stipulation being that the development should be externally indistinguishable from the original construction and not be visible from the road.

The strip of land between the North wall of the church, the historic boundary wall and the Towers moat was overgrown and virtually unusable due to the presence of the three very large buttresses, sub-ground boiler room and graves. This nevertheless was the only area where development was deemed acceptable and through carefully worked out structural solutions and their methodical implementation, it was deemed feasible that the buttresses could be temporarily removed, and replaced with smaller ones.

Our professional team worked with the church to cleverly fit the facilities into the space whilst enhancing the appearance of the neglected area. The extension would provide a meeting room, kitchen, and accessible WC's and level wheelchair access. Access was achieved by reopening the old north doorway which itself was a major challenge as a large scheduled monument hung over the opening. This could not be moved which severely limited the headroom and applied large torsional loading. To transfer loading a complex steel support system was designed by our team and concealed within the timber and stone facade.

Due to the church wall leaning 300mm and the perceived risk of adapting the buttresses in a very constricted site, the project was considered risky and logistically challenging; few quotes were received and were all well over budget.

This was a major stumbling block for the project, however with five chartered civil engineers within the congregation the bold decision was taken to form a limited company run by the congregation with the chartered civil engineers acting as directors. This allowed self delivery, better use of Lean construction and closer control over key risks saving £100k (over 25% of the project cost).

As the end user and contractor were the same people a deep understanding existed which meant that the value stream was already integral to the project process helping to drive down all types of waste and increase value. For example by understanding the financial restrictions, as cash availability varied depending on fundraising activities, programme was adjusted accordingly.

Church members and volunteers, including a special needs person, were mobilised to hand dig, blind, mix and lay concrete and included residents of Buckden not involved with the church itself, but keen to help.

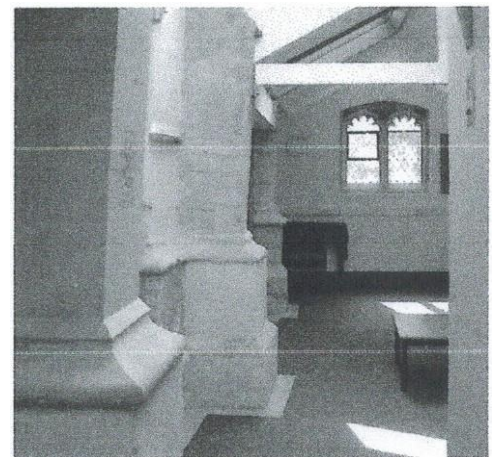
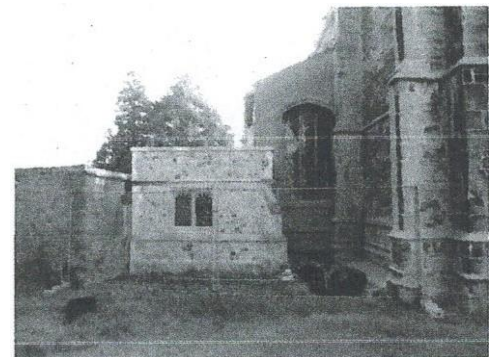
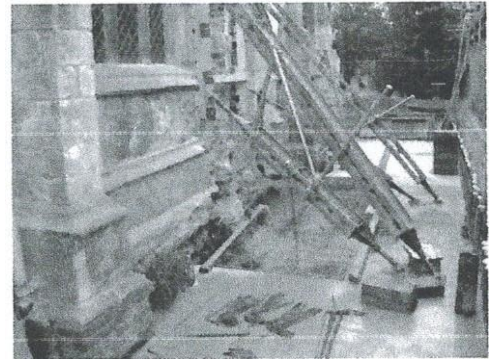
The ladies formed a weekly group that cleaned the old stones and bricks enabling us to re-cycle original materials, leading to a reduction in waste and contributing to the Lean approach. We were also able to use the skill of local artisans who often donated time or worked at cost with the volunteers to construct the superstructure ensuring that English Heritage guidelines were followed. This meant that a real sense of pride developed and ensured that the project was a true community achievement which helped keep the project within budget.

Due to the irregularity of the existing walls, a solution was devised by resequencing the works and using piles. A real time monitoring system was fixed to the leaning wall of the church to check for any movement. A tripod rig was used to bottom drive 6m tubular steel piles through the disturbed 'burial strata' into competent ground. A reinforced concrete floor slab was cast, stepping around the buttresses; by pumping a self levelling concrete over the church roof.

False work was erected to support the church wall from the piled slab allowing the buttresses to be removed. The slab was extended under the buttress locations before small buttresses were constructed which supported the wall. This engineered solution enhanced the long term stability of the church.

Ensuring that a strong and positive Health and Safety culture existed throughout the project was of paramount importance, it was decided that even the most basic health and safety knowledge could not be assumed and therefore before entering the site the health and safety director ensured that every person, including volunteers, was given a site and task specific induction. We are very proud to state that no lost time injuries occurred on this technically challenging site where significant heavy manual construction was executed by a workforce unfamiliar with the environment and work methods. This we feel demonstrates the safety awareness engendered within the team.

*Peter Britte//!*



# Welcome to New Members

Name	City /Town	Area	Region	Count
Mark Ashton	St Helens	Liverpool	Nort West	21
Jacqueline Barnett	Birdup	Cheltenham	Kier Central	23
John Betts	Fibedon	Rushdan	Kier Marriott	39
Douglas Brittain	Wellingborough	Rushden	Kier Marriott	33
Pauline Cavanagh	Solihull		Moss Construction	3
Julie Clark	Wigan	Liverpool	North West	12
Brian Clark	Bromsgrove	Cheltenham	Kier Moss	17
Paul Cullen	Cirencester	Central	Kier Construction	30
Robert Donegan	Knotty Ash	Liverpool	Kier Northern	38
John Elliott	Crosby	Liverpool	North West	18
Anthony Clive Ford	Brixham	Western	Kier Western	9
Kathleen Foster	Evesham	Cheltenham		
BrendaAileen Glasspool	Havant	Southern	Kier Southern	1.5
Paul Grove	Reditch	Birmingham	Kier Construction	11
Patricia Hodgson	Cheltenham	Cheltenham	Kier Moss	20
Bruce 'Terry' Jackson	Malvern	Cheltenham	Kier Moss	15
Stephen Jarvis	Pavenham	Tempsford	Kier National /Build	38
JohnAllen Jeffery	Plymouth	Plymouth	Kier Western	28
Roger Anthony Johnson	Chipping Sadbury	Western	Kier Western	12
Grham L Lanfear	Thornbury	Cheltenham	Kier Moss	10
Joseph Lyons	<b>Maghull</b>	Liverpool	North West	30
Elizabeth Lyons	<b>Maghull</b>	Liverpool	North West	28
Gary Edward Mackie	Southsea	Southern	Kier Southern	28
Malcolm Mawdsley	Bradford	Liverpool	Kier Construction	
Neil Meixner	Sheering	London	Kier London/ Eastern	41
George Mumford	Rainford	Liverpool	North West	10
Linda Neal	Eccleston	Liverpool	Liverpool	12
Amanda Newland	Kemspton Rural	Tempsford	Kier Regional	15
Terry Nicholls	Raunds	Rushdan	Marriots	28
Patricia Olsen	Thornton	Liverpool	North West	35
Thomas Peters	Fazakerley	Liverpool	North West	23
Suzanne Verna Ruff	Hayling Island	Southampton	Kier Southern	20
<b>Albert Schora</b>	Walton	Liverpool	North West	26
Kenneth James Simmons	Maidstone	Maidstone	Kier Southern	40
David Simons	Farnborough	Basingstoke	Kier Building Services	24
<b>Ronald Thiis</b>	Prescot	Liverpool	North West	5
Melvin Turnes	Weston	Western	Kier Western	32
Cliff Waine	Prescot	Liverpool	North West	6
Jeffrey Webster	Merseyside	Liverpool	North West	23
Brenda Wells	Great Rissindon	Cheltenham	French Kier Insulation	5
George Wrycroft	St Neats	Tempsford	Kier Building Division	3